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Audit
Risk Management
and Compliance

Appendix A: Reporting

Appendix B: Resolution Process & Timelines

Appendix C: Support Services, Supportive Measures, and Additional Resources

Appendix D: Terms and Definitions

Appendix E: Responsible Employees

Appendix F: Certain Prohibited Romantic or Sexual Relationships

Appendix G: Additional Information

Appendix H: Prospective and Continuing Student Athletes

The term “harassment” may mean different things, depending on the context and conduct at issue. For this reason, different types of harassment are subject to different policies and procedures. This Policy applies to “Title IX Sexual Harassment” in an education program or activity of Wright State University against a person in the United States. “Education program or activity” includes locations, events, or circumstances over which the University exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by a postsecondary institution.

Individuals who believe they may have witnessed or been subjected to discrimination on the basis of sex are encouraged to make a report with the Title IX Coordinator. Any person may report sex discrimination, including sexual harassment, whether or not the person reporting this is the person who has been subject to the conduct that constitutes sex discrimination or sexual harassment. This could be done in person, by mail, by telephone, or by electronic mail using the contact information listed below. Such a report can be made at any time (including during non-business hours) by using the telephone number, email address, or by sending mail to the office address listed below.

Kate Page
Title IX Coordinator
352 University Hall
3640 Colonel Glenn Highway
Dayton, Ohio 45435

Phone Number: 937-775-3512

Email: Kate.page@wright.edu

Questions or concerns about the application of Title IX in this Policy be referred to the Title IX Coordinator or to the Assistant Secretary for the Department of Civil Rights. For further information on Title IX or other non-discrimination laws, contact the [U.S. Department of Education - Office of Civil Rights](#) for the address and phone number of the office that serves your area, or call 1-800-421-3481.

Because reports can require certain responses on the part of the University, reports under this section are not confidential (but will be handled with discretion). To learn about confidential resources, see Appendix A and Appendix C.

This policy applies to all members of the University community, including but not limited to, faculty, staff, registered students and student organizations, vendors, volunteers, and visitors and covers behavior both on and off campus.

However

prohibited. The University's decision to charge an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this Policy does not constitute retaliation, provided that the outcome of a particular case, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

Reports of retaliation will be addressed in accordance with the University's policies regarding retaliation.

The following behaviors are prohibited regardless of the behaviors described falling within or outside of the scope of Title IX. Behaviors that meet the definitions for Title IX misconduct (sexual assault, dating violence, domestic violence, stalking, quid pro quo sexual harassment, and unwelcome conduct sexual harassment), but fall outside the scope of Title IX, can result in disciplinary action under the policies, rules, procedures and professional standards for faculty/staff and students. This means that sexual assault, dating violence, domestic violence, stalking, quid pro quo sexual harassment, and unwelcome conduct sexual harassment reports that do not meet the threshold Title IX criteria, may still be adjudicated under this section of the policy through the appropriate responding office (Student Conduct, Human Resources, and the Provost Office.)

In all cases where the reported behavior meets the definitions and threshold requirements of Policy 1270.4, the case will be managed under 1270.4 guidelines.

Romantic and/or sexual relationships (those between students and employees, and those between certain employees) are prohibited, as outlined in Appendix F. Any such relationship that develops must be reported in writing to the employee's supervisor by the end of the next business day. The University's Chief Human Resources Officer (or designee) shall process written requests for exceptions from this policy, in consultation with the Provost (for academic employees), COO (for administrative/staff employees), and Dean of Students (for students).

1. A sexual or romantic relationship between an employee (faculty or staff) and a student is prohibited regardless of department, school, or college affiliation.
1. A sexual or romantic relationship between certain employees is prohibited in certain circumstances where the relationship has a potential to disrupt or impair University operations. See Appendix F for details.

If the conduct reported in a Formal Complaint does not constitute Title IX Sexual Harassment (as defined in this Policy), did not occur in a University education program or activity, or did not occur against a person in the United States, the University must dismiss the Formal Complaint with regard to that particular conduct for the purposes of Title IX Sexual Harassment and the procedure required for reports that fall within the scope of Section 1270.4. The fact that a Formal Complaint has been dismissed under this section does not necessarily mean that the matter is concluded. Instead, the reported conduct may be referred to the appropriate responding office (Student Conduct, Human Resources, the Provost's Office, or the Compliance Department) and adjudicated by that office.

The Title IX Coordinator is responsible for determining whether a Formal Complaint should be dismissed from the Title IX Sexual Harassment grievance process. The University may also dismiss a Formal Complaint or allegations therein if:

- The complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the Formal Complaint or any allegations therein;
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- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

Dismissal under this section does not preclude the University from proceeding under another University conduct process or re-initiating the Title IX process if circumstances change.

The University will send written notice of the dismissal and the reasons for dismissal simultaneously to all parties. Parties may appeal the University's decision to dismiss a Formal Complaint, or any allegations therein, within 10 business days from the date of the written notice of dismissal, using the process outlined here.

Upon receipt of a dismissal appeal, the University will notify the other party in writing that an appeal has been filed. The non-appealing party will then have 5 business days from the date of the written notice of the appeal to submit a written statement in response to the appeal. The Appeals Officer for the appeal of a dismissal decision will not be the same person as the Title IX Coordinator, investigator, or decision-maker(s) for the hearing (if one has already been assigned). The Appeals Officer will issue a written decision describing the result of the appeal and the rationale for the result and provide the written decision simultaneously to both parties within 5 days of the date the non-appealing party's written response to the appeal is received. All grounds for appeal are available to all parties. The grounds for an appeal include:

- Procedural irregularity that affects the outcome of the dismissal decision;
- New evidence that was not reasonably available at the time the dismissal decision was made, that could affect the outcome of the matter, and;
- The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.