Title IX Program Statement

"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."
— Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX)

The Ohio State University is dedicated to providing a learning, living, and working environment that is free from sexual assault and sex discrimination. We are committed to ensuring a safe campus climate for all of our students and the entire University community. Through a comprehensive compliance program, we promote fundamental rights, advance individual and institutional integrity, and uphold the vital aims of Title IX.

This Program Statement, which is updated regularly, outlines the University’s myriad efforts to comply with Title IX through central coordination that leverages the benefits of a diverse institution committed to educational excellence. Current information is also available through our website, http://titleix.osu.edu/, which serves as a streamlined point of contact for students, faculty and staff who need any type of Title IX assistance.

Dedicated resources: Ohio State has an extensive and highly-coordinated network of resources and offices involved in Title IX efforts to combat sexual harassment and violence:

- The University has a dedicated Title IX Coordinator, who is the designated University official with primary responsibility for coordinating Ohio State’s compliance with Title IX. This individual provides leadership for Title IX activities; offers consultation, education and training; and helps to ensure that the University responds appropriately, effectively, and equitably to all Title IX issues.

- The Title IX Coordinator is based in the Office of University Compliance and Integrity, which reports to both the University’s Senior Vice President and General Counsel and the Audit and Compliance Committee of the Board of Trustees. The Office receives and addresses concerns raised in person, telephone, e-mail, or EthicsPoint (the University’s anonymous concern reporting hotline). The Office also provides ongoing programmatic support for Title IX initiatives.

- Leaders from other key segments of the University—from the Office of Student Life, Human Resources, and Athletics—serve as Deputy Title IX Coordinators. By embedding these Title IX experts across the University, we ensure both effective central coordination and constant on-the-ground vigilance related to Title IX matters.

- The Ohio State University Police Department is also an integral partner in our Title IX efforts. We require regular sexual violence training of all our law enforcement officers. We maintain protocols and procedures that address the coordination of sexual harassment and assault complaints
between campus police and the University.\(^1\) Our police department also abides by a formal Survivor’s Rights Guarantee, which ensures that all cases will be fully investigated and handled with utmost sensitivity, dignity, and professionalism.\(^2\)

- The University supports a Sexual Violence Consultation Team (SVCT), which meets regularly (typically biweekly) to ensure a strong and coordinated response to all reports of sexual violence. The SVCT consists of the University’s Title IX Coordinator, representatives from the Office of Student Life, our police department, the Counseling Consultation Service, the General Counsel’s office, the Office of Student Conduct, and others. The SVCT ensures proper coordination of efforts in areas including student discipline, law enforcement, survivor support services, education, and prevention.

- The University also supports the Sexual Violence Committee, a group of students, student life staff, academic and community partners, and university police striving to provide a coordinated community response to issues of sexual violence through research, outreach, and engagement.

- As noted above, the University maintains a Title IX website, which contains comprehensive and accessible information about the law, sexual violence and harassment prevention, University policies, information for submitting a complaint or report, support services, and a range of other resources. Anyone can submit a complaint or report directly from the front page of our Title IX website.

**Reporting and complaint procedures:** Ohio State encourages all community members to report sexual harassment or assault and makes it easy for anyone to file a complaint or report, with all Title IX complaints ultimately reported up to the Title IX Coordinator.

- Students who are survivors of sexual assault are strongly encouraged to report the assault to the University Police Division. Survivors are advised that reporting an assault to the University Police or other law enforcement or campus security authorities does not require filing criminal charges, but provides the opportunity for collection of evidence helpful in prosecution and helps facilitate all support systems to be put in place for the survivor.

- Complaints or reports against students and student groups can be submitted to the Office of Student Conduct.\(^3\)

- Complaints or reports against faculty or staff members can be submitted to the Office of Human Resources.\(^4\)

- Complaints, reports or other concerns can be submitted directly through our Title IX website. A “red button” submission tab on the upper left of the homepage can be used to file any Title IX related complaint.\(^5\)

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\(^2\) [http://titleix.osu.edu/sidebar-resources/response/law-enforcement.html](http://titleix.osu.edu/sidebar-resources/response/law-enforcement.html)

\(^3\) [http://studentconduct.osu.edu/page.asp?id=43](http://studentconduct.osu.edu/page.asp?id=43)

\(^4\) [http://hr.osu.edu/elr/index.aspx](http://hr.osu.edu/elr/index.aspx)

As noted above, the University also maintains EthicsPoint, an anonymous reporting line, through which complaints about sexual harassment or violence may be submitted. The Office of University Compliance and Integrity is responsible for administering and, where appropriate, ensuring the independent investigation of, questions or concerns raised through this reporting channel.

The Office and the Title IX Coordinator also receive and respond to concerns and questions raised in person or via email or telephone.

Policies: Ohio State has clear and well-developed policies for combating sexual harassment and violence. The following are key examples:

- The Code of Student Conduct explicitly prohibits stalking and all types of sexual misconduct, as well as endangering behavior, which can include relationship violence or intimate partner abuse.

- The Sexual Harassment by Students in the Non-Employment Context guidelines establish parameters for maintaining a campus environment for work and study free from sexual harassment.

- Human Resources Policy 1.10, the Affirmative Action, Equal Employment Opportunity & Non-Discrimination/Harassment Policy, applies to all students, employees, and volunteers, and sets forth the University’s commitment to diversity and eliminating discrimination.

- Human Resources Policy 1.15, the Sexual Harassment Policy, provides that all members of the University community “are responsible for assuring that the university maintains an environment for work and study free from sexual harassment.” The policy includes instructions for reporting sexual harassment as well as investigation guidelines.

- Human Resources Policy 7.05, the Workplace and Family Relationship Violence Policy, embodies the University’s commitment “to providing faculty, staff and students with an environment that is safe, secure and free from threats, intimidation and violence.” The policy explicitly provides: “To promote an atmosphere that encourages learning and productive employment, quick response action will be taken if violence or the threat of violence arises.”

Education and training: The University conducts sexual harassment training for students and employees alike. Training efforts address both key topics (e.g., sexual violence) and critical audiences (e.g., resident assistants, student-athletes, fraternity members), and occur through diverse modalities (e.g., in person, video). The following are just some examples of our robust educational and training programs concerning Title IX issues:

7 http://studentconduct.osu.edu/page.asp?id=1
8 http://studentconduct.osu.edu/page.asp?id=35
9 https://hr.osu.edu/policy/
10 https://hr.osu.edu/policy/
11 https://hr.osu.edu/policy/
• University Orientation for new students includes a multimedia presentation with sessions on sexual violence, safety, alcohol, bystander intervention, relationships, and diversity.\footnote{http://studentlife.osu.edu/orientation/}

• Our Student Wellness Center’s program for Sexual Violence Education and Support delivers and evaluates a number of workshops for students, which incorporate primary prevention messages and aim to:
  o Increase knowledge about sexual violence and sexual consent
  o Decrease rape myth acceptance
  o Increase pro-consent attitudes
  o Increase bystander intentions
  o Build communication and bystander skills
  o Improve knowledge of campus and local sexual violence resources

Below are the prevention workshops delivered most frequently by Sexual Violence Education and Support:

  o “\textit{Consent is Sexy!}” discusses sexual consent, why to get it, and how to make it hot. This interactive session promotes an honest discussion about consent and communication within relationships through a variety of activities.
  o “\textit{Blurred Lines}” is an interactive session that breaks down sexual consent - what it is, what it isn’t and how to get it without coercion.
  o “\textit{Wait, have we been lied to?}” helps students rethink what they’ve been taught about sexual violence and how it happens. This session discusses many common myths about sexual assault and presents bystander intervention as a way to stop it before it happens.
  o “\textit{Buckeyes Got Your Back (BGYB)}” is a customized bystander intervention workshop for communities on campus including mandates for fraternity members and first-year athletes. Students learn and practice bystander intervention strategies to help stop sexual violence before it happens. This program also examines sexual violence in the context of our culture and the media, integrates real-life scenarios to help students understand the scope of sexual violence, and clearly defines sexual consent

• Additional Wellness Workshops addressing topics relating to sexual harassment, relationships, and violence are available to all students.\footnote{http://swc.osu.edu/sex-relationships/ \hspace{1em} http://swc.osu.edu/sexual-violence/}

• The University provides educational and training materials specifically addressing the link between alcohol abuse and sexual harassment.\footnote{http://swc.osu.edu/sexual-violence/sexual-violence-education/alcohol-drugs-sexual-assault/}

• The University Police Department provides free self-defense courses.

• In addition to trainings, the University distributes to students pamphlets and other materials regarding sexual harassment and assault, their rights, and available resources on campus.
Support services: Ohio State has comprehensive support services for victims of sexual violence and harassment. These are detailed on the University’s Title IX website, and include:

- Student Life’s Sexual Violence Education and Support (SVES) program, housed within the Student Wellness Center, which provides education and prevention programming.

- The Student Advocacy Center, which works with students dealing with sexual assault, partner abuse, stalking, and sexual harassment. Student Advocacy staff also assist students with academic, housing, and financial concerns stemming from incidents of sexual violence.

- Student Life’s Counseling and Consultation Service, which provides counseling and consultation (group and individual) on a diverse array of concerns, including sexual assault and relationship violence.

- The Ohio State University Wexner Medical Center, which provides medical care, evidence collection, STI, pregnancy, and drugged-drink testing. A specially-trained Sexual Assault Nurse Examiner is usually available and an advocate will be called to assist the victim.

- The Student Health Center, which can provide medical care, STI, pregnancy and drugged-drink testing.

- The Sexual Violence Assistance Fund, which provides financial support to students who have experienced sexual violence. Funds cover expenses such as medical care, transportation costs, and emergency housing.

- Student Life Resident Advisors and Hall Directors, who help facilitate on-site support for residential students.

- The University also provides information and maintains connections with a broad sexual assault response network outside the university, including survivor advocacy and assistance groups and regional, statewide, and federal law enforcement.15

15 [http://titleix.osu.edu/sidebar-resources/response/support/assistance.html](http://titleix.osu.edu/sidebar-resources/response/support/assistance.html)