



# ALABAMA COLLEGE OF OSTEOPATHIC MEDICINE

[ACOM.EDU](http://ACOM.EDU)



# Title IX

Ashley Nelson  
Title IX Coordinator, ACOM



ALABAMA COLLEGE OF  
OSTEOPATHIC MEDICINE

# Video: Consent is Everything



# 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](http://www2.ed.gov/about/offices/list/ocr/docs/shguide.html)

# 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!**

# 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.

# 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





# Your Rights

- If an incident is reported, ACOM will provide a **WRITTEN EXPLANATION** of your rights and options.
- During an investigation, **WITNESSES AND EVIDENCE** will be allowed for both parties.
- Both the complainant and the respondent may choose to **BRING A PERSON FOR SUPPORT** or an advisor to meetings and hearings.
- ACOM will provide an **APPEAL PROCESS**.
- ACOM will provide **WRITTEN NOTIFICATION** at the same time to both the complainant and the respondent regarding each step of the complaint resolution process, including:
  - Notice in advance of hearings
  - The result of the proceeding
  - Appeal procedures

# 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](mailto:anelson@acom.edu)
- You may file a complaint through ACOM's Compliance Hotline
  - Website: [www.lighthouse-services.com/acom](http://www.lighthouse-services.com/acom)
  - Toll-Free (833)490-0007
  - Fax (215)689-3885
  - [reports@lighthouse-services.com](mailto: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

# Title IX Coordinator

- ACOM has designated Ashley Nelson as Title IX Coordinator to
  - Coordinate its compliance with Title IX
  - To receive inquiries regarding Title IX policies, procedures, rights and information
  - To coordinate prevention and awareness efforts
  - To receive reports of sexual misconduct and coordinate investigations, responses and appeals

# 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!*