

DO YOU KNOW YOUR IX?

Title IX, That Is...

Norfolk State University is committed to providing a safe campus environment for you while you persist toward your degree. We also believe it is our responsibility to equip you with knowledge and helpful tips in the event that you or someone you know should experience sex discrimination, sexual harassment, or sexual violence.

Please read the following pages to ensure you KNOW YOUR IX!



We see the future in you.

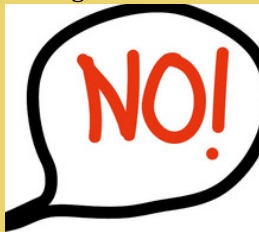
KNOW YOUR IX

Title IX, That Is...

*Here are IX facts you
should know about.*

Fact I: Title IX is a federal law that prohibits sex discrimination in education.

It addresses sexual misconduct, which includes sexual harassment, gender-based discrimination, and sexual violence, such as rape or sexual assault, stalking, and relationship abuse.



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Fact II: It does not only apply to female students or staff members.

Title IX protects any person regardless of real or perceived gender, gender identity, and/or gender expression. ALL students, faculty, and staff are protected from any sex-based discrimination, sexual harassment, and/or sexual violence.



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Fact III: NSU is proactive in ensuring our campus is free of sex discrimination.

Anytime there is a report of sex discrimination, sexual harassment, or sexual violence, our campus must address it immediately to prevent it from affecting our community further. You have the right to remain on campus and pursue your education without there being a "hostile environment" here at Sparta.



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Fact IV: NSU has an established protocol for handling complaints of sex discrimination and sexual misconduct.

All NSU students are required to complete Not Anymore, a video-based sexual misconduct prevention program designed to help students appropriately respond to such violations as sexual assault, sexual harassment, dating violence, and stalking.



*Dean of Students (I), Ms. Michelle Marable
Deputy Title IX Coordinator for Students*

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Fact V: NSU must ensure a victim can continue their education free of ongoing sex discrimination, sexual harassment, or sexual violence.

The Dean of Students Office will issue a "no contact" directive to the accused student and will ensure that any reasonable changes to your housing, class or sports schedule, etc. are made to ensure you can continue your Spartan experience. BEHOLD!



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Fact VI: NSU will not retaliate against someone who files a complaint. Furthermore, NSU will keep that person safe from retaliatory harassment or behavior from others.

In addition to addressing complaints of sex discrimination, sexual harassment, and sexual violence, NSU will make accommodations to ensure the accused student or a third party does not retaliate for any complaint.



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Fact VII: NSU can issue a "no contact" directive under Title IX to prevent the accused from approaching or interacting with you.

*Whenever a "no contact" directive is issued to protect a victim's safety, campus police and security can and should enforce it. Should you need information on how to obtain a court-issued restraining order, please be sure to ask
Campus Police.*



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Fact VIII: In cases of sexual violence, NSU will not encourage or allow mediation (rather than a formal hearing) of the complaint.

Schools are not permitted to allow mediation between an accused student and a complainant-victim in sexual assault cases. Should there be a formal hearing, NSU will not allow the accused student to question you during that proceeding.



Judicial System

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Fact IX: NSU will not make you pay the costs of certain accommodations that you require in order to continue your education after experiencing sexual misconduct.

If you require counseling, tutoring, changes to your housing assignment, etc., you should not have to incur such costs.



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If you, or someone you know, are the victim of a Title IX violation behavior or action, please seek assistance. There are resources right here on campus and in the community to help and support you.

CONFIDENTIAL RESOURCES

NSU Counseling Center
(757) 823-8173

Spartan Health Center
(757) 823-3360

YWCA of South Hampton Roads
24-Hour Crisis Hotline
(757) 251-0144

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*Following are the Title IX
Representatives on our campus.*

Mr. Sylvester T. Watkins
Director of Human Resources and
Title IX Coordinator
700 Park Avenue
160 Harrison B. Wilson Hall
(757) 823-8160

Ms. Lisa Little
EEO Manager and
Deputy Title IX Coordinator for Employees
700 Park Avenue
160 Harrison B. Wilson Hall
(757) 823-8160

Ms. Michelle Marable
Dean of Students (I) and
Deputy Title IX Coordinator for Students
307 Student Services Center
(757) 823-2152
(757) 439-4709

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The content for this newsletter has
been gleaned from information
presented at
<http://knowyourix.org/title-ix/title-ix-the-basics/>.



NORFOLK STATE
UNIVERSITY

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