

E18a PROCEDURE Title IX, Anti-discrimination, Anti-harassment, and Anti-retaliation

Title IX Coordinator

In accordance with federal regulations, Southeast Community College will identify a minimum of one staff person to serve as a Title IX Coordinator. The Title IX Coordinator will stay up to date on federal and state requirements addressing discrimination on the basis of sex and ensure that the College is in compliance with federal and state regulations. The Title IX Coordinator will receive reports of sex-based discrimination and be responsible to coordinate the College's investigation and response to these complaints. The Title IX Coordinator's contact information, including, at a minimum, the title, telephone number, email address, and office address will be posted on the College's website, in the College's catalog, and in any other place required by statute or regulation.

Current Title IX Coordinator

Robert Sanford: rsanford@southeast.edu

Dissemination of Policy and Other Required Information

The Title IX Coordinator will utilize established processes to identify information related to sex discrimination that is required to be published by state or federal laws and regulations. Once identified the Title IX Coordinator will ensure that the information is posted in a manner that is compliant with these laws and regulations.

Reports of Discrimination on the Basis of Sex

The Title IX Coordinator will work with policies and procedures established by the College to ensure those having information related to discrimination on the basis of sex are able to report discrimination to the College. The Title IX Coordinator will also establish processes that respond to reports of discrimination in a timely manner.

College Response

The Title IX Coordinator will create a process used by the College to respond to reports of discrimination on the basis of sex. The process will ensure that the Title IX Coordinator, Investigators, Decision-Makers, and those involved in informal processes (hereafter, the Title IX Team) are free of any conflicts of interest and bias. The Title IX Coordinator will ensure that members of the Title IX Team receive training related to the Title IX process and that meets statutory and regulatory requirements. The Title IX Coordinator will ensure that the College's response includes the following:

PERSONNEL

- A process to address informal complaints.
- A process to make formal complaints.
- A process to provide notice of allegations to the respondent.
- A process to dismiss a formal complaint.
- A process to consolidate formal complaints.
- A process for the investigation of a formal complaint.
- A process to conduct hearings.
- A process to determine and provide notice of responsibility.
- A process that allows for appeals.

Conduct Programs to Prevent Dating Violence, Domestic Violence, Sexual Assault, and Stalking

The Title IX Coordinator will establish a process to ensure that the College's students and employees are provided primary prevention and awareness programs that address dating violence, domestic violence, sexual assault, and stalking.

Proactive Self-Evaluation and Affirmative Response

The Title IX Coordinator will develop a process to evaluate education and employment programs and activities to ensure compliance with this policy as well as related federal and state statutes and regulations. The Title IX Coordinator will also develop a process to notify appropriate College administrators of the results of such evaluations. The Title IX Coordinator will develop a process that ensures appropriate information related to any evaluations is provided to governing officials as required by federal and state statutes and regulations. The College administration will utilize these evaluations to develop a plan to overcome the effects of conditions that result in limited participation in a program or activity by a particular sex.

Related Policy: E-18

Admin Team Adopted: 10/21/22

Reviewed: 12/10/21, 10/21/22

Next Review: TBD

Web link:

Tags: title IX, harassment, anti-retaliation