 SOUTHEAST MISSOURI STATE UNIVERSITY · 1873®	BUSINESS POLICY AND PROCEDURE MANUAL	Date Issued: 12/14	Revision Date: 08/20	Page: 1 of 4	
					Classification Code: 01-02
		Section: ADMINISTRATION			
Subject: TITLE IX COMPLIANCE: SEX DISCRIMINATION, SEXUAL HARASSMENT, SEXUAL MISCONDUCT/SEXUAL VIOLENCE					

GENERAL STATEMENT OF POLICY


Southeast Missouri State University is committed to fostering a safe, healthy and civil learning and working environment that is free from all forms of discrimination based on sex in accordance with Title IX of the Education Amendments Act of 1972, and to promoting a culture of mutual respect for all members of the University community. This policy has been developed to reaffirm these principles and to provide recourse for those individuals whose rights have been violated. This policy is intended to define community expectations and establish a mechanism for determining when those expectations have been violated. To this end, through this policy, the University provides means to address sex discrimination, sexual harassment, sexual misconduct, and other related misconduct, including retaliation for alleging claims under this Policy or participating in proceedings under this Policy. Other forms of discrimination on the basis of sex or gender are addressed through the University’s Anti-Harassment and Non-Discrimination Policy. The goals of this policy are to prevent all forms of sex discrimination, sexual harassment and related misconduct, to promptly address and remedy such behavior if it occurs, and to prevent its recurrence.

Southeast Missouri State University upholds the tenets of Title IX, which states that “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 program or activity receiving federal financial assistance.” Title IX and this policy prohibit sex discrimination, sexual harassment, sexual violence, sexual assault, and related misconduct. Acts which do not fall within the Title IX definition of sexual harassment may still violate University policy. Further, acts of sex discrimination, sexual harassment, sexual misconduct, or sexual violence may also violate applicable criminal law.

The prohibition in Title IX and this policy against sex discrimination, sexual harassment, and sexual misconduct or violence applies to all students, administrators, faculty and staff, applicants for employment and admission, and to third party visitors to the campus. It extends to all aspects of the University’s educational programs and activities, including, but not limited to, admission, employment, athletics, academics, housing, and student financial aid programs.

The University maintains policies and procedures for defining and resolving sex discrimination, sexual harassment, and sexual misconduct or violence claims in compliance with Title IX, pursuant to which the University promptly investigates all complaints of sex discrimination, sexual harassment, and sexual misconduct or violence of which it is put on notice, and takes appropriate steps to provide prompt and equitable resolution with due respect for the rights of all concerned. If it is determined that a violation of this policy has occurred, the University takes effective remedial action, and provides support and resources, as appropriate, to address the effects of the conduct.

Southeast Missouri State University, including its officers and employees, is responsible for maintaining a working and learning environment free from sex discrimination, sexual harassment, and sexual misconduct or violence. The University publishes and distributes information stating that sex discrimination, sexual harassment, and sexual misconduct or violence are prohibited, both legally and by this policy, and that appropriate procedures for reporting, investigating, and ending sex discrimination, sexual harassment, and sexual misconduct or violence are available. Reprisal or retaliation against an individual for making a complaint

 SOUTHEAST MISSOURI STATE UNIVERSITY · 1873®	BUSINESS POLICY AND PROCEDURE MANUAL	Date Issued: 12/14	Revision Date: 08/20	Page: 2 of 4
		Classification Code: 01-02		
		Section: ADMINISTRATION		
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of sex discrimination, sexual harassment, and sexual misconduct or violence; asserted a claim regarding such conduct; or for using or participating in the informal or formal complaint and/or grievance process, is also prohibited and is considered a serious violation of this policy and Title IX and cause for disciplinary action.

The University’s Title IX policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include controversial or sensitive subject matters. Such discourse is protected by freedom of speech and academic freedom. Academic freedom extends to topics that are pedagogically appropriate and germane to the subject matter of courses or that touch on academic exploration of matters of public concern.

The University will investigate all Title IX complaints of which it is put on notice in accordance with the Procedures for Defining and Adjudicating Title IX Cases. All other complaints of discrimination or harassment against students, faculty, and staff, including, but not limited to, those based on race, ethnicity, religion, national origin, age, genetic information, disability, or protected veteran status, may be addressed and resolved using the University’s Business Policy and Procedure 01-03: Nondiscrimination and Anti-Harassment.

If the University receives notice of sex/gender harassment, sex discrimination, sexual violence, or when an allegation of other forms of sexual misconduct are brought to the attention of the Office of Institutional Equity and Diversity, the University’s Title IX Coordinator, or any other appropriate school designee, all reasonable steps to respond will be taken and all relevant details about the alleged misconduct which has been reported will be investigated. Supportive measures will be used to reasonably ensure that such conduct ends, is not repeated, and the effects on the parties and community are remedied, including imposing the appropriate sanctions when a Respondent is found to have violated this policy.

FILING A COMPLIANT

1. University Contact Information:


For complaints against faculty, staff or third-party affiliates:

Dean Trae Mitten

Dean of Students and Interim Title IX Coordinator
 Dean of Students Office
 010 Academic Hall, MS 3375
 Cape Girardeau, MO 63701
 Office: (573) 651-2524
 Email: lmitten@semo.edu

Will Atkins

Training Manager and Interim Title IX Investigator
 Human Resources
 012 Academic Hall, MS3150
 Cape Girardeau, MO 63701
 Office: (573) 651-2206
 Email: watkins@semo.edu

 SOUTHEAST MISSOURI STATE UNIVERSITY · 1873®	BUSINESS POLICY AND PROCEDURE MANUAL	Date Issued: 12/14	Revision Date: 08/20	Page: 3 of 4
		Classification Code: 01-02		
		Section: ADMINISTRATION		
Subject: TITLE IX COMPLIANCE: SEX DISCRIMINATION, SEXUAL HARASSMENT, SEXUAL MISCONDUCT/SEXUAL VIOLENCE				

2. Office of Civil Rights Contact Information

Individuals experiencing sex discrimination, sexual harassment, and sexual misconduct or violence also always have the right to file a formal grievance with government authorities:

Inquiries concerning the application of Title IX also may be referred to the United States Department of Education's Office for Civil Rights. For further information on notice of nondiscrimination, visit <http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm>.

Office for Civil Rights
U.S. Department of Education
 One Petticoat Lane
 1010 Walnut, 3rd Floor, Suite 320
 Kansas City, MO 64106
 Telephone: 816-268-0550
 FAX: 816-268-0599
 TDD: 800-877-8339
 Email: OCR.KansasCity@ed.gov

3. Title IX Coordinator Complaint Contact Information

In the event that an incident involves alleged misconduct by the Title IX Coordinator, reports should be made directly to:

Dr. Carlos Vargas
 Office of the President
 One University Plaza, MS3300
 Academic Hall 144
 Cape Girardeau, MO 63701
 Email: president@semo.edu

4. Additional Resources:

To file a complaint of sexual assault, you may also report to the following:

Southeast Missouri State University
 Department of Public Safety
 1401 N Sprigg St
 Phone: (573) 651-2215
 Email: dps@semo.edu

Cape Girardeau Police Department
 40 S Sprigg St
 911 or (573) 335-6621
 Email: police@cityofcapegirardeau.org



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**BUSINESS
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Date Issued: 12/14	Revision Date: 08/20	Page: 4 of 4
		Classification Code: 01-02
Section: ADMINISTRATION		
Subject: TITLE IX COMPLIANCE: SEX DISCRIMINATION, SEXUAL HARASSMENT, SEXUAL MISCONDUCT/SEXUAL VIOLENCE		

The Assistant to the President for Equity & Diversity shall be responsible for maintaining operating procedures to implement this policy