

TITLE IX | Sexual Harassment and Assault Response & Education

What Ithaca College Employees Need to Know

Ithaca College is committed to ensuring that sexual harassment, sexual assault, dating violence, or stalking does not occur in any area or activity of the College. Title IX, the federal law that protects students from sex-based discrimination, requires Ithaca College employees who become aware that a student has been a victim of sexual harassment, sexual assault, dating violence, or stalking to report the incident to the Ithaca College Title IX Coordinator.

Student disclosures of sexual harassment, sexual assault, dating violence, or stalking must be privately reported to:

**Linda Koenig
Title IX Coordinator
lkoenig@ithaca.edu
607-274-7761**

Ithaca College has a legal obligation to review any concerns that are raised, even if the student requests that no action is taken. However, there is no obligation on the part of the student complainant to participate if they choose not to.

A Title IX review is separate from law enforcement, public safety or judicial investigations. Title IX requires that the College makes sure that students are aware of:

- Ithaca College's formal and informal resolution procedures and the investigation process, including the importance of treating both parties equitably
- Counseling services available either on or off campus
- Possible academic or residential accommodations
- Ithaca College's prohibition on retaliation against student complainants

Please visit the Ithaca College website for additional information:

www.ithaca.edu/share

What can I do proactively?

- Be sure your students know that you are someone who must disclose information to the Title IX coordinator.
- Help them understand who they can share information with who does not need to disclose to the Title IX coordinator.
- Create a respectful environment in your offices and classrooms.

What do I do if someone discloses a Title IX complaint to me?

- Share the following statement: *You have the right to make a report to College police, local law enforcement, and/or state police or choose not to report; to report the incident to Ithaca College officials; to be protected by the College from retaliation for reporting an incident; and to receive assistance and resources from the College.*
- Direct them to support resources on and off-campus:
 - Hammond Health Center
 - Counseling Center
 - Office of Public Safety
 - Advocacy Center
 - Religious and Spiritual Life Professionals
 - SHARE website
 - Cayuga Medical Center
- Remind them that you need to disclose this information to the Title IX coordinator;
- Contact Linda Koenig and include the following information:
 - Name of student(s) involved
 - Description of the incident (to the best of your ability)
 - Time, date, location of incident
 - Any other information the student provided to you: concerns they expressed, resources they are already utilizing, etc.
- Campus Security Authorities-Contact OPS to make your Clery report

What do I do after I make my report?

- Be prepared to continue to support the student who disclosed to you. There is likely a reason they choose you to come to and you could be a valuable resource in getting them connected to support.
- Practice self-care and reach out for support as you need it as well.

Does everyone need to report to Title IX?

- All faculty and staff of the College need to report any disclosures of sexual misconduct except:
 - Health Center staff
 - Counseling Center staff
 - Religious and Spiritual Life Professionals
 - Center for LGBT Education, Outreach & Services
 - Center for IDEAS (contact the office directly to determine which staff members are confidential resources)

www.ithaca.edu/share