

### **If I file a complaint against someone, what will happen to them?**

At the time when an finding of responsible for policy violation occurs, the Decision Making Panel will identify sanctions and outcomes. If the alleged perpetrator is an employee, Human Resources will be consulted with in order to determine the due process steps and disciplinary consequences. During the impartial investigation process, both parties will have an opportunity to receive periodic updates and present witnesses and other evidence, as necessary. Should the incident become a discipline matter, the complaining party will have a right to know the outcome, including sanctions of the responding party.

### **How long will an investigation take?**

Title IX investigations can be complex or straight forward, which can create variations with the timeline. As a result it is not possible to create a strict timeline for every case. The University is committed to a complete and impartial investigation of reports of Title IX related issues. The college will strive to conclude an investigation within 90-120 business days from when the University has received official notice from a complaining party and an investigation is formally launched.

### **Retaliation for filing a report concerns me, what should I do?**

Title IX prohibits retaliation for reporting parties and any individuals participating in an investigation. The University will not only take steps to prevent retaliation but will also take strong responsive action if it occurs. If you believe you are experiencing retaliation for filing a report, please contact the Title IX coordinator immediately.

### **Who is the national entity that oversees Title IX Compliance?**

If you have questions about Title IX compliance and want to know more information about the laws surrounding it, you can contact:

Office for Civil Rights Headquarters  
U.S. Department of Health & Human Services  
200 Independence Avenue, S.W.  
Washington, D.C. 20201  
Toll Free Call Center: 1-800-368-1019  
TTD Number: 1-800-537-7697

# Sexual Misconduct FAQ



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## What is Title IX?

Title IX of the Education Amendments of 1972 is a federal law that provides:

*“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 educational program or activity receiving federal financial assistance.”*

This law provides multiple protections for individuals to work to provide a safe and equitable learning environment free from gender based discrimination.

**MU Title IX Policy Link: update (8/10/2021)**

[title-ix-sexual-harassment-policy-2021-2022.pdf \(manchester.edu\)](#)

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## What does Title IX cover?

Title IX provides protection from discrimination based on sex in ANY educational program. If you feel you are being discriminated against based on your gender and you wish to talk to someone about it, please contact any member of the Title IX team.

**Title IX also protects from other discriminatory practices as well including**

Dating Violence  
Athletic Inequity  
Pregnant/Parenting Status  
Domestic Violence  
Sexual Assault  
Sex Harassment  
Sexual Violence/Non-consent  
Stalking

For more information on Title IX, please see the Department of Education’s Website at:

[http://www2.ed.gov/about/offices/list/ocr/docs/tix\\_dis.html](http://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html)

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## How can I report a Title IX issue?

If you believe you or someone else has been a victim of a crime, you are encouraged to contact the police. If you believe you have information on a Title IX concern and wish to file a complaint with the University, you are encouraged to contact the Title IX Coordinator to obtain information about your choice and voice on the investigation process and ensure you have the necessary support. Submission can be made through the Report IT button located on the bottom of Manchester University Webpages.



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Title IX Coordinator  
Director of Conduct  
Chinworth Center  
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260-982-5721/219-310-9611

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## Who can report a Title IX concern?

Faculty, staff, students, vendors, contractors, guests, or non-members of the community.

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## If I report something, will it be kept confidential?

The university appreciates the privacy concerns inherent in allegations of sexual violence or sex harassment and will consider a request for confidentiality. If the alleged victim requests confidentiality, asks that the report not be pursued, or declines to participate in an investigation or disciplinary proceeding, the university will document the request.

Please note that Campus Counselor, Campus Nurse, Campus Pastor and Victim Advocate professionals provide a free and safe environment to talk to regarding your concerns and are not mandatory reporters in filing complaints regarding Title IX. (Confidential Resource)

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## While an investigation is ongoing, what immediate remedies are available to me?

During the investigation, the University will take reasonable steps to provide an equitable and safe environment should they be necessary. Possible remedies include and are not limited to:

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No Contact Orders between individuals  
Changes in academic arrangements  
Changes in living arrangements  
Changes to work schedules  
List of supportive resources available within the University and outside support organizations

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