

Any responsible employee (e.g., any administrator, supervisor, faculty, instructor, graduate TA, resident advisor or other University community member in a position of authority) who knows of, or receives a complaint of, sex-based discrimination, including sexual violence, **must** report this to the EOO/Title IX Coordinator and must relay any request for confidentiality by the complainant. **Failure to so report can result in discipline.**

**Except:** The following confidential support/privileged employees are not required to report information that identifies the alleged victim or third party complainant:

UGA Relationship and Sexual Violence Prevention  
(706) 542-7233

UGA Counseling and Psychological Services  
(706) 542-2273

UGA Health Center Medical Clinicians – (706) 542-1162

UGA Student Care and Outreach – (706) 542-7774

UGA Ombudspersons – [www.uga.edu/ombudsperson/](http://www.uga.edu/ombudsperson/)

The Title IX Coordinator or designee thereof will investigate the complaint or report and take other appropriate remedial and preventative action. Disclosure of drug or alcohol use in the course of a complaint or investigation will not be used against any student in a disciplinary proceeding or voluntarily reported to law enforcement.

**Note:** Conduct prohibited by Title IX may also implicate other state or federal laws. Making a complaint to the EOO/Title IX Coordinator does not replace the right to pursue other options or remedies under the law, nor does it satisfy any timeliness

requirements for asserting a claim under state or federal law. Impacted individuals also have the right not to report Title IX violations.

**What to do in an event of sexual assault?**

For information on what to do if you or someone you know has been sexually assaulted, see: <https://eoo.uga.edu/focus-on/what-do-if-you--or-someone-you-know-has-been-sexually-assaulted>

**Is retaliation prohibited?**

Yes. Title IX prohibits retaliation for making a good faith complaint about sex-based discrimination, including sexual harassment/violence, or for participating in or otherwise being associated with an investigation of alleged sex-based discrimination. Anyone who believes, or receives a complaint, that prohibited retaliation has or is occurring should immediately contact the EOO/Title IX Coordinator.

**Additional resources:**

UGA LGBT Resource Center – (706) 542-4077

UGA Office of Legal Affairs – (706) 542-0006

UGA Family Violence Clinic - (706) 369-6272

UGA Women's Resources - [women.uga.edu](http://women.uga.edu)

**24/7 confidential support services:**

UGA Relationship and Sexual Violence Prevention (RSVP) – (706) 542-7233

The Cottage: Sexual Assault Center  
(877) 363-1912

January 2017

University of Georgia

# Title IX:

## Sex Equality in Programs or Activities of Federally Funded Educational Institutions

“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 (20 U.S.C. § 1681)*

**Equal Opportunity Office  
Holmes-Hunter Academic Building  
Suite 119**

**University of Georgia  
Athens, GA 30602**

**Phone: (706) 542-7912**

**Fax: (706) 542-2822**

**<http://eoo.uga.edu>  
[ugaeeo@uga.edu](mailto:ugaeeo@uga.edu)**

**Committed to a Fair and Respectful  
Environment for Living, Work & Study**

## What is Title IX?

Title IX is a federal law passed in 1972 that prohibits sex-based discrimination in all education programs and activities of institutions receiving federal funds, which includes the University of Georgia (UGA). Prohibited sex-based discrimination includes pregnancy discrimination and sexual harassment, including sexual violence.

## What is sexual harassment?

Sexual harassment is a form of sex-based discrimination prohibited by Title IX consisting of unwelcome verbal, non-verbal or physical conduct based on sex or gender stereotypes that is:

- Implicitly or explicitly a term or condition of employment, or status in a course, program or activity; OR
- A basis for employment/educational decisions; OR
- Has the purpose or effect of interfering with work/educational performance; creating an intimidating, hostile or offensive work/ learning environment; or interfering with or limiting one's ability to participate in or benefit from an institutional program or activity.

For examples of sexual harassment, see the Equal Opportunity Office (EOO)'s "Sexual Harassment" brochure or the University System of Georgia's Sexual Misconduct Policy, available at:

[http://www.usg.edu/policymanual/section4/C327/#p4.1.7\\_sexual\\_misconduct\\_policy](http://www.usg.edu/policymanual/section4/C327/#p4.1.7_sexual_misconduct_policy)

Sexual harassment prohibited by Title IX includes same-sex harassment regardless of either party's sexual orientation or gender identity, as well as harassment by a subordinate of a person in a position of authority, as well as vice versa.

## What is sexual violence?

Sexual violence is a form of sexual harassment prohibited by Title IX that refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to: use of drugs or alcohol, being asleep, an intellectual or other disability, or being under the age of 16. Sexual violence includes rape, sexual assault, sexual battery and sexual coercion.

## Contexts in which Title IX applies:

Title IX applies to all UGA services, programs and activities, both on and off campus, including without limitation:

- Admissions
- Financial aid
- Class assignments & course offerings
- Academic advising & instruction
- Evaluation & grading
- Discipline
- Athletics

- Housing
- Study Abroad
- Health and counseling services
- Recreational, residential life & extracurricular services and programs
- Employment of academic faculty, staff, and graduate assistants, including the recruitment and selection processes

## Who must comply with Title IX?

All University community members must comply with Title IX, including, without limitation: students, faculty, staff, university administrators, coaches, counselors and visitors.

## How to report Title IX violations?

University community members with knowledge that sex-based discrimination, including sexual harassment/violence, has or may be occurring should contact:

1. E. Janyce Dawkins, JD/MBA  
Director & Title IX Coordinator  
Equal Opportunity Office (EOO)  
Holmes-Hunter Bldg – Suite 119  
Athens, GA 30602  
(706) 542-7912 (ph) / (706) 542-2822 (fax)  
[edawkins@uga.edu](mailto:edawkins@uga.edu)  
OR
2. U.S. Department of Education  
Office for Civil Rights  
(800) 421-3481 or [ocr@ed.gov](mailto:ocr@ed.gov)  
On-line complaint form available at:  
<http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>