



# TITLE IX

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## Preventing & Responding to Sex Discrimination

Including Sexual Harassment  
& Sexual Violence



EQUAL OPPORTUNITY OFFICE

*Active Minds Changing Lives*

## What is Title IX?

Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination based on sex in any educational program or activity that receives financial support from the Federal government. Under Title IX, discrimination based on sex includes sexual harassment, gender-based harassment, and sexual violence (sexual assault, domestic violence, dating violence, stalking). The law protects both students and employees. See Western's policy on Preventing and Responding to Sex Discrimination, Including Sexual Misconduct at: [www.edu/eoo/policies.shtml](http://www.edu/eoo/policies.shtml).

## How Does Western Ensure My Title IX Rights?

- Once faculty or staff know of or suspect possible sexual harassment, gender-based harassment, or sexual violence, they must report it to the Title IX Coordinator. Western must then take prompt and appropriate action to investigate or otherwise determine what occurred. However, confidential support resources such as CASAS, the Counseling Center and Student Health Center do not report what they learn to the Title IX Coordinator.
- Western takes steps to protect the complainant as necessary, including interim steps taken prior to the final outcome of the investigation (e.g., interim sanctions, academic and living adjustments). Even if a student requests confidentiality and a full investigation cannot be undertaken, prompt action must be taken to protect the student.
- Western utilizes its Discrimination Complaint Procedure to investigate complaints of sexual harassment, gender-based harassment, and sexual violence. This procedure uses the preponderance of evidence standard, includes an equal opportunity for both parties to present witnesses and other evidence, allows individuals to bring a support person with them to meetings related to the investigation, and provides both parties the same appeal rights. See [www.edu/eoo/complaint-procedure.shtml](http://www.edu/eoo/complaint-procedure.shtml).
- If sexual misconduct of any kind has occurred, Western must take prompt and effective steps to end the behavior, prevent its recurrence, and address its effects, whether or not the harassment or sexual violence is the subject of a criminal investigation.

## What is Sexual Harassment/Sexual Violence?

Unwelcome conduct of a sexual nature or based on gender, including:

- Unwelcome sexual advances
- Requests for sexual favors
- Other unwelcome verbal, nonverbal, cyber or physical conduct of a sexual nature or based on gender
- Lewd comments
- Sexual assault
- Domestic violence
- Dating violence
- Stalking
- Sexual exploitation
- Indecent exposure

## If You Experience Sexual Violence

You are encouraged to contact **Consultation and Sexual Assault Support (CASAS)** at 650-3700, Old Main 585B, for **confidential support**, peer advocate support, mental health referrals, financial aid support, coordination of academic and other campus support measures, and information about reporting options and legal and medical services.

Contact the **Title IX Coordinator** in the **Equal Opportunity (EO) Office** at 650-3307, Old Main 345, for information on your Title IX rights and resources or to file a complaint. The EO Office investigates complaints of sexual harassment, sexual violence, and other forms of discrimination. If the affected person does not want to file a complaint, Western must still take reasonable steps to provide support for the person reporting and work to prevent future similar incidents.

## Additional Resources

### FOR STUDENTS

- Counseling Center (confidential) — OM 540; 650-3164
- Student Health Center (confidential) — CS 201; 650-3400
- Office of Student Life — VU 506; 650-3706

### FOR EMPLOYEES

- Human Resources, Domestic Violence Resources for Employees — HU 203; 650-3771
- WA State Employee Assistance Program (EAP) — (877) 313-4455 (confidential)

### FOR EVERYONE

- University Police/Public Safety — CS 131; 650-3911 (emergency) or 650-3555 (report)
- Domestic Violence & Sexual Assault Services (DVSAS) 24-hour Helpline — (360) 715-1563 or (877) 715-1563 (confidential), [dvsas.org](http://dvsas.org)
- Western's Together Against Sexual Violence website, [wp.wvu.edu/sexualviolence](http://wp.wvu.edu/sexualviolence)

## Retaliation Prohibited

### DID YOU KNOW...

Title IX and Western policy prohibit retaliation against individuals who raise concerns about sexual harassment, gender-based harassment, sexual violence, or other forms of discrimination, or who participate in an investigation regarding discrimination.

## Western's Title IX Coordinator

- Sue Guenter-Schlesinger, Vice Provost for Equal Opportunity and Employment Diversity, Title IX and ADA Coordinator, (360) 650-3307, Old Main 345, [Sue.Guenter-Schlesinger@wwu.edu](mailto:Sue.Guenter-Schlesinger@wwu.edu)
- Associate Director, Equal Opportunity Office, and Deputy Title IX Coordinator, (360) 650-3307, Old Main 345

## Duties of the Title IX Coordinator

- Provide oversight and coordination with campus colleagues to eliminate and respond to sexual harassment and sexual violence, prevent its recurrence, and address its effects.
- Work with colleagues to review policies, programs, and protocols.
- Oversee all Title IX complaints; monitor patterns.

## University Work Group on Sexual Violence Prevention and Response

- Title IX Coordinator/Vice Provost for Equal Opportunity & Employment Diversity
- Senior Executive Assistant to the President
- Dean of Students
- Director, Athletics
- Director, Counseling Center
- Director, Prevention and Wellness Services
- Director, Public Safety/Chief of Police
- Director, Student Health Center
- Director, University Residences
- Faculty Representative
- Student Representative



Equal Opportunity Office/Title IX and ADA Coordinator  
Old Main 345, MS-9021  
516 High Street, Bellingham, WA 98225  
Phone (360) 650-3307 • WA Relay: 711 • [eoo@wwu.edu](mailto:eoo@wwu.edu)  
[www.wwu.edu/eoo](http://www.wwu.edu/eoo)

Western Washington University (WWU), in compliance with applicable laws and in furtherance of its commitment to fostering an environment that welcomes and embraces diversity, does not discriminate on the basis of race, color, creed, religion, national origin, sex (including pregnancy and parenting status), disability, age, veteran status, sexual orientation, gender identity or expression, marital status or genetic information in its programs or activities, including employment, admissions, and educational programs. Inquiries may be directed to the Vice Provost for Equal Opportunity & Employment Diversity, Title IX and ADA Coordinator, Equal Opportunity Office, Western Washington University, Old Main 345, MS 9021, 516 High Street, Bellingham, WA 98225; 360.650.3307 (voice) or 711 (Washington Relay); [eoo@wwu.edu](mailto:eoo@wwu.edu).

To request this brochure in alternate formats, call the ADA Coordinator at (360) 650-3307 (voice) or WA Relay: 711