



Equal Opportunity, Harassment, & Nondiscrimination POLICIES, PROCEDURES, AND REPORTING

NONDISCRIMINATION POLICY

Tiffin University is committed to a policy of nondiscrimination and equal opportunity for employees, applicants for employment, students or applicants for admission, and access to educational opportunities on the basis of race, religion, personal appearance, color, sex, pregnancy, political affiliation, social-economic class, place of business, residence, religion, creed, ethnicity, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, family responsibilities, sexual orientation, gender, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status] or any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any resolution process on campus or within the Equal Employment Opportunity Commission or other human rights agencies. All complaints of sexual harassment/misconduct, domestic violence, dating violence, bullying, cyber-bullying, stalking, or discrimination should be reported to Dr. Perry-Fantini, Vice Provost for Equity, Access, & Opportunity/Title IX & Section 504 Coordinator, perryfantinis@tiffin.edu 419.448.3504 or tiffin.edu/institutionaldiversity/



POLICY RATIONALE

Tiffin University is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities, that are free from discrimination, harassment, and retaliation. To ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational enterprise. Tiffin University has developed internal policies and procedures that will provide a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of protected class status. The University prohibits crimes of dating violence, domestic violence, and stalking. Tiffin University values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a challenging time for all those involved. The most current policies are available at <https://www.tiffin.edu/institutionaldiversity/titleix>

In accordance with the Federal Violence Against Women Reauthorization act (VAWA), colleges and universities must make provisions under Campus Sexual Violence Elimination (SaVE) Act that are designed, in part, to help prevent sexual assault, dating violence, domestic violence, and stalking, while also raising awareness and providing support. Our campus community

is committed to creating a safe environment for all and this brochure offers tools to help make it possible.

The categories and definitions are listed below:

What is Sexual Assault?

Sexual Assault, defined as:

a) Sex Offenses, Forcible:

- Any sexual act directed against another person,
- without the consent of the Complainant,
- including instances in which the Complainant is incapable of giving consent.

b) Sex Offenses, Non-forcible:

- Incest

c) Forcible Rape:

- Penetration,
- no matter how slight,
- of the vagina or anus with any; body part or object, or
- oral penetration by a sex organ of another person,
- without the consent of the Complainant.

d) Forcible Sodomy:

- Oral or anal sexual intercourse with another person,
- forcibly,
- and/or against that person's will (non-consensually), or
- not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age 12 or because of temporary or permanent mental or physical incapacity.

e) Sexual Assault with an Object:

- The use of an object or instrument to penetrate,
- however slightly,
- the genital or anal opening of the body of another person,
- forcibly,
- and/or against that person's will (non-consensually),
- or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

f) Forcible Fondling:

- The touching of the private body parts of another person (buttocks, groin, breasts),
- for the purpose of sexual gratification,
- forcibly,
- and/or against that person's will (non-consensually),
- or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

g) Statutory Rape:

- Non-forcible sexual intercourse,
- with a person who is under the statutory age of consent of [Ohio - 16 years of age].

What is Dating Violence?

Dating Violence, defined as:

- violence,
- on the basis of sex,
- committed by a person,
- who is in or has been in a social

relationship of a romantic or intimate nature with the Complainant.

- The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

What is Domestic Violence?

Domestic Violence, defined as:

- violence,
- on the basis of sex,
- committed by a current or former spouse or intimate partner of the Complainant,
- by a person with whom the Complainant shares a child in common, or
- by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or
- by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the State of Ohio or
- by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family

violence laws of State of Ohio.

**To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.*

What is Stalking?

Stalking, defined as:

- engaging in a course of conduct,
- on the basis of sex,
- directed at a specific person, that
- would cause a reasonable person to fear for the person's safety, or the safety of others; or
- Suffer substantial emotional distress.
- For the purposes of this definition—
Course of conduct means two or more acts, including, but not
- limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.
- Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

What is Consent?

Consent, as defined as:

- knowing, and
- voluntary, and
- clear permission
- by word or action
- to engage in sexual activity.

Since individuals may experience the same interaction in different ways, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct.

Reasonable reciprocation can be implied. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain their consent to being kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate

relationship is not sufficient to constitute consent.

Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on the University to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Consent in relationships must also be considered in context. When parties consent to BDSM15 or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying “no” may be part of the kink and thus consensual, so evaluation of communication in kink situations should be guided by reasonableness, rather than strict adherence to policy that assumes non-kink relationships as a default.

What is Force?

Force, defined as:

Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., “Have sex with me or I’ll hit you,” “Okay, don’t hit me, I’ll do

what you want.”).

Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

What is Coercion?

Coercion, as defined as:

Coercion is unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

What is Incapacitation?

Incapacitation, as defined as:

A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious, for any reason, including by alcohol or other drugs. As stated above, a Respondent violates this policy if they engage in sexual activity with someone who is incapable of giving consent.

It is a defense to a sexual assault policy violation that the Respondent neither knew nor should have known

the Complainant to be physically or mentally incapacitated. “Should have known” is an objective, reasonable person standard which assumes that a reasonable person is both sober and exercising sound judgment.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, or how” of their sexual interaction).

Incapacitation is determined through consideration of all relevant indicators of an individual’s state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

This policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

What is Sexual Exploitation?

Sexual Exploitation, defined as:

Taking non-consensual or abusive sexual advantage of another for their own benefit or for the benefit of anyone other than the person being exploited, and that conduct does not otherwise constitute sexual harassment under this policy.

What is Hazing?

Hazing, defined as:

Acts likely to cause physical or

psychological harm or social ostracism to any person within the University community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity.

What is Retaliation?

It is prohibited for Tiffin University or any member of University community to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy and procedure.

Reporting

Notice or complaints of discrimination, harassment, and/or retaliation may be made using any of the following options:

- File a complaint with, or notice to, the Title IX Coordinator or deputy in absence of the Title IX Coordinator (refer to contact information). Such a report may be made at any time (including during non-business hours) by using the telephone number or email address, or by mail to the office address, previously listed.
- Report online, using the reporting form posted at https://cm.maxient.com/reportingform.php?TiffinUniv&layout_id=40
- Anonymous reports are accepted

but can give rise to a need to investigate. Tiffin University tries to provide supportive measures to all Complainants, which is impossible with an anonymous report. Because reporting carries no obligation to initiate a formal response, and as Tiffin University respects the Complainant requests to dismiss complaints unless there is a compelling threat to health and/or safety, the Complainant is largely in control and should not fear a loss of privacy by making a report that allows Tiffin University to discuss and/or provide supportive measures.

- All incidents of crime should be reported to Campus Safety and Security by calling 419- 448-3303 or 419-934-0721 or visiting the office located in The Gillmor Student Center.
- Do nothing until you are ready
- Initiate criminal proceedings

Institutional Policy

A Notice is the report of an incident of discrimination, harassment, and/or retaliation.

A Formal Complaint means a document filed/signed by the Complainant (or on behalf) or filed/ signed by the Title IX Coordinator alleging a policy violation by a Respondent and requesting that Tiffin University investigate the allegation(s).

If notice is submitted in a form that does not meet this standard, the Title IX Coordinator will contact

the Complainant to ensure that it is completed correctly.

The Vice Provost for Equity, Access & Opportunity has the primary responsibility for coordinating the efforts of Tiffin University related to intake, investigation, resolution, and implementation of supportive measures and monitoring to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under this policy.

Dr. Sharon Perry-Fantini
Vice Provost for Equity, Access & Opportunity/Title IX & 504 Coordinator
Office of Equity, Access & Opportunity
155 Miami St, Tiffin, OH 44883
(419) 448-3504
perryfantinis@tiffin.edu

About Confidential Reporting

To make informed choices, all parties should be aware of confidentiality and privacy, as well as institutional mandatory reporting requirements.

Mandated Reporting

All employees of the Tiffin University (including student employees), with the exception of those who are designated as Confidential Resources, are Mandated Reporters and must promptly share with the Title IX Coordinator all known details of a report made to them in the course of their employment.

Protection of Minors

In the State of Ohio, no person(adult) who is 18 years of age or older shall

engage in sexual conduct with another, who is not the spouse of the adult, when the adult knows the other person is 13 years of age or older but less than 16 years of age, or the adult is reckless in that regard. This means that sexual contact by an adult with a person younger than 16 years old may be a crime, could require an immediate report to the applicable child welfare agency, and represents a potential violation of this policy, even if the minor welcomed the sexual activity

Confidential Reporting

If a Complainant would like the details of an incident to be kept confidential, the Complainant may speak with:

- On-Campus Resources
- On-campus Victim Advocate
- On-campus health service providers and staff
- On-campus licensed professional counselors and staff

Victim Advocate, Juli Huston
Friedley Hall
(419) 448-3021
hustonjr@tiffin.edu

Health & Wellness, Fran Ford
142 Jackson St.
(419) 448-3429
fordfj@tiffin.edu

Counseling & Wellness, Julie Richards
Friedley Hall
(419) 448-3578
counseling@tiffin.edu

Off-campus (non-employees):

- Licensed professional counselors

- and other medical providers
- Employee Assistance Program
- Local rape crisis counselors
- County Victim Advocate
- Clergy/Chaplains
- Attorneys

Firelands Counseling & Recovery
76 Ashwood
Tiffin, OH 44883
(419) 448-9440

Employee Assistance Program
Mercy Health Partners
(419) 251-1444
(888) 877-2362

Seneca County Victims Assistance
71 S. Washington
Tiffin, OH 44883
(419) 448-5070

Mercy Hospital
45 Lawrence Dr
Tiffin, OH 44883
(419) 447-3130

Tiffin Police Department
51 East Market St
Tiffin, OH 44883
911 or (419) 447-2323

Tiffin Fire Department
53 S Monroe
Tiffin OH 44883
911 or (419) 447-1234

Supportive Measures

Tiffin University will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment,

discrimination, and/or retaliation.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the education program or activity, including measures designed to protect the safety of all parties or the educational environment, and/or deter harassment, discrimination, and/or retaliation.

The Title IX Coordinator promptly makes supportive measures available to the parties upon receiving notice and/or a complaint. At the time that supportive measures are offered, Tiffin University will inform the Complainant, in writing, that they may file a formal complaint with the University either at that time or in the future, if they have not done so already. The Title IX Coordinator works with the Complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented.

Tiffin University will maintain the privacy of the supportive measures, provided that privacy does not impair the ability of the University to provide the supportive measures. Tiffin University will act to ensure as minimal an academic impact on the parties as possible. The University will implement measures in a way that does not unreasonably burden the other party. These actions may include,

but are not limited to:

- Referral to counseling, medical, and/or other healthcare services
- Referral to the Employee Assistance Program
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Providing transportation accommodations
- Implementing contact limitations (no contact orders)
- Academic support, extensions of deadlines, or other course/program adjustments
- Timely warnings
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

Victims Advocacy

The University victim advocate representative will contact the Complainant within one business day of receiving a report of alleged discrimination, harassment, and/or retaliation (i.e., sexual violence, dating violence, domestic violence, stalking, etc.) and schedule a resources and

options meeting.

During the resources and options meeting, the following will be discussed:

- Medical
- Mental health
- Advocacy
- Law Enforcement reporting options
- University reporting options
- Other resources available on campus and in the surrounding community (locate resources outside of the community if applicable) (e.g., legal assistance, protective measures, etc.)
- Interim measures (e.g., student financial aid assistance, applying to change on-campus housing, immigration assistance, etc.)
- If the Complainant does not respond, the victim advocate representative will make two (2) additional attempts to contact the individual. If the party does not respond at all, the victim advocate representative will send written acknowledgement of nonparticipation. The party may choose to participate at a later time. If so, the re-engagement process may begin at any time.

If You Experience Sexual Violence, Dating/Domestic Violence and/or Stalking

- Call 911
- Go to a safe location as soon as you are able.
- Seek immediate medical attention
- Preserve evidence - It is important to preserve physical evidence that

may include tissue and fluid samples, evidence of violence, sheets, towels, clothing, etc. You may choose to avoid washing, bathing, urinating, etc., until after being examined at the hospital, if at all possible. Because evidence of a sexual assault can deteriorate quickly, you may choose to seek a medical exam as soon as possible. Evidence collection should be completed within 120 hours of an assault, but fluids, hair samples, and DNA can be collected for a long time thereafter. Even if you have washed, evidence can often still be obtained. After 120 hours, it may still be helpful to have medical attention, even if you are not trying to obtain evidence of an assault. Sexual assault nurse examiners (SANE) are trained in the collection of forensic evidence and can check for injuries and exposure to sexually transmitted diseases. If you are still wearing any clothes worn during the assault, wear them to the hospital, but bring a change of clothes, as the hospital will keep the clothes you are wearing as evidence. If you have changed clothes, bring the ones you were wearing during the assault to the hospital in a clean paper (not plastic) bag or a wrapped in a clean sheet. Leave sheets/towels at the scene of the assault. The police will collect them. Typically, the police will be called to the hospital to take custody of the rape kit, but it is up to you whether you wish to speak with them or file a criminal complaint.

Choose how to proceed. You have options and are encouraged to contact the Campus Victim Advocate to discuss your options:

Advocate to discuss your options:

1. Do nothing until you are ready;
2. Pursue resolution by the University;
3. Initiate criminal proceedings;
4. Initiate a civil process;
5. You may pursue a combination of options.

Additional Options

Tiffin University
Campus Safety & Security
Tiffin, OH 44883
(419) 934-0721
24-hour service

Tiffin University Administrator-On-Call
(419) 208-5235 24-hour service

Tiffin Police Department
51 East Market St
Tiffin, OH 44883
911 or (419) 447-2323 24-hour service

Seneca County Victims Assistance
71 S. Washington
Tiffin, OH 44883
(419) 448-5070
24-hour service

Mercy Hospital
45 Lawrence Dr
Tiffin, OH 44883
(419) 447-3130 24-hour service

Preservation of Evidence

The preservation of evidence in incidents of sexual assault is critical to potential criminal prosecution and to obtaining restraining orders,

and particularly time sensitive. The University will inform the Complainant of the importance of preserving evidence by taking the following actions:

- Seek forensic medical assistance at the Mercy Hospital, ideally within 120 hours of the incident (sooner is better)
- Avoid showering, bathing, washing hands or face, or douching, if possible, but evidence may still be collected even if you do.
- Try not to urinate.
- If oral sexual contact took place, refrain from smoking, eating, drinking, or brushing teeth.
- If clothes are changed, place soiled clothes in a paper bag (plastic destroys evidence).
- Seeking medical treatment can be essential even if it is not for the purposes of collecting forensic evidence.
- During the initial meeting between the Complainant and the Title IX Coordinator and/or Victims Advocate, the importance of taking these actions will be reiterated, if timely.

If you are off-campus and experiencing an emergency situation, you can call local police by dialing 911.

Additional Information (per VAWA, Section 304)

- Title IX Coordinator at 419-448-3504 Regular business hours, M-F*
- Campus Victim Advocate at 419-448-3021 Regular business hours, M-F*
- Campus Health Services at 419-448-

- 3429 Regular business hours, M-F*
- Counseling Center at 419-448-3578 Regular business hours, M-F*
- Dean of Students at 419-448-3582. Regular business hours, M-F*
- National Rape Crisis Center at 800-656-HOPE (4673)
- Domestic Violence Agency/First Step, at 800-466-6228

**Note that campus officials may contact on-call staff from other departments when their offices are closed, or they are otherwise unavailable to assist immediately.*

Additional Resources

Intimate Partner Violence / Domestic Violence or Dating Violence. Learn more at: <http://www.loveisrespect.org/is-this-abuse/power-and-control-wheel/>

Healthy Relationships and Self Care. Visit the National Domestic Violence Hotline project at: <http://www.loveisrespect.org/>

RAINN
Rape, Abuse, & Incent National Network
www.rainn.org and/or (800) 626-4673

Stalking
Learn more at: <https://www.victimsofcrime.org/our-programs/stalking-resource-center>

Sexual Assault
Learn more at: <http://www.oaesv.org/rape-crisis-centers-in-ohio/>

Order of Protection

Seneca County Common Pleas Court

117 E. Market Street, Suite 4204
Tiffin, Ohio 44883

Your Rights under the Campus

Grievance Procedure Resolution for cases of sexual assault, dating violence, domestic violence and stalking involves a fair, impartial grievance process. These proceedings will be held within a reasonable and prompt timeframe. As part of this process, both the complainant and the respondent will have equal opportunities to have an advisor of their choice present. Both parties will also be given timely notice(s) of meetings, equal access to information that will be used for the meetings and hearings.

Once completed, the complainant and respondent will receive the outcome and appeal process information. The entire process including formal and informal resolutions is available at <https://www.tiffin.edu/institutionaldiversity/titleix>.

Disciplinary sanctions issued for violation of prohibited conduct may range from removal from the University educational program or activity to expulsion and degree revocation. For more information, please visit <https://www.tiffin.edu/institutionaldiversity/titleix>.

Privacy

Every effort is made by the Tiffin University to preserve the privacy of reports. Tiffin University will not share the identity of any individual who has made a report or complaint

of harassment, discrimination, or retaliation; any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, or any witness, except as permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g; FERPA regulations, 34 CFR part 99; or as required by law; or to carry out the purposes of 34 CFR Part 106, including the conducting of any investigation, hearing, or grievance proceeding arising under these policies and procedures.

Risk Reduction

To protect yourself and your friends from incidents of sexual assault, dating violence, domestic violence and stalking, there are preventative measures you can take to reduce risk...

- Trust your instincts
- Make your limits known as early as possible
- Say “NO” clearly and firmly
- Notice when your boundaries are being respected
- Assert your right to have those boundaries respected
- Be “situationally aware” by taking note of your surroundings and who is present
- Do not be afraid to ask for help in situations where you don’t feel safe
- Take responsibility for your alcohol/ other drug intake, and acknowledge these substances lower your inhibitions, making you vulnerable to someone who views a drunk/ high person as a sexual opportunity
- Walk with others
- Lock doors and windows in your

car and living space

- Look out for your friends and ask that they look out for you, too
 - And NEVER blame yourself if an act of sexual violence occurs
- Sources: U. of California VAWA Training; Cal State; Long Beach*

Reducing the Risk of Being a Respondent

To make sure that you do not perpetrate the crime of sexual or relationship violence...

- Listen to your partner - note verbal and non-verbal cues
- Clearly communicate your intentions
- Respect your partner and his/her personal boundaries
- Watch your alcohol/other drug intake so decision making is not compromised
- Do not make assumptions about consent, sexual availability, attraction or limits
- Do not take advantage of someone who is drunk or drugged
- Do not abuse any power advantage (gender, size, etc.) to intimidate or scare your partner

Sources: Cal Poly “Myths and facts about Sexual Violence”; Cal State, Long Beach, Office of Equity & Diversity

Bystander Intervention

When an incident of sexual or relationship violence it is critical for bystanders to intervene in a safe manner. Some ways to intervene include:

- Provide a distraction that interrupts an interaction

- Directly engage with one or more of the involved parties
- Call the police
- Ask another person for help.
- Make sure that they get home safely
- Help remove someone from the location

Proactive Bystander

- Believe that this type of behavior is unacceptable
- Treat others with respect
- Speak up when you hear victim-blaming statements
- Encourage others to speak up
- Be a knowledgeable resource for others
- Educate yourself
- Use campus and community resources
- Attend prevention and awareness events

Prevention and awareness campaigns

To raise awareness and to assist with prevention of incidents of sexual assault, dating violence, domestic violence and stalking, TU provides multiple training opportunities including but not limited too:

- Presentations during orientation
- Online training modules for first year and continuing students
- Material presented in various locations throughout the campus
- Training for faculty and staff
- Annual training for responsible employees
- Annual training for civil rights investigators, hearing panelists, advisors and Title IX & Deputy Title

IX Coordinators

- Annual training for RA's and Campus Security
- Resources on the University at www.tiffin.edu



Title IX of the Education Amendments of 1972

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.

Section 504 of the Rehabilitation Act of 1973

Prohibits discrimination against an otherwise qualified individual with a disability, solely on the basis of the disability, in any program or activity that receives federal financial assistance.

Title VI of the 1964 Civil Rights Act

No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

Title VII of the Civil Rights Act of 1964

This law makes it illegal to discriminate against someone on the basis of race, color, religion, national origin, or sex. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. The law also requires that employers reasonably accommodate applicants' and employees' sincerely held religious practices, unless doing so would impose an undue hardship on the operation of the employer's business.

The Pregnancy Discrimination Act

This law amended Title VII to make it illegal to discriminate against a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.



155 Miami Street, Tiffin, Ohio 44883 | 800.968.6446 | tiffin.edu