



CONFIDENTIALITY CONCERNS

The University takes the following steps to ensure that confidentiality is maintained:

- We will take all reasonable steps to investigate and respond in a manner consistent with a student's confidentiality request, and we will let you know if we can not ensure confidentiality due to overall community safety concerns.
- If a student requests confidentiality and decides not to press charges in a sexual violence case, a report of the incident must still be made in order to comply with the Clery Act (campus crime reporting law). The law allows us to protect you from retaliation.
- On-campus counselor and advocates –like those working or volunteering in counseling centers, victims' advocacy offices, women's and health centers, as well as licensed and pastoral counselors – can talk with a survivor in confidence, unless a potential risk to health and safety becomes apparent.
- If the safety of others in the community could be at risk, the good of the whole may need to outweigh one student's confidentiality.

HOW TO REPORT A TITLE IX COMPLAINT

All complaints of harassment or discrimination will be investigated in a manner that is prompt, adequate, and impartial. Faculty, staff, and student employees who are knowledgeable of sexual harassment or sexual violence are obligated to report complaints to their supervisors or department head and/or the Title IX Coordinator.

Any student, employee or third party who believes they have been subjected to sexual harassment, including sexual violence/sexual assault, are encouraged to file an official complaint with the University. Students, faculty, and staff may also file a complaint of sexual harassment or sexual assault on another's behalf. The following offices and corresponding personnel are the appropriate channels through which to report sexual harassment, discrimination, and/or violence:

Mr. Lloyd Dixon, Title IX Coordinator
William Sutton Administration Building, Suite 145
662-254-3121
Email: ldixon@mvsu.edu

Division of Student Affairs
H.G. Carpenter Building
Student Affairs Suite
662-254-3636

OTHER RESOURCES

Dr. Yolanda Jones, Director
Student Counseling Center
Student Health Center
662-254-3830
Email: yjones@mvsu.edu

Reverend Brandon Bigelow
Director of Religious Life
H.G. Carpenter Building, Student Affairs Suite
Phone: 662-254-3902
Email: brandon.bigelow@mvsu.edu

Mr. Leron Weeks, Chief of University Police
University Police Department
Annex II Building, 1st Floor
662-254-3478/3479
Email: leron.weeks@mvsu.edu

Student Code of Conduct
http://www.mvsu.edu/student_affairs/

Employee Discrimination and Harassment Policy
http://www.mvsu.edu/human_resources/about/handbook.php

MISSISSIPPI VALLEY STATE UNIVERSITY
14000 Highway 82 W
Itta Bena, MS 38941
Phone: 662-254-9041 (main operator)
Web: www.mvsu.edu/index.php



MISSISSIPPI VALLEY STATE
UNIVERSITY™

TITLE IX

ADDRESSING
SEXUAL HARASSMENT/SEXUAL VIOLENCE

TITLE IX

Title IX of the Education Amendments of 1972 prohibits discrimination in educational programs and activities. Title IX applies to all participants of such programs, including students, parents and faculty/staff members. “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.”

DEFINITION OF SEXUAL HARASSMENT

Sexual harassment of a student is a denial or limitation on the basis of sex, including but not limited to the student’s ability to participate in or to receive benefits, services or opportunities from the institution’s programs. Therefore, it is a form of gender-based discrimination prohibited by Title IX.

What constitutes sexual harassment? According to the Department of Education’s Office for Civil Rights, sexual harassment is conduct that:

- is unwelcome
- is based on gender
- is severe or pervasive enough to interfere with an individual’s campus employment, academic performance, or participation in collegiate programs and activities.
- creates an intimidating, hostile, or offensive working, learning, or activity environment.

What constitutes sexual misconduct?

Examples of sexual misconduct include:

- making sexual propositions or pressuring individuals for sexual favors
- making unwelcome sexual advances
- writing graffiti of a sexual nature
- displaying or distributing sexually explicit drawings, pictures, or written materials
- performing sexual gestures or touching oneself in front of others
- telling sexual or dirty jokes
- spreading sexual rumors or rating other students as to sexual activity or performance
- circulating or showing emails or websites of a sexual nature

MISSISSIPPI VALLEY STATE’S HARASSMENT POLICY

Harassment based upon race, color, religion, sex, national origin, age, disability, veteran status or other characteristics protected by law is a form of discrimination in violation of the law and is strictly prohibited by this policy. Harassment based upon sexual orientation or group affiliation is likewise prohibited by this policy. Except where knowingly false, retaliation against any person complaining of harassment is prohibited by law and this policy. All students, employees, faculty, and staff are expected to adhere to this University policy and will be held accountable for violating it. The University will respond promptly to all complaints of harassment and retaliation. Violations can result in serious disciplinary action up to and including discharge. Disciplinary action for violations of this policy is the responsibility of an employee’s department head or other appropriate administrator.

KEY POINTS ABOUT SEXUAL HARASSMENT

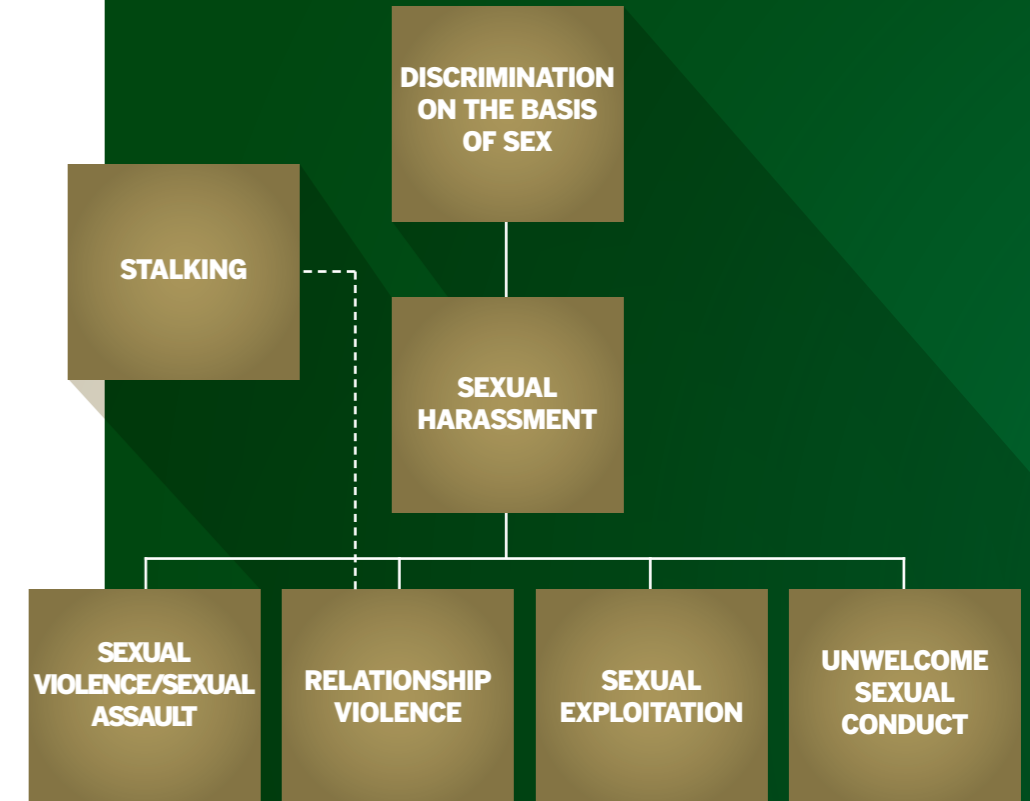
- Sexual harassment can take different forms depending on the harasser and the nature of the harassment.
- College or university employees, other students, and non-employee third parties, such as a visiting speaker, may carry out this conduct.
- The conduct can be verbal, nonverbal or physical.
- People of all genders can be victims of sexual harassment, and the harasser and the victim may be of the same or different sexes.
- Sexual harassment can occur in any school program or activity and can take place in institutional facilities or at off-campus locations, such as a school-sponsored retreat or training program at another location.

Mississippi Valley State University does not tolerate gender-based discrimination, and we intend to make our campus a safe and welcoming place to live, work, and learn. Victims can talk with anyone here on campus if they or someone they know is experiencing sexual harassment/sexual violence. We will provide support and put victims in touch with the Title IX Coordinator and other resources right away.

REMEMBER: Sexual assault is never the fault of the victim.

THE IMPORTANCE OF REPORTING TITLE IX OFFENSES

Mississippi Valley State University has a duty to promptly respond to all complaints of sexual harassment and sexual violence whether on or off campus. The purpose is to limit the effects of harassment in our educational environment and to prevent its occurrence. It is important to report any instance of discrimination or unfair treatment on the basis of sex or sexual harassment. Reportable offenses under Title IX are:



ROLE OF TITLE IX COORDINATOR

Our campus Title IX Coordinator is available to you and responsible for:

- Overseeing all Title IX complaints and investigations, working with other university officials
- Identifying and addressing patterns or systemic problems that arise
- Being available to provide support and answer questions
- Not having other job responsibilities that may create a conflict of interest
- Coordinating training, education, and communication pertaining to Title IX
- Assisting university police regarding how to respond appropriately to complaints filed
- Ensuring that our institution carries out its Title IX responsibilities