WCCCD’s TITLE IX Fact Sheet

Title IX requires that -

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance...”

As such, Title IX of the Education Amendments of 1972 prohibits discrimination based on the gender of students and employees of educational institutions that receive federal financial assistance.

Wayne County Community College District ("WCCCD" or "the College") is governed by Title IX.

1. WCCCD will utilize its best efforts to protect all College community members from sex discrimination, gender-based harassment, sexual harassment, sexual assault, and sexual violence.

2. WCCCD will take affirmative and corrective action whenever it becomes aware of possible sex discrimination, sexual assault, sexual violence or other sexual misconduct within the College community, whether or not a complaint has been made.

3. In order to meet its Title IX obligations and to the extent possible, every effort will be made to keep the details of complaints confidential if requested to do so by a victim of sexual misconduct and to follow the College’s procedures for conducting an investigation. However, the College’s ability to strictly observe confidentiality may be compromised where the safety of members of the community is judged to be at risk.

4. The safety and security of all members of the College community are priority matters.

5. The internal investigation of a complaint will be conducted, and a decision rendered, no matter the timeline or outcome of case adjudication by external authorities.

Expanded information concerning sex discrimination, sexual harassment, sexual assault, sexual violence, and WCCCD’s new Title IX Policy and Procedures Governing the Reports and Investigation of Title IX Complaints, will be posted in WCCCD’s student, faculty and employee handbooks, as well as on the College’s website.

WHAT FEDERAL AGENCY ENFORCES TITLE IX?
The United States Department of Education’s Office for Civil Rights (OCR) is in charge of enforcing Title IX. Information regarding OCR can be found at www.ed.gov/about/offices/list/ocr/index.html

IMPORTANT FACTS

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FACTS ABOUT TITLE IX
Title IX is comprehensive in its application. Athletic departments are not the only component of college life governed by Title IX. The regulations prohibit sex discrimination in regard to all programs, including:
- Course offerings, classroom access, grading, and other academics
- Student counseling and academic support
- Hiring and retention of employees (staff, faculty, and administration)
- Job related benefits and leave
- Pregnancy

In addition to sex discrimination, Title IX also prohibits sexual misconduct (which includes sexual harassment, gender harassment, and sexual violence).

Additional information regarding what behaviors may constitute sexual harassment and other forms of sexual misconduct is available in WCCCD’s new Title IX Policy which will be posted on its website and in its student, faculty, and employee handbooks.

REPORTING COMPLAINTS UNDER TITLE IX
Any member of the WCCCD community who believes he/she has been the victim of sex discrimination, sexual misconduct, or who has witnessed such conduct, should report such misconduct or file an informal or formal complaint with the College’s Title IX Coordinator.¹

Students who believe they have been or are victims of sex discrimination or sexual harassment, including sexual assault or sexual violence on or off campus, whether by College employees, contracted services employees, other students or non-community members, are encouraged to request immediate personal support and assistance from any member of the Office of Student Services or the Title IX Coordinator. Student complaints against other students concerning sexual assault, sexual violence or other sexual misconduct may be made on an informal or formal basis with the College’s Title IX Coordinator or WCCCD’s Police Authority.

All complaints filed with or received by the Police Authority will be forwarded to the Title IX Coordinator, who will authorize and direct the conducting of an appropriate investigation.

Employees who believe they are being harassed or discriminated against on account of their gender should promptly make a report to the Title IX Coordinator, to his/her supervisor, to the District Vice Chancellor of Human Resources and Administration; a campus President; or the Vice Chancellor of Student Services. All reports made to the employee’s supervisor, campus President, Vice Chancellor of Student Services or the WCCCD Police Authority must, in turn, be immediately forwarded to the District Vice Chancellor of Human Resources and Administration, who is also the Title IX Coordinator.

1 While there is no required format for making a report, forms for this purpose are currently available from the Title IX Coordinator. Any victim of sexual misconduct who would prefer to speak with someone and have him complete a form on his/her behalf should contact the Title IX Coordinator.