



ALABAMA COLLEGE OF OSTEOPATHIC MEDICINE

ACOM.EDU



Title IX

Ashley Nelson
Title IX Coordinator, ACOM



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OSTEOPATHIC MEDICINE

Title IX

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

Title IX

- Title IX of the Education Amendments of 1972 is a federal law intended to end sex discrimination in all areas of education.
 - Applies to non-discrimination based on sex/ gender to all recipients of federal funds, both public and private institutions.
 - Covers all educational activities and applies to all members of the academic community
 - “Educational Activities” includes activities both inside and outside the classroom, including student activities, clubs, organizations, clerkships and residencies
- In addition to the implementing regulations, the guidelines for compliance with Title IX are provided by the U.S. Department of Education, Office of Civil Rights:
www2.ed.gov/about/offices/list/ocr/docs/shguide.html

ACOM Obligation Under Title IX

The Title IX Coordinator oversees complaints, identifies patterns and trends, and ensures ACOM is compliant with Title IX regulations.

ACOM Title IX Coordinator:

Ashley Nelson

334-305-1009 or 334-596-5360

anelson@acom.edu

• & Staff



Responsible Employees

All ACOM faculty and staff are considered to be “responsible employees” under Title IX and have a duty to report information received regarding incidents of sexual assault/sexual violence, domestic violence, dating violence, stalking and sex discrimination.

Responsible employees:

- Have an obligation to address allegations of prohibited offenses by reporting information to the ACOM Title IX Coordinator
- Have been informed they have this obligation through ACOM policies and training courses

Title IX Obligation

- If you become aware of any allegation of sexual misconduct that occurred on campus or in an off-campus ACOM activity, you must report this to the Title IX Coordinator. The following information is needed:
 - Name of Complainant
 - Date
 - Time
 - Location
 - Name of respondent, if revealed
 - Brief description

Roles of Title IX Team

- **Title IX Coordinator:** The Title IX Coordinator is responsible for coordinating ACOM's responses to all complaints involving possible sex discrimination. This responsibility includes monitoring outcomes, identifying and addressing any patterns, and assessing effects on the campus climate.
- **Title IX Investigator:** The Title IX Investigator is primarily responsible for the prompt, impartial and thorough investigation of Title IX Prohibited Offenses including sex and gender-based discrimination, sexual assault, sexual harassment, relationship or domestic violence, and stalking.
- **Title IX Advisor:** Each party may have a self-selected advisor present during the complaint resolution process to give support and advice. If a party does not choose an advisor, then at the hearing ACOM will provide an advisor of ACOM's choice, free of charge, to conduct cross-examination on behalf of that party.
- **Decision-Maker; Hearing Panel:** The role of the decision-maker, or hearing panel (if appointed), is to review the information presented at the live hearing and to make a determination of responsibility regarding the alleged conduct.

Awareness:

- **Faculty, staff and students need to be aware of prohibited offenses**
- **Those who engage in prohibited offenses or retaliate may be disciplined**
 - For faculty, staff or students this could include dismissal from employment or from your educational program

Key Laws:

Clery Act/Violence Against Women Act (VAWA)

- Publication of ACOM campus security policies and crime statistics in annual Campus Safety Report, available to internal and external stakeholders

Title IX, Education Amendments

- Prohibit discrimination on the basis of sex in ACOM educational programs/activities; identify “responsible employees”

Policy

ACOM is committed to maintaining a safe and healthy educational and work environment free from discriminatory harassment based on age, race, color, sex, gender, sexual orientation, religion or creed, national or ethnic origin, or disability. Sexual or other discriminatory harassment of ACOM students is prohibited; likewise, students are prohibited from engaging in harassing behavior directed at ACOM's employees, visitors, vendors and contractors.

This Policy is designed to ensure a safe and non-discriminatory educational and work environment and to meet legal requirements, including Title IX of the Education Amendments of 1972 and its implementing regulations. All students and employees are expected to comply with this Policy and take appropriate measures to create an atmosphere free of harassment and discrimination.

Please refer to ACOM's website or contact the Title IX Coordinator for the full policy.

Sexual Harassment

Sexual harassment means conduct on the basis of sex that is one or more of the following:

- ❖ unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity
- ❖ an employee of the school conditioning the provision of an aid, benefit, or service of the school on an individual's participation in unwelcome sexual conduct; or
- ❖ sexual assault, as defined in the Clery Act, or dating violence, domestic violence, or stalking as defined in the Violence Against Women Act.

ACOM prohibits *all* types of sexual harassment!

What Do I Need to Report?

- A student you are mentoring comes to you and states that they want to talk about a situation that happened over the weekend, off campus, with another student. They indicate that they felt violated and are afraid to continue attending classes with the other student. The student also indicates that they trust you and would like the information kept confidential. How do you respond to this student and do you need to report this to the Title IX Coordinator?

What Do I Need to Report?

- Two students working in your lab are having a conversation about a situation that a fellow classmate is experiencing. This student, who does not work in your lab, keeps getting asked out on dates by an ACOM employee and is beginning to feel uncomfortable. One of the students in your lab states, “It’s actually getting kind of creepy, almost like stalking. The employee won’t leave our classmate alone.” Do you need to report this to the Title IX Coordinator?

Reporting

- Students and Other Persons: may file a complaint of sex discrimination or sexual harassment/misconduct with the Title IX Coordinator:
 - Ashley Nelson
 - 334-305-1009
 - 334- 596-5360 anelson@acom.edu
- You may file a complaint through ACOM's Compliance Hotline
 - Website: www.lighthouse-services.com/acom
 - Toll-Free (833)490-0007
 - Fax (215)689-3885
 - reports@lighthouse-services.com (Must include ACOM with report)

You may also file a complaint with the USDE Office of Civil Rights

- <http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>
- or by calling 1-800-421-3481

In Conclusion

*If you feel you or someone you know has been a victim of sexual misconduct, please report to the Title IX Coordinator **immediately!***

– For more information, ask ACOM's Title IX Coordinator!