

# FAYETTEVILLE STATE UNIVERSITY

## TITLE IX

<b>Authority:</b>	Issued by the Chancellor. Changes or exceptions to administrative policies issued by the Chancellor may only be made by the Chancellor.
<b>Category:</b>	University-Wide
<b>Applies to:</b>	●Administrators      ●Faculty      ●Staff      ●Students
<b>History:</b>	Revised – October 19, 2020 Revised – September 28, 2015 Approved – August 8, 2012
<b>Related Authority:</b>	● <i>Prohibited Sexual Conduct</i> ● <i>Non-Discrimination Policy Statement</i> ● <i>Unlawful Workplace Harassment Policy for SHRA Employees</i> ● <i>Title IX, Education Amendments of 1972 [Title 20 U.S.C. Sections 1681-1688]</i> ● <i>Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance [34 CFR 160]</i>
<b>Contact for Information:</b>	Title IX Coordinator (910) 672-2325 Office of the General Counsel (910) 672-1145

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### I. INTRODUCTION

Title IX of the Education Amendments of 1972 (Title IX) is a comprehensive federal law that prohibits educational institutions from discriminating on the basis of sex in educational programs or activities. Fayetteville State University (University) adheres to Title IX and does not discriminate on the basis of sex in its education programs or activities, to include admissions and employment.

Title IX also requires such institutions to adopt and publish grievance procedures to resolve student and employee complaints alleging discrimination prohibited by Title IX. To ensure compliance with Title IX and in an effort to ensure that employees and students receive prompt and equitable resolution of complaints involving sex discrimination, the University has implemented policies and procedures that address complaints of sex discrimination. This document summarizes those policies and procedures applicable to Title IX.

Inquiries about the application of Title IX may be referred to the University's Title IX Coordinator.

### II. TITLE IX COORDINATOR

The University's Title IX Coordinator has ultimate oversight responsibility for coordinating the University's Title IX compliance efforts. This includes but is not limited to conducting

and/or coordinating investigations of complaints (i.e., sexual harassment) received pursuant to Title IX; ensuring a fair and neutral process for all parties; and monitoring all aspects of the University's Title IX compliance program. Individuals with questions or concerns about Title IX, and/or those who wish to file a complaint, may contact the Title IX Coordinator. Contact information for the Title IX Coordinator is as follows:

Title IX Coordinator  
Fayetteville State University  
1200 Murchison Rd.  
Fayetteville, NC 28301  
Barber Building, Room 242  
(910) 672-2325  
TitleIX@uncfsu.edu

### **III. COMPLAINTS RELATED TO EMPLOYMENT, BENEFITS AND SERVICES**

The University is committed to equality of educational opportunity and employment and does not discriminate based upon sex in its programs and activities. Thus, these complaint procedures are to be used to address complaints made by students or employees who believe they have been discriminated against because of their sex in matters involving employment, benefits and services. For employees, such may include, but not be limited to issues involving recruitment and hiring, rate of compensation, benefits, and training. For students, such may include, but not be limited to issues involving academic and academic support programs, financial aid, housing and athletics.

A student or employee who believes that s/he has been discriminated against as it relates to employment, aids, benefits or services should consult with the Title IX Coordinator.

### **IV. COMPLAINTS RELATED TO SEXUAL HARASSMENT, SEXUAL ASSAULT, DATING VIOLENCE, DOMESTIC VIOLENCE, AND STALKING**

Individuals who believe they have been the victims of sexual harassment, sexual harassment, dating violence, domestic violence, and/or stalking while participating in a University program or activity should consult the University's *Prohibited Sexual Conduct Policy*. Such actions potentially violate the University *Title IX Policy* and complaints shall be reviewed, investigated and resolved in accordance with the *Prohibited Sexual Conduct Policy*.

### **V. CONFIDENTIALITY**

The University recognizes the importance of confidentiality. The Title IX Coordinator and others involved in the investigatory process shall respect the confidentiality and privacy of individuals reporting or subject to allegations of sex discrimination to the extent required by North Carolina and federal law. Confidentiality may not be able to be maintained in circumstances where the law requires disclosure of information or when disclosure by the University outweighs privacy concerns.

**VI. RETALIATION**

Retaliation against an individual who reports or complains of sexual discrimination or who provides information in such investigations or proceedings is prohibited. Alleged retaliation shall be subject to investigation and may result in disciplinary action.

**VII. FALSE CLAIMS**

An individual who knowingly makes false allegations of sex discrimination, or who knowingly provides false information in a sex discrimination investigation or proceeding, shall be subject to disciplinary action.