

TITLE IX DISCRIMINATION AND HARASSMENT POLICY

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in educational programs and activities that receive federal financial assistance. To ensure compliance with Title IX and other federal and state laws, Quinnipiac University has developed policies that prohibit discrimination and misconduct on the basis of gender, such as sexual misconduct, sexual violence, sexual harassment, intimate partner violence, stalking and any other gender-based harassment or misconduct.

DEFINITIONS AND SCOPE

Sexual Misconduct

Quinnipiac prohibits any form of sexual misconduct including, but not limited to: acts of sexual harassment, nonconsensual sexual contact or intercourse and other forms of sexual exploitation.

Sexual harassment is unwelcome gender-based verbal or physical conduct that is sufficiently severe, persistent or pervasive that it has the effect of unreasonably interfering with, limiting or depriving someone of the ability to participate in or benefit from the University's educational program, activities and/or employment, and is based on power (quid pro quo), the creation of a hostile environment or retaliation.

Nonconsensual sexual contact includes any intentional touching, however slight, whether clothed or unclothed, with any object or body part by a person against another person that is without consent and/or by force.

Nonconsensual sexual intercourse includes any sexual intercourse, however slight, with any object or body part by a person against another person that is without consent and/or by force.

Sexual exploitation includes but is not limited to: invasion of sexual privacy and voyeurism (in-person or through audio or video recording); knowingly transmitting a sexually transmitted infection; exposing of a person's body or genitals; prostituting or soliciting another community member.

Stalking involves any behaviors or activities occurring on more than one occasion that collectively instill fear and/or threaten a person's safety, mental health and/or physical health. Such behaviors or activities may include, but are not limited to: nonconsensual communications (i.e., face to face, telephone, email, social media), threatening or obscene gestures, surveillance or showing up outside the targeted individual's classroom, residence or workplace.

Intimate partner violence is a pattern of behavior in an intimate relationship that is used to establish power and control over another person through fear and intimidation. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions to demean, intimidate and/or control another person. This behavior can be verbal, emotional and/or physical. Examples include, but are not limited to: striking another person (slapping, punching, etc.), property damage, reckless behavior, name calling and insults, public humiliation, harassment directed toward friends and acquaintances and verbal and/or physical threats.

CONTACT A TITLE IX COORDINATOR

For questions or concerns, please contact the following deputy Title IX coordinator:

Complaints against employees (faculty and staff)
Stephanie Mathews
Employee Relations and Labor Relations Associate
Human Resources
554 Mount Carmel Ave.
stephanie.mathews@quinnipiac.edu
203-582-7768

**Complaints against students, visitors
and third parties**
Seann Kalagher
Associate Dean of Student Affairs
Student Affairs Center
seann.kalagher@quinnipiac.edu
203-582-5213

CONFIDENTIALITY AND

PRIVACY IN REPORTING

When reporting a violation of this policy, there are resources that can provide confidentiality, sharing options and advice without any obligation to inform other University staff members unless requested.

Such on-campus confidential resources include Counseling Services, Student Health Services and the Office of Religious Life. Additionally, community members can seek assistance from an off-campus confidential crisis center.

Members of the University community are strongly encouraged to promptly report any incidents of sex discrimination or sexual misconduct they may witness or become aware of. Responsible employees are required to report such instances. Quinnipiac defines all faculty, administration, athletic, human resources, public safety and student affairs staff as responsible employees of the University. Reports should be made to the University Title IX coordinator or a deputy coordinator.

University Title IX Coordinator
Terri Johnson
Associate Vice President for Operations
Executive Vice President/Provost Office
AB-EVP
203-582-8731
terri.johnson@quinnipiac.edu

ON-CAMPUS RESOURCES

Counseling Services
203-582-8680

Student Health Services
203-582-8742

Office of Religious Life
Catholic — 203-582-8257
Jewish — 203-582-8206
Protestant — 203-582-6477
Muslim — 203-582-6477

OFF-CAMPUS RESOURCES

24-hour confidential hotline
1-888-999-5545

Women and Families Center/Meriden
203-235-9297

Women and Families Center/New Haven
203-389-5010

Rape Crisis Center of Milford
203-878-1212

Rape, Abuse and Incest National Network (RAINN)
crisis hotline — 1-800-656-HOPE
online hotline — <https://ohl.rainn.org/online/>



275 Mount Carmel Avenue
Hamden, CT 06518-1908



TITLE IX POLICY

AGAINST
GENDER-BASED
DISCRIMINATION AND
SEXUAL MISCONDUCT

Division of Student Affairs