TITLE IX AT EASTERN UNIVERSITY

THE LAW
"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, and the full law found in Title IX of the Education Amendments of 1972 is an all-encompassing federal law prohibiting discrimination based on the gender of students and employees of educational institutions which receive federal financial assistance. Eastern University wants you to know you are protected under this law.

TITLE IX OFFICER for EU
The Title IX Officer at Eastern University is Dr. Bettie Ann Brigham, Vice President for Student Development. In compliance with federal requirements, Eastern University has designated Dr. Bettie Ann Brigham, Vice President for Student Development as the University’s Title IX Officer for employees and students. Questions regarding Title IX, as well as concerns and complaints of non-compliance, may be directed to her. She works with University Human Resources, University Security, the Dean of Students and other student support and employee support personnel, concerning student and employee complaints of sex discrimination that may be the result of sexual bias or sexual harassment, including: sexual assault, sexual violence and other sexual misconduct. Dr. Brigham may be contacted through e-mail at bbrigham@eastern.edu, by phone at 610-341-5822 or by appointment in her office: Walton Hall, Suite 200, 1300 Eagle Road, St. Davids, PA 19087-3696.

WHO IS COVERED BY TITLE IX?
All educational institutions that receive federal financial assistance are required to adhere to Title IX regulations. Even if only one of the institution’s programs or activities receives federal funding, all of the programs within the institution must comply with Title IX regulations. Eastern University receives federal funding in the form of federal financial aid for our students.

FACTS AND MYTHS ABOUT TITLE IX
Myth: Title IX only applies to athletic programs.
Athletics departments are not the only component of University life governed by Title IX. Other areas which fall within the scope of Title IX include but are not limited to:

- Recruitment, admissions, financial aid and scholarships pertaining to students
- Course offerings, classroom access, grading and other academics
- Student counseling and academic support
- Hiring and retention of employees (staff, faculty and administration)
- Job related benefits and leave

Title IX also prohibits sexual harassment, sexual assault and sexual violence. Additional information regarding what behaviors may constitute sexual harassment and other forms of sexual misconduct is available in the Eastern University Student Handbook located on the University website.
Myth: Title IX requires that male athletic opportunities be decreased to provide opportunities for female programs. Title IX is designed to create parity for men and women, in all educational and co-curricular opportunities and experiences. Title IX does not require schools to cut men’s athletic programs or to strictly balance numbers of athletes by sex. Schools are permitted to determine in good faith, how they will comply with Title IX regulations.

Myth: Title IX applies only to discrimination against women. While it is true that historically, Title IX has been used mostly by women seeking to protect their rights, Title IX serves to protect the rights of men as well. Title IX requires that males and females receive fair and equal treatment in all areas of the educational and employment arenas.

Myth: According to Title IX, all educational activities and programs must be co-ed and open to both men and women. Title IX compliance does not require the elimination of single-sex activities and programs.

Myth: Advocates for victims of Title IX who file complaints of discrimination for others are not protected from retaliation. Title IX protects whistle-blowers who accuse educational institutions of sex discrimination and individuals who make good faith complaints about sexual discrimination from retaliation by individuals or by institutions. The reporting of incidents of discrimination is integral to effective enforcement of Title IX law and therefore the protection of victims is important. Retaliation against reporting individuals will not be tolerated at Eastern University.

COMPLIANCE WITH TITLE IX – WHO IS RESPONSIBLE?
ALL EMPLOYEES of the University are required to report instances of violation of Title IX. If an employee is not sure if a situation warrants reporting he/she should ask the Title IX officer. It is essential that institutions receiving federal financial assistance operate in a nondiscriminatory manner. To ensure the University’s compliance with the law, adherence to Title IX regulations is everyone’s responsibility. The penalty for failure to comply with Title IX in the most extreme circumstances can include the termination of all or part of an institution’s federal funding including grants, student loans, subsidies, and other program funds from the federal government. In addition to the loss of federal funds, universities may be sued by those seeking redress for violations of Title IX.

WHAT FEDERAL AGENCY 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: www.ed.gov/about/offices/list/ocr/index.html

MAKING COMPLAINTS UNDER TITLE IX
Any member of the Eastern University community who believes they have been the victim of: (1) sexual bias or harassment or (2) any other form of gender discrimination under Title IX, may report such misconduct or file an informal or formal complaint with the University’s Title IX Coordinator.

Students who believe they have been or are a victim of sexual harassment, bias, including sexual assault, sexual violence or other sexual misconduct on or off campus or by University employees, contracted services employees, other students or non-community members, are encouraged to request immediate personal support and assistance from any member of the University’s Student Development or Student Services personnel. Student complaints against other students concerning sexual assault, sexual violence or other sexual misconduct may be lodged as informal or formal complaints with the University’s Title IX Coordinator.
Employees who believe they are being harassed or discriminated against should make a report to the Title IX officer or Human Resources promptly.

IMPORTANT FACTS

There are some important facts regarding these matters that the Eastern University community should be aware of: 1. Eastern University will attempt to protect community members from sexual bias, sexual harassment including sexual assault and sexual violence. 2. The decision for outcomes relative to a complaint/charge will be based on a preponderance of evidence that a violation occurred. 3. The University will take action when it becomes aware of sexual assault, sexual violence or other sexual misconduct within the community, whether or not a complaint has been made. 4. While an effort will be made to keep the details of complaints and cases confidential if requested to do so by those involved and to follow published procedures/timelines for adjudication, where the safety of members of the community are judged to be at risk, measures deemed necessary to protect the community before, during and after adjudication may necessarily compromise processes and confidentiality. Safety of members of the community will take priority. 5. The internal adjudication of a case will be conducted and finalized no matter the timeline or outcome of case adjudication by external authorities.

Eastern University adheres to federal requirements regarding this as outlined here. [http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201104.html](http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201104.html)

For more details, please see: [http://www2.ed.gov/about/offices/list/ocr/docs/dcl-factsheet-201104.pdf](http://www2.ed.gov/about/offices/list/ocr/docs/dcl-factsheet-201104.pdf)

Know your rights as a student: [http://www2.ed.gov/about/offices/list/ocr/docs/title-ix-rights-201104.html](http://www2.ed.gov/about/offices/list/ocr/docs/title-ix-rights-201104.html)

In addition to publication here and posting on the eastern.edu website, this information is provided at least annually to all Eastern University community members and others who have an eastern.edu e-mail account. Expanded information concerning sex discrimination, sexual harassment, sexual assault, sexual violence and the adjudication process as well as related topics is provided in the Eastern University Student Handbook and in the Eastern University Human Resources Employee Handbook. Both can be found within [www.eastern.edu](http://www.eastern.edu).