

SEX DISCRIMINATION, HARASSMENT, MISCONDUCT AND RETALIATION:

TITLE IX AT WASHINGTON AND LEE UNIVERSITY

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance..." 20 U.S.C. § 1681

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) is an all-encompassing federal law that prohibits discrimination based on the gender of students and employees of educational institutions which receive federal financial assistance. Sex discrimination includes sexual harassment and sexual assault.

TITLE IX COORDINATOR*

Daniel A. Wubah, Title IX Coordinator
Washington Hall 214
Lexington, Virginia 24450
Phone: (540) 458-8418
Email: dwubah@wlu.edu

Web Resources:

go.wlu.edu/OGC/NonDiscrimination Nondiscrimination/Equal Employment Opportunity Statement

go.wlu.edu/OGC/DiscriminationPolicy University Policy on Prohibited Discrimination, Harassment, Sexual Misconduct and Retaliation

go.wlu.edu/OGC/ComplaintsAgainstStudents Procedures for Complaints against Students

go.wlu.edu/OGC/ComplaintsAgainstNonStudents Procedures for Complaints against Faculty, Staff, and Other Non-Students

Duties and Responsibilities: Monitor and oversee overall implementation of Title IX compliance at W&L, including coordinating training, education, communications, and administration of grievance procedures for faculty, staff, students, and other members of the University community, as well as visitors to the campus.

TITLE IX ASSISTANT COORDINATORS*

For Students:

Sidney S. Evans, Title IX Assistant Coordinator for Students
Office of the Dean of Students
Elrod University Commons 242

Lexington, VA 24450
Phone: (540) 458 – 8754
Email: sevans@wlu.edu

Web resources:

go.wlu.edu/OGC/ResourcesContactInfo Resources Contact Information for Complaints under the Policy on Prohibited Discrimination, Harassment, Sexual Misconduct and Retaliation

<http://www.wlu.edu/student-life/health-and-safety> Health and Safety main page

go.wlu.edu/get-help-now Get Help Now page

go.wlu.edu/sfhb Student-Faculty Hearing Board (SFHB) website

<http://www.wlu.edu/student-life/policies-and-guidelines> General Policies and Guidelines page

If you have an inquiry or complaint against a W&L student for sexual discrimination, harassment (including stalking), sexual misconduct (including sexual assault) or retaliation, you should contact a Student Affairs Resource (see Resources Contact Information at go.wlu.edu/OGC/ResourcesContactInfo) or Chair of the Student Faculty Hearing Board (SFHB). You may also contact Assistant Coordinator Evans, who will facilitate the handling of the complaint consistent with W&L procedures. Evans is responsible for Title IX compliance for matters involving students, including training, education, communication, and administration of the grievance procedures for complaints against W&L students.

For Faculty and Staff:

Amy D. Barnes, Title IX Assistant Coordinator for Employment
Early-Fielding Memorial Building, G09
Lexington, VA 24450
Phone: (540) 458-8920
Email: abarnes@wlu.edu

Web Resources:

<http://www2.wlu.edu/x35226.xml> Discrimination Policy Advisors (DPA) website

Where Do I Turn – Resource

Brochure: <http://www2.wlu.edu/documents/humanresources/HRWhereDoITurnBrochure.pdf>

Preventing Workplace Harassment (online tutorial): <http://www2.wlu.edu/x52900.xml>

If you have an inquiry or complaint against a W&L faculty or staff member, other non-student member of the campus community, or a visitor to the campus, for sexual discrimination,

harassment, misconduct (including sexual assault), or retaliation, you should contact a Discrimination Policy Advisor (DPA) or a Supervisor. You may also contact Assistant Coordinator Barnes, who will facilitate the handling of the complaint consistent with W&L procedures. Assistant Coordinator Barnes is responsible for Title IX compliance for matters involving faculty and staff, including training, education, communication, and administration of the grievance procedure for all complaints against faculty and staff, including those complaints filed by students.

Athletics:

Complaints against or by W&L Students and Employees related to Athletics

If you have an inquiry or complaint against a W&L student, coach, or athletics administrator, or a visiting student athlete, coach, other visiting athletics personnel, or visiting spectator for sexual discrimination, harassment, misconduct (including sexual assault) or retaliation, you may contact any of the resources available to students and employees as listed above, or either Assistant Coordinator Evans or Assistant Coordinator Barnes who will facilitate the handling of the complaint with the appropriate office consistent with W&L procedures.

For Gender Equity in Athletics:

Elizabeth Knapp, Title IX Assistant Coordinator for Gender Equity in Athletics
Washington Hall 205
Lexington, VA 24450
Phone (540) 458-8705
Email: knappe@wlu.edu

If you have a complaint about gender equity in W&L athletic programs, you should contact Assistant Coordinator Knapp who is responsible for that aspect of our program.

RETALIATION

The U.S. Supreme Court has broadened the interpretation of Title IX to protect from retaliation whistle-blowers who accuse educational institutions of sex discrimination. The court is of the opinion that reporting incidents of discrimination is integral to Title IX enforcement and would be discouraged if retaliation against those who report it goes unpunished. Retaliation against a complainant, respondent or witnesses involved in a complaint under Title IX is prohibited at Washington and Lee University and is a separate violation of policy. (See full policy at go.wlu.edu/OGC/DiscriminationPolicy)

WHO ENFORCES TITLE IX?

The United States Department of Education's Office for Civil Rights (OCR) is in charge of enforcing Title IX. Information regarding OCR can be found at

www2.ed.gov/about/offices/list/ocr/index.html

**Notwithstanding the noted designations and roles, the Title IX Coordinator and Assistant Coordinators will have the flexibility to address complaints of unlawful discrimination in the most appropriate, fair and effective manner to see that any such misconduct is stopped and prevented from recurring. Anyone may bring a concern or complaint directly to the Title IX Coordinator if the situation is outside the designated areas of the Assistant Coordinators or if, for whatever reason, the person prefers to contact the Title IX Coordinator directly.*