



IUP is committed to providing a safe and positive living, learning and work environment, free from discrimination on the basis of sex, including sexual misconduct.

The **IUP Sexual Discrimination/Misconduct Policy** provides definitions and reporting and complaint resolution procedures. Please visit: [iup.edu/social-equity/policies/titleix/](http://iup.edu/social-equity/policies/titleix/)

### **Sexual Discrimination and Sexual Misconduct include:**

- Sexual Harassment
- Non-Consensual Sexual Contact
- Non-Consensual Sexual Intercourse
- Sexual Exploitation
- Retaliation

**Know your rights.  
Know your Title IX.**



No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any education program or activity receiving Federal financial assistance.

- Title IX of the Educational Amendments of 1972 to the 1964 Civil Rights Act

### **Contact Information**

- For emergency help, call 911 or go to your nearest Emergency Room.
- Crisis Intervention 24/7 Hotline: 1-877-333-2470
- Alice Paul House 24/7 Hotline: 724-349-4444
- IUP Police: 724-357-2141
- IUP Health Service: 724-357-2550
- IUP Counseling Center: 724-357-2621
- IUP Haven Project: 724-357-3947
- IUP Title IX Office: 724-357-3402
- IUP Student Conduct: 724-357-1264

### **Campus Security Authorities (CSA's)**

By virtue of their job or position function, CSA's are required to report crimes that have been brought to their attention. For further information, visit: [iup.edu/police/about/security](http://iup.edu/police/about/security).

### **Examples of CSA Contacts include:**

- Director of Public Safety and Chief of Police - Kevin Thelen: 724-357-2141
- Chief Diversity & Inclusion Officer and Title IX Coordinator - Elise Glenn: 724-357-3402
- Associate Vice President for Human Resources - Craig Bickley: 724-357-2431
- Director of IUP Northpointe, IUP Punxsutawney, and IUP Pittsburgh East - Richard Muth: 724-294-3309

**Incidents of Concern** are activities or actions that target, attack, or demean a person or group on the basis of appearance, beliefs, affiliations or attributes such as race, religion, ethnic origin, gender expression or identity, or disability. Go to: [iup.edu/incidentreport](http://iup.edu/incidentreport)

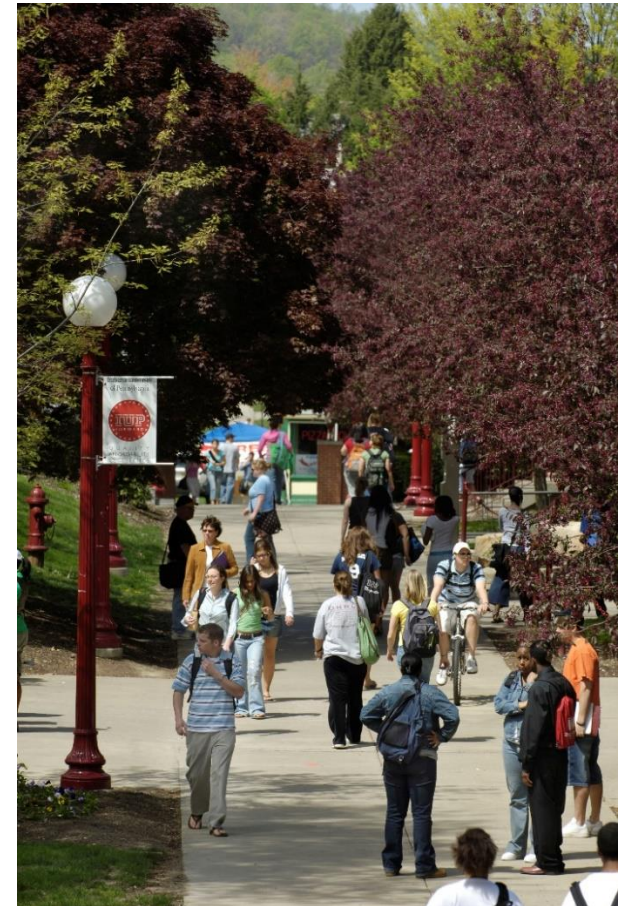
### **Social Equity & Title IX Office**

B-17 Delaney Hall, 920 Grant Street  
Indiana, PA 15705 • 724-357-3402

[title-ix@iup.edu](mailto:title-ix@iup.edu) • [iup.edu/social-equity](http://iup.edu/social-equity)



INDIANA UNIVERSITY OF PENNSYLVANIA



# **TITLE IX**

## **Reporting & Resources**

Sexual Discrimination  
Sexual Misconduct

### Expectations

All members of the IUP community must comply with federal, state, and local laws and regulations related to sexual discrimination and sexual misconduct. This includes University policy. Students and employees are expected to conduct themselves in a manner that does not infringe upon the rights of others.

Retaliation against individuals reporting such conduct, or participating in an investigative or administrative process, will not be tolerated and will be addressed through the appropriate university process.



### Reporting Obligations

All IUP employees (including faculty, staff, managers, student employees, and administrators), contractors, vendors, and designated volunteers are deemed **“Responsible Employees”** and are required to immediately report actual or suspected sexual discrimination or sexual misconduct to the Title IX Coordinator. All have a duty to report, unless they have been designated as having privilege or are considered a confidential employee (licensed counselors, clinical psychologists, medical staff, and victim advocates). Those authorized with confidentiality are required to report the nature, date, time, and general location of an allegation of sexual misconduct.

Note: All University personnel are also considered **“Mandated Reporters”** and must report suspected child abuse and child neglect consistent with the University’s Protection of Minors Policy. ([iup.edu/humanresources/policies/protection-of-minors/](http://iup.edu/humanresources/policies/protection-of-minors/))

### Next Steps

When there’s a report of sexual discrimination or sexual misconduct, the University will:

- Stop the misconduct.
- Provide remedies and other support.
- Conduct a prompt, thorough, and impartial investigation.
- Take steps to prevent recurrence of further misconduct.

The Title IX Coordinator ensures that support resources and process options are provided, and is responsible for monitoring investigations and outcomes of complaints. The office works with the Office of Student Conduct, the Office of Human Resources, and the University Police to assure compliance with Title IX and other requirements.

### Immediate Medical Attention

Ensure that the person is in a safe and secure environment and call 911, or refer them to the nearest hospital. Encourage them to **preserve all physical evidence**, which can be gathered to conduct forensic examinations, even if the person prefers not to prosecute at the time. This step is important for proper assessment and treatment, and to determine risk and preventive measures of sexually transmitted diseases or pregnancy. **Prompt reporting is critical** in instances where sexual violence or sexual assault are suspected or alleged. **Call University Police at 724-357-2141**. They will assist in reporting and referral to the appropriate office for follow-up through the criminal justice and/or university student conduct system.

### Requesting Accommodations

Persons can request accommodations if their safety or well-being is at risk by contacting the Title IX Coordinator or the IUP Haven Project. Examples include changing academic schedules or on-campus housing assignments, use of IUP’s escort system, and adjustments to work assignments. Refer to the Haven Project’s “Survivor Handbook” for guidance. Visit [iup.edu/haven/](http://iup.edu/haven/) or call 724-357-3947.

