

# GENDER-BASED MISCONDUCT AND TITLE IX POLICY & PROTOCOL

The University of Akron's (the University) Title IX Team is committed to promote a safe and non-discriminatory environment as we discharge our responsibility to ensure compliance with Title IX, the federal law prohibiting discrimination based on sex and gender for all students and employees. Our responsibility involves leading the institution in taking appropriate steps to remedy discrimination and harassment, prevent its recurrence and demonstrate intolerance of anything that would compromise that responsibility. We affirm our duty to students, faculty, and staff to protect all parties from discriminatory conduct.

## Definitions

### Advisor

An advisor is someone who provides advice and guidance following a report of conduct that could constitute sexual harassment or conduct prohibited by this protocol and/or during the grievance process. An advisor may, but is not required to be, an attorney. (See information about the Advisor's role below under Grievance Process.)

### Coercion

Coercion is conduct that would place a reasonable person in fear and that is used to compel that person to engage in a sexual act.

Examples of coercive conduct include intimidation, unreasonable pressure, and express or implied threats of immediate or future harm to the person or others. Harm may be a physical, emotional, reputational, financial, or other injury to that person or another, or to personal property.

### Complainant

An individual who is alleged to be the victim of conduct that could constitute sexual harassment or conduct prohibited by this protocol.

### Consent

Consent is a clear, unambiguous, knowing and voluntary agreement, whether verbal or non-verbal, between all parties to participate in each and every sexual act.

- Consent to one sexual act does not imply consent to other or all sexual acts, nor is it consent to the same sexual act at another time.
- Conduct will be considered "non-consensual" if no clear consent is given. The absence of "no" does not mean "yes", nor does silence, passivity, or lack of resistance constitute consent.
- Consent can be withdrawn at any point, as long as the person clearly informs the other party of the withdrawal, and the sexual act must stop immediately.
- A person who is incapacitated cannot give consent.
- Consent cannot be obtained through coercion or force.
- Consent cannot be inferred from an existing or previous dating or sexual relationship.
- Consent cannot be given by persons who are incapacitated by drugs or alcohol.
- In determining whether consent was sought and given, all relevant circumstances regarding what the respondent knew, or reasonably should have known, will be evaluated.

### Deputy Title IX Coordinator

Deputy Title IX coordinators are appointed by the Title IX Coordinator and are responsible for the initial response to reports of misconduct and for supportive measures provided to complainants and respondents following reports. Deputy Title IX coordinators are also responsible for protective measures implemented to ensure the safety of the University community.

### Force

Force is the use of physical action, strength, weapons or violence to compel a person to participate in a sexual act.

## Formal Complaint

A document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment or conduct prohibited by this protocol against a respondent and requesting the University investigate the allegation.

## Grievance Process

Grievance process refers to the procedures followed after the filing of a formal complaint. Specifically, the term refers to an investigation, hearing and appeal.

## Hearing Officer

Hearing officers are responsible for facilitating the hearing, determining the relevancy of questions during a hearing, weighing the evidence presented, making a determination if the policy has been violated, and providing a written decision of the outcome to the complainant and respondent. The hearing officer will be assigned to a case after a formal complaint has been received and will be appointed by the Title IX coordinator or their designee.

## Incapacitation

An incapacitated person lacks the ability to make an informed, rational, voluntary judgment about engaging in any sexual act because they lack the capacity to understand the “who, what, when, where, why, or how” of a situation or interaction.

A person can be incapacitated due to a temporary or permanent physical or mental health condition, developmental delay or due to the consumption of drugs or alcohol. An individual who is physically helpless, asleep, unconscious, or unaware that the sexual act is taking place is incapacitated and unable to give consent. When drugs or alcohol are involved, incapacitation is a state beyond drunkenness or intoxication.

Under this Policy, a person has not obtained consent when they initiate a sexual act with another person who they know or reasonably should have known was incapacitated.

## Investigator

Investigators are responsible for conducting investigations of prohibited behaviors following a formal complaint as outlined in this protocol. An investigator, or team of investigators, will be assigned to investigate formal complaints at the discretion of the Title IX coordinator or their designee.

## Report

A report refers to notice provided to the University alleging sexual harassment or conduct prohibited by this protocol.

## Respondent

An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment or conduct prohibited by this protocol.

## Sex-Based Discrimination

Title IX of the Education Amendments Act of 1972 and the University prohibit discrimination based on sex. Discrimination related to sex including gender identity, gender expression and sexual orientation are prohibited under this protocol.

## Title IX Coordinator

The Title IX Coordinator is responsible for ensuring the University staff, deputy Title IX coordinators, investigators, and decisions makers implement these protocols to protect safety, restore and preserve equal access to education and to deter prohibited behaviors.

## Witness

A witness is an individual who may have additional information about a report or formal complaint of conduct that could constitute sexual harassment or conduct prohibited by this protocol.

## Prohibited Conduct

This protocol addresses conduct prohibited by Title IX of the Education Amendments Act of 1972 and conduct prohibited by The University’s rules or policies. Where there are differences in prohibited conduct, Section A under the definition addresses conduct prohibited by Title IX and Section B addresses conduct prohibited by The University’s rules or policies.

## Limited Amnesty

While the University does not condone underage drinking, drug use, or violation of other University rules/policies, it considers reporting gender-based misconduct to be of paramount importance. To encourage such reporting and adjudication of such conduct, The University will extend limited amnesty to complainants, respondents, and witnesses. The University will generally not seek to hold the student responsible for a non-violent violation of the law or the Code of Student Conduct, such as personal use of alcohol or drugs, during the time period immediately surrounding the reported behaviors prohibited by the gender-based misconduct protocol.

## Jurisdiction

Jurisdiction as defined by Title IX of the Education Amendments Act of 1972 must occur within the University's programs, activities, and/or University owned or controlled locations in the United States, or in any building owned or controlled by a student organization officially recognized by The University, and where the University exercises substantial control over both the respondent and the context in which the prohibited conduct occurs.

Jurisdiction as defined by The University Gender-Based Misconduct Policy and Protocol may occur within circumstances in which the University exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to adversely affect the University, its students and/or employees including off campus occurrences.

Protections from discrimination outlined in this protocol are extended to all University students, faculty, and staff; as well as to all applicants for admission to undergraduate or graduate studies and applicants for employment.

Students are prohibited by the University from engaging in prohibited conduct from the date they have been notified of their acceptance for admission until the date their degree is conferred; even though conduct may occur before classes begin or after classes end. Students who have not yet completed their degree and are no longer actively enrolled may be subject to a formal complaint as outlined in the grievance process. Employees are prohibited by the University from engaging in prohibited conduct from their first day of employment until their separation date (i.e. last day of employment).

Context will determine when individuals who are both students and employees of the University will be considered students and when they will be considered employees during a grievance process.

In circumstances in which behavior has been reported and it is determined that the respondent is not covered by the jurisdiction outlined in this policy; every effort will be made to refer the behavior to a high-school, college, university, or local police agency (when conduct is criminal) for possible investigation.

## Sex Discrimination as defined by Title IX (CFR 106) – Part A

Title IX of the Education Amendments of 1972, prohibits sexual harassment and sex discrimination

### Quid Pro Quo

An employee of The University conditioning the provision of an aid, benefit, or service of The University on an individual's participation in unwelcome sexual conduct;

### Denial of Access

Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or

### Sexual Assault, Dating Violence, Domestic Violence, and Stalking

- Sexual assault as defined by the Federal Bureau of Investigation Uniform Crime Reporting System
- Domestic violence as defined by the Violence Against Women Act
- Dating violence as defined by the Violence Against Women Act
- Stalking as defined by the Violence Against Women Act

Sexual assault, domestic violence, dating violence and stalking are further defined below.

## Sexual Assault

As defined by the Federal Bureau of Investigation Uniform Crime Reporting System, sexual assault is defined as forcible and non-forcible sex offenses and includes:

### Rape

Penetration, regardless of how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another individual, or by a sex-related object. This definition covers cases where the victim cannot

provide consent due to temporary or permanent mental or physical incapacity (including resulting from drugs or alcohol) or due to age. Physical resistance by the victim is not required to establish lack of consent.

#### Criminal Sexual Contact

The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. The forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. This offense includes instances where the victim is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation. The touching of the private body parts of another person for the purpose of sexual gratification without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

#### Incest

Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

#### Statutory Rape

Sexual intercourse with a person who is under the statutory age of consent.

### Dating Violence

Dating violence is an act of violence committed by a person who is or has been in a romantic or intimate relationship with the complainant. The existence of such a romantic or intimate relationship is determined by the length of the relationship; the type of relationship, and the frequency of interaction between the individuals involved in the relationship.

Examples include but are not limited to:

- Threats of physical violence;
- Physical violence, including but not limited to: being slammed or held against a wall; being slapped, kicked, choked or burned; having an arm twisted, fingers bent or other action to intimidate or otherwise coerce behavior;
- Threats or manipulation intended to control a party's behavior or isolate from friends, families or loved ones;
- Limiting or controlling access to money or financial resources; or
- Action that causes a reasonable person to fear harm to self or others.

### Domestic Violence

Domestic violence is an act of violence committed by:

- a. A current or former spouse or intimate partner of the complainant;
- b. A person with whom the complainant shares a child in common;
- c. A person who is cohabitating with, or has cohabitated with, the complainant as a spouse or intimate partner.
- d. A person similarly situated to a spouse or the victim under the domestic/family violence laws of the jurisdiction,
- e. Any other person against an adult or youth victim who is protected from that person's act under the domestic/family violence laws of the jurisdiction.

### Stalking

As defined by the Violence Against Women Act, stalking is engaging in a course of conduct directed at a specific person on the basis of sex that would cause a reasonable person with similar characteristics, under similar circumstances, to fear for the person's safety or the safety of others or suffer substantial emotional distress.

- Course of conduct means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

### Sex Discrimination

An unequal or disadvantageous treatment of an individual or group of persons based on their sex, gender, sexual orientation, and/or gender identity. This includes, but is not limited to, situations where individuals are harassed, excluded or denied equal access, or subjected to sex stereotyping in academic or extracurricular opportunities.

## Retaliation

Retaliation occurs when an individual or group intimidates, threatens, coerces, or discriminates against an individual(s) for the purpose of interfering with any right or privilege secured by Title IX or this protocol or because the individual(s) has made a report or formal complaint of a violation of University policy, or testified, assisted, participated or refused to participate in any manner in an investigation, proceeding, or hearing. A good faith pursuit of legal action or the exercise of rights protected under the First Amendment does not constitute retaliation.

## Gender - Based Misconduct as defined by University Protocol – Part B

### Gender Discrimination

An unequal or disadvantageous treatment of an individual or group of persons based on their sex, gender, sexual orientation, and/or gender identity. This includes, but is not limited to, situations where individuals are harassed, excluded or denied equal access, or subjected to sex stereotyping in academic or extracurricular opportunities.

### Battery

As prohibited by The University, battery is intentionally, or negligently, causing physical contact or bodily harm to another person because of a person's sex or gender.

Battery within the jurisdiction defined by The University Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

### Indecent Exposure

As prohibited by The University, indecent exposure is the exposure of the private or intimate parts of the body in a lewd manner in public or in private when the respondent(s) may be readily observed and/or engaging in sexual activity in public.

Indecent Exposure within the jurisdiction defined by The University Gender-Based Misconduct Policy and Protocol may occur within circumstances in which The University exercises substantial control over both the respondent and the context in which the discrimination occurs or within circumstances deemed by the University to affect adversely the University or its students and University employees.

### Sexual Exploitation

As prohibited by The University, sexual exploitation is taking non-consensual, unjust, or abusive sexual advantage of another.

Examples include, but are not limited to:

- taking, sharing, or copying pictures, video, or audio recording of nudity or sexual activity without consent;
- knowingly allowing another to secretly watch otherwise consensual sexual activity;
- engaging in non-consensual voyeurism;
- sex trafficking or coercing another person to perform a sexual act with an individual or group;
- inducing another to touch or expose their genitals; or
- possession, use, and/or distribution of alcohol or other drug (e.g., Rohypnol, Ketamine, GHB, Burudanga, etc.) for the purpose of engaging in or facilitating any activity prohibited herein.

## Sexual Harassment

Sexual harassment is unwelcome sexual, sex-based, and/or gender-based verbal, written, electronic, and/or physical conduct that unreasonably interferes with an individual's work or educational experience or creates an intimidating, hostile, or offensive working, educational or residential environment. Sexual Harassment includes but is not limited to:

### Quid Pro Quo

Explicitly or implicitly conditioning an individual's employment, academic status, or participation in an educational program or activity on the individual's submission to unwelcome sexual advances, requests for sexual favors, or conduct of a sexual nature made by a person having power or authority over the provision or denial of that employment, status, program, or activity.

## Hostile Environment

Sexual, sex based, and/or gender-based verbal, written, electronic, and/or physical conduct that a reasonable person would consider severe or pervasive and that unreasonably interferes with, denies, or limits an individual's ability to participate in or benefit from the University's educational programs, employment, and activities, or creates a hostile or offensive work, educational, or campus residential environment.

## Sexual Assault

Sexual assault is any non-consensual sexual contact, non-consensual sexual intercourse, or sexual offenses prohibited by applicable federal, state, or municipal law.

### Non-consensual sexual contact

Any intentional sexual touching, however slight, with any object by a person upon another person, that is without consent and/or by force. Sexual contact includes intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; or any other intentional bodily contact in a sexual manner.

### Non-consensual sexual intercourse

Any sexual intercourse however slight, with any object, by a person upon another person, that is without consent and/or by force. Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, an oral copulation (mouth to genital contact), no matter how slight the penetration or contact.

## Intimate Partner Violence (IPV)

Physical, sexual, mental, and/or emotional abuse by a current or former intimate partner. An intimate relationship is determined by the length, type, and frequency of the interactions between the individuals in the relationship. IPV includes but is not limited to violence or other abuse by one person against another in a domestic setting such as in a marriage or cohabitation.

## Stalking

Engaging in a course of conduct directed at a specific person on the basis of sex that would cause a reasonable person with similar characteristics, under similar circumstances, to fear for the person's safety or the safety of others or suffer substantial emotional distress.

Course of conduct means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

## Requirement to Report

All employees are classified as either responsible (mandatory) reporters or confidential reporters. Every employee is a mandatory reporter unless specifically identified as "confidential." Mandatory reporters are required to report any instances of gender-based misconduct of which they become aware, observe, or believe has occurred. Mandatory reporters include these student employees:

- Teaching Assistants;
- Graduate Assistants;
- Resident Assistants;
- Student employees in the Department of Student Recreation and Wellness Services; and,
- Office of Academic and Retention Support Peer Mentors.

While responsible employees are required to report all information of which they are aware, they should not ask for specifics, press for more information, or otherwise take action to investigate. All employees with knowledge of a concern must submit a report, even if this means numerous reports will be submitted for the same concern. Faculty and staff planning a public forum as part of an awareness activity (e.g., "Take Back the Night," "candlelight vigils," "survivor speak-outs,") may request an exception from reporting requirements from the Title IX Coordinator in advance of those activities.

## Confidential Employees

Only those employees identified below are considered “confidential” sources and are not required to report information obtained during a confidential communication:

- The University Counseling & Testing Center – Simmons Hall
- The University Wayne Campus – Counseling and Accessibility Services
- The University Health Services – Student Recreation and Wellness Center
- The University Clinic for Individual and Family Counseling – Chima Family Center
- The University Department of Psychology Counseling Clinic – Buchtel College of Arts and Sciences

Confidential employees will be designated as such by the Title IX coordinator and receive written notification of their status.

Confidential resources also include off-campus clergy, counselors, physicians, and Sexual Assault Nurse Examiners (SANE)

A complainant or respondent may speak confidentially to individuals in legally protected roles. A confidential report will not result in a report to law enforcement or the filing of a Title IX report without the permission of the individual. The information will not be reported to the Title IX Coordinator, a deputy coordinator, Student Conduct & Community Standards, The University Equal Employment Opportunity/Affirmative Action Office, or The University Police Department.

## Timely Warnings and Campus Security Authorities

If a report of sexual misconduct or any crime of violence indicates an immediate threat to the health or safety of persons on campus or an on-going serious or continuing threat to the campus community, a timely warning will be issued to the campus community by The University Police. The purpose of a timely warning is to enable persons to protect themselves, heighten safety awareness and seek information that may lead to an arrest and conviction of the perpetrator. When possible, complainants will be advised if the deputy Title IX coordinator anticipates a timely warning may be issued. These warnings do not include the name or identifying information of the individual reporting the concern.

Campus Security Authorities are employees designated by the Director of Clery Compliance and Crime Analysts who are required to report crime, including but not limited to Title IX offenses, to UAPD to ensure accurate information about campus safety is available to the community. The CSA reports will be included in the University’s annual Report of Crime Statistics and issuance of a safety advisory or other emergency notification, where appropriate. Campus Security Authorities are staff members who have significant responsibility for student or campus activities. They include the Dean of Students and deputy Title IX coordinator for students; staff within the Dean of Students Office; most managerial staff in the

Division of Student Affairs; Residence Life and Housing staff, including resident assistants; advisors to registered student organizations; the Director and Associate Directors of Athletics and athletic coaches.

The University Police Officers receiving a report of gender-based misconduct must file a report with the University and evaluate whether a timely warning or safety notification will be made. While law enforcement officers are required to file a Title IX report, complainants are not obligated to pursue an investigation through the University.

## What to Report

Concerns falling under this Protocol must be reported whether the conduct occurred on-campus, off-campus, at an academic, educational, co-curricular, athletic, study abroad, or other University program or activity.

Conduct prohibited by the University applies to the conduct of all students and employees that occurs in person or by any electronic form or medium on University premises or on non-University premises where the conduct away from University premises is deemed by the University to adversely affect the University, its students, or employees, including but not limited to:

- a. Any professional practice assignment.
- b. Any activity performed to satisfy an academic course or course requirement, including but not limited to internships, co-op, clinical or practicum experiences, field trips, study abroad, or student teaching;
- c. Any activity supporting pursuit of a degree, such as research at another institution;
- d. Any activity sponsored, conducted, or authorized by the University or by student organizations including but not limited to social events, athletic contests, and philanthropic activities;
- e. Any activity that causes substantial destruction of property belonging to the University, members of the University community, or causes or threatens serious harm to the health or safety of members of the University community; or
- f. Any activity where a summons, criminal indictment, or information has been issued or an arrest has occurred.

The University and Title IX prohibits retaliation, including retaliatory harassment, against anyone who files a complaint under this procedure or who participates in an investigation in any way. Concerns of retaliation should be reported using any mechanism outlined below and will be addressed using the same process(es) available for reports of gender-based misconduct. Retaliation is

itself a violation of protocol and formal complaints alleging retaliation will be investigated and addressed regardless of any outcome of the underlying concerns.

The Title IX Coordinator or a deputy Title IX coordinator can assist in determining whether the behavior may be covered by this Protocol. An individual making a report does not affirm that the reported behavior constitutes a specific offense.

Rather, the report alerts the appropriate officials to investigate a situation or incident that may fall under one of these areas.

## How to Report

Reports may be made in person; by mail or electronic mail, using the contact information below; or online. Reports may be filed by the individual who was subjected to the behavior, someone who observed the behavior, someone that learned about the behavior second hand, or on behalf of someone who was subjected to the behavior but is incapacitated as well as by those not affiliated with the University, but who have concerns of gender-based misconduct involving a student or employee of the University.

When choosing to self-report, students and employees are encouraged to take steps and care to ensure for their own personal safety at all times. Please call The University Police at 330-972-2911 if any member of the University community is in immediate danger. Please call 911 to reach the local police department for off-campus emergencies. Students or employees who have experienced gender-based misconduct should consider retaining all communications from the respondent, including email, voicemail, text messages, and social media communications. Students or employees who have been impacted by the prohibited conduct outlined in this protocol should consider retaining all communications, including email, voicemail, text messages and social media communications. In instances where criminal conduct occurred, they may also consider taking steps to preserve physical or medical evidence, even in instances when not considering legal action in order to preserve the option for consideration in the future.

### In Person

Reports can be made in person to: Jennifer Berg, Title IX Coordinator, Student Union 152, 330-972-4511, Email Jennifer Berg at [jberg2@uakron.edu](mailto:jberg2@uakron.edu).

Reports can also be made to these Deputy Coordinators with more specific responsibilities

- Reports involving students on the main campus can be made to Deputy Title IX Coordinator for Support and Case Management Dr. Marissa Panzarella, Deputy Title IX Coordinator Student Union, Room 152 (330) 972-4512 E-mail at [mpanzre@uakron.edu](mailto:mpanzre@uakron.edu)
- Reports involving pregnancy or parenting can be made to Deputy Title IX Coordinator for Students Jacqueline Dolovacky, Outreach and Engagement Coordinator Student Union, Room 152 (330) 972-4197 E-mail at [jfausnight@uakron.edu](mailto:jfausnight@uakron.edu)
- Reports involving the regional campuses, including the Wayne Campus can be made to Deputy Title IX Coordinator for Regional Campuses Sonya Wagner, Manager Student Services Wayne Campus Wayne Campus, Boyer HPE Building, Room A206 (330) 972-8935 E-mail at [sew30@uakron.edu](mailto:sew30@uakron.edu)
- Reports involving student athletes and the athletic department can be made to Deputy Title IX Coordinators for Athletics Jacklin Wallgren, Senior Associate Athletic Director for Institutional Services Infocision Stadium 269 (330) 972-5512 E-mail at [jwallgren@uakron.edu](mailto:jwallgren@uakron.edu)
- Reports involving employees and third parties can be made to Deputy Title IX Coordinator for Employees Emily Lenke, Director Employee and Labor Relations Administrative Services Building, Room 125E (330) 972-6195 E-mail at [emf22@uakron.edu](mailto:emf22@uakron.edu)
- Reports involving the Law School can be made to Deputy Title IX Coordinator for Law School Andrew Costigan, Assistant Dean of Student Affairs McDowell Law Center 106 (330) 972-5170 E-mail at [acc142@uakron.edu](mailto:acc142@uakron.edu)

Questions or concerns can also be referred to the U.S. Department of Education, Office for Civil Rights (“OCR”), Denver Office, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582, Phone: (303) 844-5695, TTY/TDD: (800) 877-8339, Fax: (303) 844-4303, Contact U.S. Department of Education by E-mail at [OCR.Denver@ed.gov](mailto:OCR.Denver@ed.gov).

### Online

To ensure ease of access and availability to submit a report at any time and from any location with access to the internet, reports can be submitted online. To submit a report, visit the [University of Akron Title IX website](https://www.uakron.edu/title-ix) also available at <https://www.uakron.edu/title-ix>.

### Anonymous

Reports can be submitted anonymously but may limit the University’s ability to respond. Students or employees interested in anonymous reporting are advised to consider reporting options through the University of Akron Police Department. Visit the [University of Akron Police Department and Safety website](https://www.uakron.edu/safety/report-a-problem/anonymous-reporting.dot), which allows for online communication while maintaining anonymity, also available at <https://www.uakron.edu/safety/report-a-problem/anonymous-reporting.dot>. Without additional information, the

University faces a limited ability to gather corroborating information and due process considerations can foreclose the disciplinary process outlined in the grievance procedures. Anonymous reports can also limit access to additional support and interim measures if the parties are not identified. Providing names does not obligate that complainant to pursue an investigation but does allow them access to additional support and resources through the University.

## Initial Outreach and Supportive Measures

A deputy Title IX coordinator, or designee, will reach out to the complainant identified in the report, on or before the following business day a report is received. They will invite the complainant to meet and discuss the report, review relevant policies, any necessary timely warnings/safety notifications, the grievance procedures, and supportive measures. Any student or employee who has reported any gender-based misconduct that is reported within or outside of the jurisdiction of this protocol may receive supportive measures as provided by the University under this protocol. Information about on and off campus resources for counseling, mental health, victim advocacy, legal assistance, visa and immigration assistance, financial assistance, and how to request supportive measures will be provided.

Even if a complainant does not specifically request their information remain confidential, The University will seek to protect the privacy of all parties, to the extent possible. The deputy coordinator, or designee, will discuss with complainants what information is confidential and what information is not, as well as privacy protections required by the Family Education Right to Privacy Act ("FERPA"). They will review how information is disclosed during an investigation process and clarify what information is, and is not, necessary to share when seeking supportive measures. The discussion includes the requirements of Clery Act including crime logs, annual security reports, timely warnings, police reports, evidence gathered during investigations and supportive measures.

If the report was submitted by a third party, the complainant will be provided an opportunity to review or amend the reported information. The complainant will review the grievance procedure with the deputy coordinator or designee and be offered assistance in submitting a formal complaint.

No decisions regarding formal complaints, reporting to police or police investigations, need to be made at this initial meeting. Supportive measures can be accessed at any time, even if the individual initially declined the service or declined to participate in the grievance process. Individuals who are the subject of a report are not required to meet with the deputy coordinator, or designee, but are encouraged to do so. After sufficient time has lapsed or after multiple attempts to contact the complainant prove unsuccessful, the report will be closed; it can be opened at any time in the future.

The personalized support provided to complainants following a report of prohibited conduct is also available to respondents upon their request. Upon receipt of notice of charges and a formal complaint, a deputy Title IX coordinator, or designee, will reach out to the respondent to offer personalized support.

## Safety Planning and Supportive Measures

When meeting with complainants or respondents, the deputy coordinator, or designee, will discuss any immediate steps that can be taken before, during, or in lieu, of an investigation to minimize any ongoing harm. Informal safety plans may also lead to safety assessments designed to identify and mitigate any risk to the safety of the parties or community members.

Supportive measures are provided free of charge to protect complainants and respondents from harm, to protect safety, to remedy the effects of gender-based misconduct, and preserve equal access to the University's educational programs and activities. Supportive measures may also be issued to protect the larger campus community from harm. Measures may include campus restrictions or directives but cannot impose an unreasonable burden on either party.

Supportive measures can also be reviewed, amended, or changed at any point during or after the grievance process. The University may be able to provide appropriate supportive measures no matter how long ago the reported behavior occurred, no matter where it occurred, and no matter who the other party was. Both complainants and respondents have access to these measures and support. The measures may include, but are not limited to:

- amending work or class schedules, when appropriate, to minimize chance encounters;
- assistance with filing a police report with the appropriate authorities;
- referring to Health Services for medical needs or arranging for an advocate to accompany an individual to a hospital;
- discussing support such as safe escorts available through The University Police Department;
- filling an academic or financial appeal if academic performance is adversely impacted;
- offering a change of work locations or working conditions;
- offering alternative student housing arrangements;
- parking or transportation options such as switching parking permits from commuter or residential;
- providing information and referrals for counseling support through the Counseling and Testing Center or, as available, through the Employee Assistance Program ("EAP"); and

- request assistance from faculty to ensure students are provided an opportunity to successfully complete coursework.

It may be necessary to share certain information about the individual to other University employees to provide these accommodations or supportive measures. In these cases, information shared will be limited only to what and who is needed to consider the accommodation or supportive measure.

## No Contact Directives and Orders of Protection

Upon request, complainants and respondents will be assisted in petitioning for a lawful order of protection through the appropriate court within the local jurisdiction. The deputy coordinators, Hope and Healing (the Rape Crisis Center of Summit County), OneEighty (the Rape Crisis Center of Wayne County), and University of Akron Police are prepared to assist with such requests. Either temporary protection orders or civil protection orders may be issued by a judge under specific circumstances.

When a court order is issued, the protected party should provide a copy of the court order to a deputy coordinator or to The University Police Department. The University will comply with and enforce lawful orders of protection upon receipt of the order.

A University No Contact Directive will also be issued as a supportive measure upon request by either a complainant or respondent following a report of prohibited behaviors. The directives are applied equally to both parties and prohibit communication between the parties. The directives can be requested prior to, or in lieu of, a formal complaint or at any time during the grievance process. Witnesses and students or employees who are not complainants or respondents may also request a No Contact Directive.

## Removal for Safety Threat

### Student

Pending action on the alleged violation(s), the status of a student shall not be altered, nor shall the student's right to be present on campus and to attend classes be suspended, unless the student's presence poses an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment prohibited by Title IX or other prohibited conduct outlined in this protocol. The Title IX Coordinator, or designee, shall determine whether such a threat exists. If the Title IX Coordinator, or designee, concludes that such a threat exists, the President, or designee, may suspend the student immediately.

This interim suspension does not replace the grievance process outline in this protocol.

Any student under an interim suspension may request a review of the interim suspension with the Title IX Coordinator, or designee. The review will consist of an in-person meeting to review the interim suspension. Regardless of the outcome of the review, the grievance process will continue as provided in this protocol. The Title IX Coordinator has the authority to modify the interim suspension as appropriate.

### Employee

Employees representing a safety threat to the University community, or to the employee's own physical or emotional safety, may be placed on administrative leave pending the outcome of the investigation. The employee may be prohibited from all or part of University property and activities or may be permitted on campus only under specific conditions during this administrative leave.

### Crime of Violence

An individual arrested for certain criminal offenses, including rape, sexual battery, gross sexual imposition, and domestic violence, may be subject to a "1219" proceeding. A "1219" proceeding refers to a provision of Ohio law which provides for the dismissal and/or termination of individuals arrested and convicted of crimes of violence that occur on or affecting University persons or property. The initiation of a "1219" proceeding against an individual does not prohibit the University from investigating and taking University disciplinary action against the same individual under applicable University Rules/Policies for the same conduct that gave rise to the "1219" proceeding.

## Bias and Conflicts of Interest

All Complainants and Respondents have the right to a fair, impartial, and unbiased grievance procedure. Complainants and respondents may submit written requests to the Title IX Coordinator to replace a deputy Title IX coordinator, investigator, decision maker, or appeal decision maker where there are reasonable grounds to establish bias, conflict of interest, or inability to be fair and impartial. Bias exists where an individual lacks the ability to remain neutral or impartial, displays favoritism towards a particular complainant or respondent, or favors complainants or respondents generally. The appearance of bias or presence of aligned interest, in and of itself, does not constitute bias. A conflict of interest occurs when an individual may have a personal gain or loss as a result of the underlying report or complaint. The staff member will only be replaced if the Title IX Coordinator determines that bias precludes impartiality or constitutes conflict using a preponderance of the evidence standard, or whether it is more likely than not that bias or a conflict of interest exists.

A deputy Title IX coordinator, investigator, decision maker or appeal decision maker who has reason to believe they cannot make an objective determination shall recuse themselves.

## Grievance Process

Formal complaints filed with the University allege a violation of this Protocol. All formal complaints of gender-based misconduct will be investigated by the University in a prompt and equitable manner. Formal complaints against students will be investigated by the Office of Student Conduct & Community Standards. Formal complaints against employees, volunteers, or third parties will be investigated by the Office of Equal Employment Opportunity & Affirmative Action. Complainants can also request investigations of potential criminal behavior by The University Police Department or appropriate local law enforcement agency.

The grievance process provides both parties the right and ability to participate in the investigation, collection of evidence, and a hearing. The University is responsible for gathering relevant evidence during the investigation. Respondents and complainants are presumed not responsible for violations of University protocol until a determination is made at the conclusion of the grievance process. Determinations of responsibility are made using a preponderance of the evidence standard and are determined at the conclusion of the hearing.

### Who Can File a Formal Complaint?

While anyone may file a report alleging that conduct occurred which is prohibited by this protocol, only individuals who are participating or seeking to participate in an education program or activity of the University may file a formal complaint requesting an investigation into conduct prohibited by Title IX of the Education Amendments Act of 1972.

Any individual who feels that they have been subjected to conduct prohibited by the University may file a formal complaint requesting an investigation into that conduct. Regardless of any request, the University will seek to protect the privacy of those involved in the complaint and investigation, to the extent permitted by law.

A formal complaint may also be filed by the Title IX Coordinator or a deputy Title IX coordinator in consultation with the Title IX Coordinator. Whether to file a complaint without the request of a complainant will be evaluated based on the context of the University's commitment to provide a safe and non-discriminatory campus environment. Factors considered include, but are not limited to:

- Seriousness of the allegation including use of weapons, illegal drugs or intoxicants, illegal activities, or multiple respondents;
- The existence of prior complaints or reports involving the respondent;
- Availability of other information verifying the veracity of the report; and
- Safety of the reporter, complainant, respondent and of the campus community.

### Statement of Shared Interests and Rights

Members of the University community have legal rights and due process protections which the University upholds. All members of the University community including complainants and respondents shall be provided:

- Access and support in seeking aid from a University community member, Title IX coordinator, or deputy Title IX coordinators
- Access to counseling and/or support services through either the University Counseling and Testing Center (students) or the Employee Assistance Program (faculty and staff)
- The right to choose not to speak or choose not to respond to the University following a report of prohibited conduct. Choosing not to respond does not absolve a party of responsibility for their actions.
- The presumption that neither the complainant nor the respondent are responsible for violating University policy until a determination is made at the conclusion of the grievance process.
- The right to not disclose or use questions or evidence that discloses information protected under a legally recognized privilege.

### Notice of Allegations

All complaints and respondents have the right to a timely notice of a formal complaint and allegations. Written notice of a formal complaint will be issued to the complainant and respondent by the investigating office upon receipt of the complaint. This notice will contain a description of the grievance process and details regarding the allegations, including the identities of the parties, and the date and location of the incident. This notice will be simultaneously updated if additional allegations arise during the investigation that are not included in the original notice. The written notice will provide that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the grievance process. The written notice will provide that the parties may have an advisor of their choice, as provided below, who may be, but is not required to be, an attorney and may expect and review evidence pursuant to 34 C.F.R. 106.45. The written notice to the parties will provide that the code of student conduct prohibits knowingly furnishing false or misleading information to university officials, either verbally, in writing or in any other form of communication on university records. This shall include the furnishing of false or

misleading information during the grievance process and will subject the student to appropriate disciplinary action pursuant to the code of student conduct.

## Advisors

Parties may have an advisor of their choice accompany them and assist them throughout the investigatory process. The advisor may, but is not required to be, an attorney. At the request of either party, the University will provide an advisor to them at no cost. Advisors provided to either party by the University will receive training prior to serving as an advisor. While parties may have an advisor accompany them to any interviews or meetings, this person may not actively participate in the interview by asking questions or suggesting answers. The investigator may end the interview if the advisor is being disruptive or obstructing the interview. During a hearing, and only during a hearing, advisors will be responsible for asking questions of the parties and witnesses on behalf of the person they are advising. Advisors are to use any materials obtained during the investigation solely for the grievance process.

## Investigation Process

Investigations will be conducted by trained investigators who are free from conflicts of interest or bias for or against complainants or respondents generally, or a particular complainant or respondent. The burden of gathering information rests with the University. There is an expectation that all parties will reasonably cooperate with requests to provide information. No medical, mental health, or other privileged records will be accessed, considered, or used during the investigation unless the party who is the subject of those records provides voluntary, written consent.

All formal complaints will be investigated. The University may consolidate formal complaints where the allegations arise out of the same facts or circumstances, including allegations against more than one respondent, allegations by more than one complainant against one or more respondents or by a respondent against a complainant.

The investigation process will include interviews with the parties, witnesses (as appropriate and identified), and the collection of evidence. Witness names, including fact or expert witnesses, may be provided by either party or by other witnesses. Both parties also have the opportunity to present any evidence to the investigator related to determining responsibility. All evidence that the parties wish to have considered by the investigator must be provided by the date specified by the investigator.

Parties and witnesses will be provided with written notice of the date, time, location, purpose, and identity of participants for any interview or meeting where they are expected to participate. At least two (2) business day notice should be given to the investigator if an advisor will attend the interview. Interviews may not be recorded without the written permission of the investigator.

The parties have the right to inspect and review all evidence collected during the investigation that is directly related to the allegations raised in the formal complaint. Copies of all evidence directly related to the allegations will be provided to the parties and their advisor at the conclusion of the investigation and prior to the issuance of the final investigatory report. Either party may submit a written response to this evidence or address the impact of that evidence on the investigation no later than ten (10) business days after the evidence has been provided to review. Copies of the written responses will be included with the final report.

After the ten (10) business day period for submission of a written response, the investigator will prepare a written report summarizing the relevant evidence gathered during the investigation. This report will provide an objective evaluation of all relevant evidence, both inculpatory and exculpatory. In creating the report, the investigation will consider any written responses submitted by the parties during the evidence review process. The written report will be provided to both parties and their advisors at least ten (10) business days in advance of the hearing. Parties may submit a written response to the report within five (5) business days after the report is issued. These responses will be shared with the other party, their advisor, and the hearing officer prior to the hearing, but any such responses will not delay the hearing date.

## Dismissal of Formal Complaints

Formal complaints filed under Title IX of the Education Amendments Act of 1972 will be dismissed if the conduct alleged: (1) does not constitute sexual harassment as defined by Title IX; (2) did not occur in a University education program or activity; or (3) did not occur against a person in the United States.

Formal complaints filed under Title IX or University rules or policies may be dismissed: (1) on written request of the complainant; (2) if the respondent is no longer enrolled or employed at the University; (3) specific circumstances prevent the recipient from gathering evidence sufficient to reach a determination on the allegations in the formal complaint; or, (4) the allegations as contained in the complaint would not support a plausible inference of a violation of the University policy following a hearing.

Both parties will receive prompt written notice of any dismissal and the reason for that dismissal. Dismissals may be appealed following the appeal process outlined below. All appeals of dismissal must be filed within ten (10) business days of the dismissal.

## Timeframe for Investigations

All efforts will be made to issue the investigator's report within 75-business days after notice of charges has been sent to the respondent. The hearing will normally be scheduled within 30-business days of the report being issued. The hearing officer's report will be issued within ten (10) business days following the hearing. The parties will have ten (10) business days to file a written appeal following the issuance of the hearing officer's report. These dates may be extended only for good cause. Both the complainant and respondent may request a three (3) business day delay; any additional extension after the initial delay shall only be granted for good cause and in limited circumstances, at the sole discretion of the Title IX Coordinator. Good cause includes, but is not limited to, the absence of a party, their advisor, or a witness; concurrent law enforcement activity or investigations; location or unavailability of an interpreter; or provision of reasonable accommodations of disabilities needed for the grievance process. Written notice of any extensions, and the reasons for the extension(s), will be provided to both parties.

## Hearing Process

A live hearing will occur following the issuance of the investigative report. The University may conduct this live hearing through a virtual platform that permits the parties to simultaneously view and hear each other and the proceedings. The parties, their advisors, and all witnesses will be notified in writing of the date, time, and location of the hearing no later than ten (10) business days before the hearing. All parties must have an advisor, or request a University advisor, for the hearing. At the request of either party, the hearing will be conducted electronically with the parties in separate rooms. No findings of responsibility will be made by the hearing officer based solely on an individual's absence from the live hearing or failure to answer questions at the hearing.

During the hearing, the parties' advisors will have the opportunity to cross-examine the other party and witnesses, including on issue of credibility. Advisors may, but are not required to be, an attorney. All questionings will be conducted in accordance with the University's rules of decorum. The parties may not ask questions directly of the other party or witness. If a party does not have an advisor, the University will provide an advisor for the hearing at no cost to that party. All evidence directly related to the allegations which was obtained as part of the investigation will be made available to the parties and their advisors for use at the hearing.

The hearing officer will determine the admissibility of any questions asked during the hearing. In doing so, the hearing officer is not bound by the Ohio Rules of Evidence or the Federal Rules of Evidence. Questions about the complainant's sexual predisposition or prior sexual behavior will not be permitted unless offered to prove that someone other than the respondent committed the alleged conduct or offered to prove consent as defined under this Protocol. Questions seeking disclosure of legally privileged information, such as medical or mental health information, discussions with attorneys, counselors, or religious/spiritual advisors, will not be permitted without the express written consent of the individual holding the privilege.

The hearings will be video recorded. A copy of the recording will be made available to either party upon written request.

## Hearing Outcome

The hearing officer will determine whether a violation of this Protocol occurred following the hearing using a preponderance of the evidence standard, or whether it is more likely than not that the respondent engaged in conduct which violates this policy. Credibility determinations will be based on relevant factors, including, but not limited to, an overall review of the interviews, evidence collected, and questioning at the hearing. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.

This determination will be made in a written report which will be provided to both parties simultaneously and it shall include the allegations; a description of all procedural steps from receipt of the formal complaint through the hearing; findings of fact supporting the determination; conclusions regarding how this Policy applies to those facts; a statement and rationale for the result of each allegation, including any determination of responsibility, any disciplinary sanctions and whether remediation will be provided to the complainant. The report will also provide the bases available for appeal.

Sanctions will be determined by the hearing officer based on the specific facts of the case. Sanctions for students may include a range of disciplinary action from fines, educational sanctions, probation, up to and including separation from the University. Sanctions for employees can include a range of disciplinary action from additional training or a written reprimand, up to and including termination from employment. The hearing officer will also determine whether remedies should be provided to a complainant to restore or preserve equal access to the University's education programs or activities. If the hearing officer determines that remedies are appropriate, those remedies will be determined by the Title IX Coordinator or deputy Title IX coordinator in consultation with the complainant. Remedies may include those items identified above as supportive measures; revisions of class, work or recreational schedules; relocation of a party's work or living space; adjustments to title, rank or pay rates if impacted by the violation; amendment or rescission of disciplinary action if impacted by the violation; up to and including the removal of a party from a class, activity, organization or committee. Both parties continue to have access to supportive measures regardless of the outcome of the hearing.

## Appeals

Either party may appeal the hearing officer's findings or the dismissal of a formal complaint within ten (10) business days following the issuance of the hearing officer's report or the issuance of a dismissal. Appeals must be submitted to the Title IX Coordinator.

Appeals must be filed in writing. Any recommended corrective action will be delayed during the appeal. Appeals may be filed for the following reasons, to determine if:

- There occurred a procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made and that could affect the outcome of the complaint;
- The Title IX Coordinator, investigator(s), or decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter;
- There was a misapplication or misinterpretation of the rule/policy alleged to have been violated;
- There was not a reasonable basis to support the hearing officer's findings of a policy violation .
- The sanction(s) imposed by the hearing officer is not proportionate to the violation found by the hearing officer.

The Title IX Coordinator will ensure that the decision-maker for the appeal (i.e. the appeal's officer) is not the same person as the decision-maker that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator.

The Title IX Coordinator will notify all parties if an appeal is filed. The other party will have ten (10) business days to file a response to the appeal after the written notice is issued by the Title IX Coordinator. The appeal's officer will simultaneously issue a written decision describing the result of the appeal and the rationale for the result of the appeal to both parties within fifteen (15) business days.

## False Reports

It is a violation of this protocol to knowingly make a false report of a Gender-Based Misconduct violation. However, failure to prove a claim is not equivalent to making a false report. It is also a violation of this protocol for a student or an employee to knowingly make a false statement as part of the investigation or disciplinary hearing.

## When Police Receive a Report

Responsible employees are required to report criminal behavior; however, complainants are not required to speak with police. The University will comply with a student's request for assistance in notifying The University Police. A report to The University Police, or other law enforcement agency, does not require the complainant to pursue a University investigation (formal complaint).

When the University Police Department receives a report of sexual misconduct or intimate personal violence, their first priority is to ensure that the student or employee is safe, and they will investigate the criminal behavior. The University Police will verify that a Gender-Based Misconduct referral has been submitted and evaluate the available information to determine if a timely warning safety notification will be made.

When the University Police receive a report from a deputy Title IX coordinator on behalf of a complainant who does not wish to speak to the police, the police, when possible, will defer to the request from a complainant for privacy.

Please note a delay in reporting to police could weaken or result in loss of evidence used to determine whether an individual is responsible for a criminal offense. In the State of Ohio, individuals may have up to 25 years to file a report of rape or sexual battery with police.

## Police Investigations

A respondent who commits a crime may be subject to criminal prosecution and/or civil litigation as well as disciplinary action by The University. A police report must be made for criminal prosecution to be considered by the local prosecuting attorney. The chances of successful prosecution are greater if the report is timely and is supported by the collection of medical and/or other evidence.

## Concurrent Investigations

In certain circumstances, the University may need to briefly suspend the investigation of a formal complaint at the request of law enforcement while the law enforcement agency is in the process of gathering evidence. The University will maintain regular contact with law enforcement to determine when it will begin/resume its investigation, usually after the law enforcement agency has completed the evidence-gathering process, or sooner if the University determines that the evidence-gathering process will be lengthy or delayed. The University will not wait until the ultimate outcome of the criminal investigation to begin or complete its own investigation of a formal complaint. The situation of concurrent investigations can influence the timeframe for investigations and the hearing process and may present a delay.

## If a Complainant Stops Speaking with Police

The University Police Department will not close an investigation due to non-cooperation of a complainant without first providing time to respond that is adequate and reasonable under the circumstance. Nor will University police personnel prohibit the complainant or others from discussing a formal complaint. Support services and resources are available regardless of criminal charges, participation in a University investigation, or University disciplinary action.

## Informal Resolutions

The University welcomes informal resolution of formal complaints when the parties wish to resolve a formal complaint cooperatively. Both parties must agree to participate in the Informal Resolution process. Informal resolutions will be reached when the parties agree to the resolution and commit to abide by terms agreed upon through the resolution process. In addition, the University must accept the agreement before it can go into effect. The informal process does not result in any finding or determination that the respondent violated this protocol but does permit the parties to work cooperatively with a neutral third party to determine how to address and resolve the underlying concerns between the parties.

### Eligible Complaints

Only formal complaints where both parties are students, both parties are employees, or the respondent is a student are eligible for an informal resolution. Formal complaints filed by students against employees must follow the investigation and hearing process.

The informal process cannot be used if one party is not a student or employee of The University, where any party is under 18 years of age, where the formal complaint was filed by the Title IX Coordinator, or their designee, or where the respondent has been emergency removed from the University community.

### Procedures

The informal resolution process may be requested at any point after a formal complaint has been filed and until a decision is made at the end of the grievance process. Both parties must consent in writing to participate in the informal process. Agreement to the informal process is voluntary and unique to that party. In cases of multiple complainants and/or multiple respondents, all individuals must agree to participate in the informal process before that process can be used. A party can withdraw their consent to the informal process at any time before a final agreement is reached by the parties. If all parties do not agree to use the informal process or if consent is withdrawn, then an investigation and hearing will occur.

The informal resolution process will be conducted by a designee of the Title IX coordinator. The designee may end the informal resolution process and request an investigation through the grievance process at any point if it is determined that one of the parties has sought or exercised undue influence over another party. Informal resolution processes must be completed within fifteen (15) business days; if no agreement has been reached, an investigation will be conducted as outlined in the grievance process.

The formal complaint will be considered closed once the parties have reached a final agreement through the informal resolution process. The Title IX coordinator, or designee, will maintain a record of the report, formal complaint, and resolution for seven (7) years. Relevant offices will be notified of the final resolution including the Office of Academic Affairs, the Vice President of Student Affairs, The Office of Human Resources, Labor & Employee Relations, and Title IX deputies and investigators. The Title IX Coordinator, or designee, will also be responsible for monitoring the implementation of the resolution as appropriate and will address noncompliance with the resolution agreement through The Office of Human Resources, Labor & Employee Relations, or as outlined in the Code of Student Conduct's policy on Failure to Comply with a University Official.

## Additional Considerations

### When a Minor is involved

- Any reports of abuse of a person under the age of 18 will be reported to the appropriate authorities. Educational records of enrolled students at the University under the age of 18 are protected under the Family Educational Rights and Privacy Act (FERPA). FERPA does not apply to minors on campus who are not enrolled at the University. Non-enrolled minors can include, but are not limited to, individuals involved in camps, on campus programming, and/or visitors.
- If a minor is involved, a parent or legal guardian shall have the legal right to act on behalf of a minor complainant, respondent, party, or other individual, including filing a formal complaint on their behalf.

### Immigration or International Visa Information

Certain legal protections are available to international employees or students. The U-visa and the T-visa are currently among those options. The U-visa provides temporary legal status and work eligibility for complainants of specific crimes (including domestic violence, sexual assault, human trafficking, involuntary servitude, and other violations). The T-visa provides complainants of human trafficking and immediate family members with temporary legal status and work eligibility. Additional information is available

through the U.S. Department of Homeland Security. Visit [U.S. Citizenship and Immigration Services website](https://www.uscis.gov/) also available at <https://www.uscis.gov/>. For more information on this or other immigrant status questions, please contact Community Legal Aid Services in Akron at (330) 535-4191.

## Records Retention

Records, including reports, formal complaints, investigation files, hearing decisions, appellate information and appeal decisions will be maintained by the University for seven (7) years as required by Title IX. Title IX records are subject to The University records retention policy and additional information is available from the Office of General Counsel. Visit the [University of Akron Records Retention policy website](https://www.uakron.edu/ogc/legal-policies-and-procedures/records/records-retention.dot) also available at <https://www.uakron.edu/ogc/legal-policies-and-procedures/records/records-retention.dot>.

The records maintained will include any supportive measures taken in response to a report or formal complaint of sexual harassment. In each instance, the University will document the basis for its conclusion, including that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the University's education program or activity. If the University does not provide a complainant with supportive measures, then the University will document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the University in the future from providing additional explanations or detailing additional measures taken.

## Annual Review of Reporting Protocols and Procedures

The Title IX Coordinator is responsible for this Protocol. It is reviewed annually and posted as required by law as part of the Annual Campus Safety Report. The University's Protocol is designed to comply with applicable state and federal laws. The University reserves the right to modify or deviate from this Protocol when, in the sole judgment of the University, circumstances warrant, to protect the rights of the involved parties or to comply with applicable law or regulations. Prior versions of the University Protocol are available upon request.

## Training

All Title IX Coordinators, deputy Title IX coordinators, investigators, decision makers, individuals responsible for reviewing appeals, and individuals who facilitate the informal resolution process will, as applicable, receive training on:

- The definition of behaviors prohibited under this Protocol;
- Jurisdiction under Title IX;
- The scope of the University's education program or activities;
- Conducting grievance procedures including investigations, hearings, appeals, and informal resolution (as applicable); and
- How to serve impartially, including avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

In addition, decision makers will receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant. Investigators will receive training on issues of relevancy to create an investigative report that fairly summarizes the relevant evidence. Materials used to train these individuals will be available on the University's website.

## Educational Programs and Activities

The University strives to develop and maintain a campus culture that is safe for, and respectful of, all its community members. To achieve this goal, the University offers a combination of prevention programs, awareness programs, and ongoing trainings that are designed to create awareness of, and prevent prohibited behaviors identified in this Protocol. The initiatives outlined below are informed by research and periodically assessed for effectiveness.

**Awareness** - The University's awareness program begins with online training which is mandatory for all new students and continues with programs specifically designed for first-time, first-year, students. Programs are also presented to the University during Domestic Violence Awareness Month, and Sexual Assault Awareness Month.

**Prevention** - The University's prevention program has been built upon several activities. Programs have included presentations during the Akron Experience Course, posters, environmental and social media displays around campus, online training for upper-class students, as well as mandatory training for faculty and staff. Trainings include steps students can take to increase personal empowerment for creating a safe community by proactively addressing conditions that tend to make violence possible and safe options for bystander interventions.

**Ongoing Prevention** – Successful ongoing prevention efforts require the engagement and support of the entire University community. In addition to programs sponsored by the Sexual Assault and Violence Education (SAVE) team, several programs and

activities sponsored by student organizations and academic departments have been recognized as essential contributions including programs planned and developed by:

- Student Organizations: Defined Lines and Students Advocating for Empowerment (SAFE)
- Academic Departments: Psychology, Social Work, Sociology, and faculty in coordinating the interdisciplinary University of Akron Women's Studies program
- Community Partners: Hope and Healing Survivor Resource Center, OneEighty – the Rape Crisis Center of Wayne and Holmes Counties, and the Summit County Prosecutor's Office of Victim Services

## On and Off Campus Resources

Information about resources available both on and off campus including counseling services, mental health services, victim advocacy, financial, and legal assistance are provided. Students and employees are encouraged to speak with a deputy Title IX coordinator to learn more about specific resources or services available at The University or within the community.

### Akron Campus

#### Counseling and Mental Health Services

- Clinic for Individual and Family Counseling Website: [Clinic for Individual and Family Counseling website](#) also available at: <https://www.uakron.edu/cifc/> Phone: (330) 972-6822
- Counseling and Testing Center Website: [Counseling and Testing Center website](#) also available at: <https://www.uakron.edu/counseling/> Location: Simmons Hall, Room 306 Phone: (330) 972-7082
- Department of Psychology Counseling Clinic Website: [Department of Psychology Counseling Clinic website](#) also available at: <https://www.uakron.edu/psychology/clinic/> Phone: (330) 972-6714
- Employee Assistance Program (EAP) — available to all employees; services are provided by off-campus providers who do not typically report to the University Website: [Employee Assistance Program website](#) also available at: <https://www.uakron.edu/hr/benefits/2019/> Phone: (800) 227-6007

#### Counseling and Victim Advocacy

Hope and Healing Resource Center Website: [Hope and Healing Resource Center website](#) also available at: <https://hopeandhealingresources.org/> Location: Student Recreation and Wellness Center, Room 246 Phone: (330) 374-1111

#### Employee Services

Equal Employment Opportunity / Affirmative Action Website: [Equal Employment Opportunity and Affirmative Action website](#) also available at: <https://www.uakron.edu/hr/eeoaa/> Phone: (330) 972-7300

#### Financial Assistance

Student Emergency Financial Assistance Program Website: [Student Emergency Financial Assistance Program website](#) also available at: <https://www.uakron.edu/referral/emergency-financial-assistance> Phone: (330) 972-7272

#### Housing and Student Support Services

Residence Life and Housing Website: [Residence Life and Housing website](#) also available at: <https://www.uakron.edu/reslife/> Phone: (330) 972-7800

#### Medical and Student Support Services

Student Health Services Website: [Student Health Services website](#) also available at: <https://www.uakron.edu/healthservices/> Location: Student Recreation and Wellness Center, Room 260 Phone: (330) 972-7808

#### Public Safety

University of Akron Police Department Website: [University of Akron Police Department website](#) also available at: <https://www.uakron.edu/safety/> Phone: (330) 972-2911

#### Student Support Services

- Dean of Students Office Website: [Dean of Students Office website](#) also available at: <https://www.uakron.edu/deanofstudents/> Phone: (330) 972-6048

- Student Conduct and Community Standards Website: [Student Conduct and Community Standards website](#) also available at: <https://www.uakron.edu/studentconduct/> Phone: (330) 971-6380

## Wayne Campus

- Counseling and Accessibility Services Website: [Wayne Campus Counseling and Accessibility Services website](#) also available at: <https://wayne.uakron.edu/student-services/accessibility-services/> Location: Boyer HPE Building, Room B112, Wayne Campus, Orrville, OH Phone: (330) 684-8767
- University of Akron Police — Wayne Campus Phone: (330) 684-8910
- Wayne Campus Student Services Website: [Wayne Campus Student Services website](#) also available at: <https://wayne.uakron.edu/student-services/personal-counseling/> Phone: (330) 684-8900

## Off Campus

### Counseling and Victim Advocacy

- Hope and Healing Resource Center Website: [Hope and Healing Resource Center website](#) also available at: <https://hopeandhealingresources.org/> Location: 974 Market St., Akron, OH 44305 Phone: (330) 374-1111
- OneEighty — Domestic Violence and Sexual Assault Services Website: [OneEighty Domestic Violence and Sexual Assault Services website](#) also available at: <https://www.one-eighty.org/get-help/domestic-violence-and-sexual-assault/> Phone: (800) 686-1122 Location: 104 Spink St., Gault Liberty Center, Wooster, OH 44691

### Financial Assistance

Ohio Victims of Crime Compensation Program Website: [Ohio Victims of Crime Compensation Program website](#) also available at: <https://www.ohioattorneygeneral.gov/Individuals-and-Families/Victims/Apply-for-Victims-Compensation> Phone: (877) 584-2846

### Legal Assistance

- Akron Bar Association Website: [Akron Bar Association website](#) also available at: <https://www.akronbar.org/> Phone: (330) 253-5007
- Community Legal Aid Services Website: [Community Legal Aid Services website](#) also available at: <https://www.communitylegalaid.org/> Phone: (330) 535-4191

### Medical Assistance

PATH (Provide Access to Healing) Center — Akron General Hospital Emergency Room Website: [PATH Center at Akron General Hospital Emergency Services website](#) also available at: <https://my.clevelandclinic.org/locations/akron-general/specialties/emergency-services#path-center-tab> Location: 1 Akron General Ave., Akron, OH 44307 Phone: (330) 344-1148

### Public Safety

Akron Police Department Website: [Akron Police Department website](#) also available at: <https://www.akronohio.gov/cms/site/10c5e96e7db5b10f/index.html> Phone: (330) 375-2658

### Victim Advocacy

- Ohio Sexual Violence Helpline — confidential, statewide hotline for survivors of sexual assault and relationship violence Website: [Ohio Sexual Violence Helpline website](#) also available at: <https://oasv.org/> Phone: (844) OHIO-HELP / (844) 644-6435
- National Sexual Assault Telephone Hotline (RAINN) — connects callers to a local affiliate based on their phone number Website: [RAINN National Sexual Assault Telephone Hotline website](#) also available at: <https://www.rainn.org/> Phone: (800) 656-HOPE / (800) 656-4673
- Victim Assistance Program Website: [Victim Assistance Program website](#) also available at: <https://victimassistanceprogram.org/> Phone: (330) 376-0040

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