

Title IX Training for Responsible Employees – 2024-2025



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Introduction

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Introduction - Context and Expectations

Designed to help you with your role as Responsible Employee.

Anticipates that you can return to this presentation as a reference.

Other information on the University's website complements this video.

You may readily contact me with questions or concerns.

Non-Discrimination - Generally

Husson University is committed to maintaining an environment that is free from unlawful harassment and discrimination of all kinds and prohibits discrimination against or harassment of any individual or group on the basis of race, color, sex, sexual orientation, gender identity and/or expression, religion, ancestry or national origin, age, physical or mental disability, citizenship, veteran status, or any other applicable legally protected status in matters of admissions, employment, housing, or services in the educational programs or activities it operates. Consistent with this commitment, as well as federal and state laws, Husson University does not tolerate unlawful discrimination or harassment in any form.

Non-Discrimination – Title IX

Husson University does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admissions and employment.

Inquiries about Title IX may be referred to Husson University's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both.

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to <https://hureport.husson.edu/>

Non-Retaliation

No University employee or student shall retaliate in any way against a person for making a complaint, testifying, assisting, participating, or declining to participate in any manner in an investigation or complaint proceeding. Retaliatory actions which are prohibited include intimidation, threats, coercion, or discrimination against any such individual.

Title IX – Scope of Conduct

Sex-based harassment:

Quid pro quo – Explicitly or impliedly conditioning the provision of some form of aid, benefit or service in exchange for a person's participation in unwelcome sexual conduct.

Hostile Environment – Unwelcomed sex-based conduct that is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from a program or activity.

Title IX – Specific Offenses

May include, but not be limited to:

Sexual Assault – broadly defined – may be forcible or nonforcible sex offense

Dating Violence

Domestic Violence

Stalking

Title IX – Pregnancy and Parenting

Students

Accessibility Services is committed to creating an accessible learning environment for pregnant and parenting students, in compliance with Title IX. Accommodations (adjustments) may be needed for pregnant and parenting students.

<https://www.husson.edu/student-success/accessibility-services/pregnancy-and-parenting>

Employees – Human Resources

Title IX – Responsible Employee

Support

Listen

Inform them that you are a Responsible Employee with reporting obligations

Refer

If desire to remain confidential – Confidential Resource Advisors – CRA@husson.edu

Other resources - <https://www.husson.edu/husson-supports/>

Report

when you have information about conduct that reasonably may constitute sex discrimination under Title IX –

Title IX Coordinator

<https://hureport.husson.edu>.

Conclusion

More complete list of resources -

<https://www.husson.edu/husson-supports/>

Specific Questions or Concerns relating to Title IX

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THANK YOU!

The logo for Husson University, featuring the words "HUSSON" and "UNIVERSITY" in a white, serif font, stacked vertically on a dark green rectangular background.

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