University community members in positions of authority who know or receive a complaint of sex-based discrimination including sexual harassment/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 persons designated as confidential support 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 Support Services – (706) 542-7774
- UGA Ombudspersons – www.uga.edu/ombudsperson/

The Title IX Coordinator or her designee will investigate the complaint or report (subject to confidentiality requests except in limited cases) and take other appropriate remedial and preventative action. Disclosure by students of drug or alcohol use as part of a complaint or in the course of an investigation will not be used against the 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 complainant’s 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.

**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, including reporting to law enforcement, see [http://eoo.uga.edu/focus-on/what-do-if-you-or-someone-you-know-has-been-sexually-assaulted](http://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 Office of Dean of Students – (706) 542-7774
- UGA Women’s Resources - women.uga.edu

**24/7 confidential support services:**
- The Cottage: Sexual Assault Center – (877) 363-1912
- Project Safe – (706) 543-3331

October 2014

“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)*

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

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
ugaeeoo@uga.edu
What is Title IX?
Title IX is a federal law passed in 1972 that prohibits sex-based discrimination in all activities and programs of educational 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 relating to sex or gender (ranging from sexual violence, to unwelcome sexual advances, to more subtle verbal and non-verbal behavior) 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's “Sexual Harassment” brochure or UGA's Non-Discrimination and Anti-Harassment (NDAH) policy, available at: http://eoo.uga.edu/policies/non-discrimination-anti-harassment-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 superior.

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, sleep, or due to an intellectual or other disability. Sexual violence includes rape, sexual assault, sexual battery and sexual coercion.

Contexts in which Title IX applies:
Title IX applies to all University services and academic programs both on and off campus including, but not limited to:

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

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
   OR

2. U.S. Department of Education
   Office for Civil Rights
   (800) 421-3481 or ocr@ed.gov.
   On-line complaint form available at: http://www2.ed.gov/about/offices/list/ocr/complaintintro.html

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