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# Title IX – Faculty and Staff Training Spring 2025

Amy Brown, J.D.  
Title IX Attorney



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# What is Title IX?

“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 educational program or activity receiving federal financial assistance.”



- *Title IX of the Education Amendments of 1972*



# What is Title IX?

- Title IX is a federal law that prohibits discrimination on the basis of sex in education programs and activities and employment.
  - Covers not only equity in athletic programming, but all forms of discrimination based on sex.
  - Protects students and employees.
  - Applies to all institutions that receive federal financial assistance, either directly or indirectly.
  - Enforced by the Office of Civil Rights.



# What is Title IX?

- **Sexual Harassment**

- Unwelcome conduct determined by a reasonable person to be (1) severe, (2) pervasive, and (3) objectively offensive that it effectively denies a person equal access to the recipient's education program or activity.

- **Sexual Assault**

- **Quid Pro Quo**

- An employee of the recipient conditioning the provision of aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct



# What Title IX is NOT

- *Not only* for athletics
- *Not only* for women
- *Not only* for students
- *Not only* about sexual assault



# What is Title IX?

- Environment free from harassment
  - Speech, behavior, images
- Schools Must:
  - Stop - the behavior
  - Prevent - the behavior from recurring
  - Remedy - the effects of behavior



# Supportive/Interim Measures

- Referral to counseling and health services
- Altering housing or work arrangements
- Increased security and/or security escorts
- No Contact Orders or assisting in protective orders
- Academic adjustments to class deadlines, course schedules, or offering alternative course completion options, etc.
- Limiting extracurricular or athletic activities
- Other appropriate actions as necessary to stop the prohibited conduct, prevent its reoccurrence, and remedy its effects on a party or improve the University community.



## Title IX

- I'm a faculty or staff member. What does that mean for me pertaining to Title IX?
- As a faculty or staff member @ TMU you qualify as a “responsible employee” for the sake of Title IX.





# Responsible Employee

- A Responsible Employee is required to:
  - Report any behavior of which you are aware, or reasonably aware, as soon as possible.
  - Report as much information as you know.
    - Names, behavior, location, etc.



# Responding to Disclosure

- Clarify your role as a Responsible Employee.
- Remind them that **you must report** to the Title IX Coordinator, but talking to the Title IX Coordinator/Deputy Coordinator is *optional for them*.
- The Title IX Coordinator/Deputy Coordinator will keep the disclosure private. **Confidentiality is key!**
- Do NOT investigate! Do NOT mediate!
- Listen. Support. Refer.



# Scope of Policy

TMU's Title IX policy applies to all university employees and students, when engaged in University sponsored events on or off University property.

- **Prohibited Conduct Occurring:**

- ✓ On campus.
- ✓ Within the context of any TMU education program or activity.
- ✓ Has continuing adverse effects on campus, on members of the TMU community.
- ✓ Regardless of where the conduct occurred when it occurs, i.e., on or off campus.



# NOT Within the Scope of Policy

- Experience occurring prior to arriving on campus
  - e.g., An assault that occurred during high school
- Experience occurring at a non-TMU sponsored/related event
  - e.g., An assault that took place at home during a break



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# Minors on Campus

- Title IX applies to Dual Enrollment students
- Prospective students are likely minors
- Report any concerns to:
  - TMU Campus Security – 706.969.0588
  - Cleveland Police Department – 706.348.7078
  - Emergencies – 911



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# How do I report?

On behalf of a student:

- Amy Brown: [titleix@truett.edu](mailto:titleix@truett.edu)

As an employee:

- Rachael Meggitt: [titleix@truett.edu](mailto:titleix@truett.edu) or [rmeggitt@truett.edu](mailto:rmeggitt@truett.edu)  
and/or 706.865.2134 ext. 3601



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## Responsible Employee

What do I say when  
someone discloses to me?



# Responding to Disclosure

- Clarify your role as a Responsible Employee.
- Remind them that **you must report** to the Title IX Coordinator,
- Remind them they are not required to talk to anyone, but **the Title IX office will contact them.**
- The Title IX Coordinator/Deputy Coordinator will keep the disclosure private, **and they do too.**
- Do NOT investigate! Do NOT mediate!
- Listen. Support. Refer.





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What happens after a  
report is made?



# Title IX Procedural Process

- Intake & Supportive Measures offered
- Formal Complaint Filed
- Notice of allegations
- Investigation and reports
- Hearing
- Decision and remedy provided
- Appeal process available in limited circumstances





**Truett McConnell**  
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# TMU Title IX Team



**Amy Brown, J.D.**  
abrown@truett.edu



**Rachael Meggitt**  
rmeggitt@truett.edu