

# KNOW YOUR SAU IX

- I. **Title IX** is a federal law that prohibits sex based discrimination in education.
- II. **SAU** is committed to providing a safe and equal education and work environment. SAU has a duty to prevent, stop, and remedy any acts of discrimination, sexual misconduct, and retaliation.
- III. **Definitions**
  - Discrimination:** SAU Policy prohibits discrimination on the basis of sex, gender, race, religion, national origin, military status, disability, and age.
  - Sexual Harassment:** unwelcome advances or requests of a sexual nature, includes catcalls, texting, and social media.
  - Sexual Assault:** actual or attempted sexual contact with another person without his/her consent.
  - Consent:** a voluntary act of reason and deliberation; can't consent if incapacitated by drugs, alcohol, or mental ability.
  - Stalking:** conduct towards a person that causes them to feel fearful for their safety.
  - Domestic Abuse:** sexual assault between people who are in an intimate relationship or have been in an intimate relationship.
  - Retaliation:** adverse action against a person for participating in reports or processes.
- IV. **Reporting Options**

Report Discrimination, Sexual Misconduct, or Retaliation to Title IX Coordinator, Deputy Coordinators, or Campus Security (reporting form: [www.sau.edu/policies/title-ix-compliance](http://www.sau.edu/policies/title-ix-compliance))

Option to report to Law Enforcement and/or seek Medical attention, campus officials will assist with these reports.

Confidential Resources include Counseling Center, Health Services, Clergy, and SAAT advocates. (See IX for contact info)
- V. **Grievance Process**

SAU process will be fair, impartial, thorough, and prompt (approx. ~60 day process, subject to change, days are listed as business days)

File a grievance → ~5 days for Review and Determination by Title IX officials → ~2 days to start the Investigation → ~10 days for the Investigation → ~10 days to hold a Formal Hearing with the Equity Grievance Panel → ~3 days to issue a Notice of Determination in writing to both Parties → ~3 days to submit an Appeal

Grounds for Appeal: procedure error, new evidence, or disproportionate sanctions.
- VI. **Rights**

To be treated with respect by University officials – To access campus support resources – To have a safe living, educational, and work environment – To have an advisor of your choice present throughout the process – To refuse to have an allegation resolved through conflict resolution – To be free from retaliation – To have grievances heard according to policy and procedures – To participate in grievance processes – To be informed in writing of the outcome/resolution
- VII. **Remedies and Sanctions**

*Interim Remedies:* counseling and health services, changes in housing, work, or academic arrangements, campus escorts, no contact orders, or program referrals.

*Sanctions:* warnings, probation, suspension, expulsion, withholding diplomas, revocation of degree, organizational sanctions, loss of privileges or other sanctions listed in appropriate handbooks.

(For reference only, see details at [www.sau.edu/policies/title-ix-compliance](http://www.sau.edu/policies/title-ix-compliance) )

## VIII. Confidentiality

Requests for confidentiality will be considered, but may limit disciplinary action and options.

University may have a duty to investigate, will balance confidentiality requests and the safety of campus community.

Reporting does not commit a student to filing a grievance with the University.

Information reported will only be shared on a need to know basis.

Generally, the Reporting Party controls the process and has the choice to wait, move forward, or stop at any point.

The University may move forward with the grievance process with or without the Reporting Party.

## IX. Resources

(University Officials)

### **Title IX Coordinator**

Kevin Carlson  
563-333-6070

### **Deputy Coordinators**

*Students:* Christopher Waugh  
Dean of Students, 563-333-6259

*Faculty/Staff:* Audrey Blair, Director of HR,  
563-333-6191

*Athletics:* Mike Holmes, Director of Athletics, 563-333-6233

*Disabilities:* Ryan Saddler, Director of the Accessibility Resource Center, 563-333-6275

*Campus Security:* Robert Christopher, Director of Security, 563-333-6260 or 563-333-6104

### **Equity Grievance Panel,**

[www.sau.edu/policies/equity-grievance-panel](http://www.sau.edu/policies/equity-grievance-panel)

### **Confidential Resources**

(No Duty to Report to University Officials)

Counseling Center, 563-333-6423, 2<sup>nd</sup> Floor Rogalski Center

Health Services, 563-333-6423, 2<sup>nd</sup> Floor Rogalski Center

Clergy, Fr. Thom Hennen, 563-333-6151, Christ the King Chapel

SAAT Advocate

(call 1-866-921-3354 for a student advocate)

### **Other Resources**

Safe Path Survivor Resources

24hr crisis line 1-866-921-3354

Walk in apt available M-F 8:30am-5pm  
2800 Eastern Ave, Davenport, IA

Davenport Police Dept.

911 in emergencies

Non-emergencies 563-326-7979

Filing a police report does not require or guarantee criminal charges, but provides formal documentation of the incident and future options.

Genesis West Medical Emergency Room  
(Sexual Assault Nurse Examiner (SANE) on call)  
563-421-2120

1401 W. Central Park, Davenport, IA  
Medical attention can minimize risks of STDs and pregnancy, treat injuries, and collect forensic evidence for future options.



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