



IUP is committed to providing a safe and positive living, learning and work environment, free from sexual discrimination and other prohibited sexual misconduct. The **IUP Sexual Discrimination and Sexual Misconduct Policy** provides definitions and reporting and complaint resolution procedures. Please visit: iup.edu/socialequity/policies/titleix/

Sexual Discrimination and Sexual Misconduct includes:

- Sexual Harassment (including Regulatory or Non-Regulatory Quid Pro Quo or Hostile Environment Sexual Harassment)
- Dating or Domestic Violence
- Sexual Assault
- Sexual Exploitation
- Stalking
- Retaliation

Know your rights.




knowyourix.org

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 Support and Community Standards: 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.

Examples of CSA Contacts include:

- Interim Director of Public Safety and Chief of Police - Anthony Clement: 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 can be reported online through the link found at the bottom of every IUP webpage, or go to: iup.edu/incidentreport

These reporting forms are for non-emergency incidents only and are addressed through a coordinated university approach.

Social Equity & Title IX Office

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

title-ix@iup.edu • iup.edu/socialequity



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, graduate assistants, and administrators), contractors, vendors, and designated volunteers are deemed

“Mandated Reporters” and are:

- 1) Required to report suspected child abuse or neglect to the state through the Childline and Abuse Registry: dhs.pa.gov/contact/Pages/Report-Abuse.aspx
- 2) 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 legal privilege (licensed counselors, clinical psychologists, medical staff, victim advocates) or have been appointed with confidentiality by the University President (certain Health Center, Haven Project, or athletics staff). Those authorized with confidentiality are still required to report the nature, date, time, and general location of an allegation of sexual misconduct.

Next Steps

When a report is made, the University will:

- Take steps to 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 Support and Community Standards, 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

Whether or not a person chooses to report, they 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. Visit iup.edu/haven/ or call 724-357-3947.

