

TITLE IX INFORMATION SHEET

I. POLICY

Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et seq. provides, in part, that 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.

Title IX and other laws prohibit discrimination on the basis of sex in any phase of a university's educational or employment programs. Academic and employment decisions based upon sex and sex-based misconduct are forms of illegal discrimination prohibited under Title IX, as well as other state and federal laws.

Wayne State University (WSU) does not discriminate on the basis of sex in any phase of its educational or employment programs, and does not tolerate sex-based misconduct. This policy applies to all conduct in any academic, educational, extra-curricular, athletic, or other University program and activity regardless of whether those programs and activities occur in WSU facilities, on or off campus.

If the University knows or reasonably should know of possible sex-based discrimination or sex-based misconduct, a thorough, impartial and confidential investigation will promptly be conducted to determine if there has been a violation of University policy. WSU will investigate all complaints alleging violation of University policy regardless of where the alleged conduct occurs. If it is determined that sex-based discrimination or misconduct has occurred, appropriate discipline will be imposed and the University will take steps to address and stop the misconduct, as well as remedy its effects. Accordingly, WSU will take appropriate action should the University become aware that any contractor, vendor, partner, or other affiliate engages in sex-based misconduct, up to and including termination of the business relationship or partnership.

II. SUBMISSION OF A FORMAL COMPLAINT

a. WHO MAY SUBMIT A FORMAL COMPLAINT.

Any University student, employee, or third party on any campus, or those acting on another's behalf such as parents or guardians, may file a complaint concerning sex-based discrimination or sex-based misconduct in the treatment of students, employees or third parties. A complaint may also concern retaliation for filing a complaint or participating in an investigation. WSU expects that all complaints will be filed in good faith. You have the right and can expect that incidents of discrimination and misconduct will be taken seriously by the University when reported formally and that such incidents will be investigated and resolved properly through administrative procedures.

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b. HOW TO FILE A COMPLAINT / TITLE IX COORDINATORS

Non-Students. The Director of Equal Opportunity, **Christopher Jones**, has been designated by the University as the Title IX Coordinator. Incidents where you witness, learn about, or become aware of sexual discrimination or sexual misconduct involving *non-students* should be reported to the Office of Equal Opportunity (OEO). “Non-Students” includes employees (all faculty and staff), visitors to campus, vendors, contractors and affiliates. All incidents involving any form of sexual misconduct should immediately be reported to the WSU police at (313) 577-2222 and then to the OEO at:

Christopher Jones, Director
Office of Equal Opportunity
656 W. Kirby Ave. – Suite 4324 F/ AB
Detroit, Michigan 48202
(313) 577-2280
eb6450@wayne.edu

Students. The Dean of Students, **Dean David Strauss**, has been designated by the University as the Title IX Deputy Coordinator. The Dean of Students is designated to handle incidents involving students. Incidents involving any form of sexual misconduct should immediately be reported to the WSU police at (313) 577-2222 and then to the Dean of Students at:

Dean David Strauss
5221 Gullen Mall
351 Student Center
Dean of Students Office
Detroit, 48202
(313) 577-1010 or (313)577-4977
ak3096@wayne.edu

The OEO may also receive and address incidents involving students. If you are not sure whether to report an incident, please contact either the Title IX Coordinator or Deputy Coordinator at the contacts provided above. Alternatively, you may seek guidance from the Office of the General Counsel at 313-577-2268.

Incident Reports. An incident may also be reported through the OEO website at <http://oeo.wayne.edu/resources/forms.php> or through the Dean of Students at <http://doso.wayne.edu/student-care-report.html>.

Anonymous Complaints. If you feel it necessary to share the matter **anonymously**, you may do so through the Office of Internal Audit. Their anonymous hotline is 313-

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577-5138. You may submit an anonymous tip on their website at: <http://internalaudit.wayne.edu/report.php>. The WSU Police also have an anonymous crime tip line, which can be accessed by sending an e-mail to wsupdis@wayne.edu.

III. CONFIDENTIALITY

All parties and witnesses are encouraged not to discuss an investigation or hearing with other witnesses or persons. When confidentiality of a Complainant is not maintained, the University's ability to respond and take appropriate disciplinary action may be impeded. WSU, therefore, requests that confidentiality be maintained through all stages of the investigation and hearing process.

IV. INVESTIGATION/HEARING/APPEAL

The procedures outlined in this document may proceed independent of any other grievance procedure provided for elsewhere by WSU including, but not limited to the Faculty/Staff University Grievance Process, Grade Appeal Process, and Collective Bargaining Grievance Process.

Every complaint of sex-based discrimination and misconduct will be investigated. If WSU knows (through the filing of a complaint) or reasonably should know of possible sex discrimination, sexual harassment, sexual assault, or gender harassment, a thorough, impartial, and confidential investigation will be conducted in as prompt a manner as possible to determine if there has been a violation of University policy.

Any and all procedures outlined in University policy will proceed regardless of whether the Respondent has withdrawn from the University, including the imposition of sanctions for proven conduct.

An investigation will be undertaken independent of any criminal or other legal proceedings. WSU reserves the right to forward any complaint to the appropriate law enforcement agency for criminal investigation and/or charges.

a. **MATTERS INVOLVING STUDENTS**

If the Respondent is a WSU student and the matter involves an allegation of sexual discrimination or sexual misconduct, the Complaint will be forwarded to the Dean of Students Office for investigation by the Deputy Title IX Coordinator. In such an event, the Dean of Students will conduct the appropriate investigation into the matter in accordance with the provisions of the *Student Code of Conduct*, which is consistent with the University's policies prohibiting sexual harassment and sexual assault. The hearing and appeal process are also conducted in accordance with the *Student Code of Conduct*.

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The *Student Code of Conduct*, WSU Statute 2.31.02, can be found online at:
http://www.bog.wayne.edu/code/2_31_02.php .

Any questions regarding the investigation, hearing or appeal process can be directed to the Dean of Students Office, Student Center (Room 351), 5221 Gullen Mall, Detroit, MI 48202, (313) 577-1010, <http://www.doso.wayne.edu/>.

b. MATTERS INVOLVING NON-STUDENTS

If the Respondent is an employee (faculty or staff), visitor, vendor, contractor or affiliate of the University, the complaint will be investigated by the Office of Equal Opportunity. The investigation, hearing and appeal process are conducted in accordance with the provisions of the *Wayne State University Discrimination and Harassment Complaint Process*, which can be found at: <http://oeo.wayne.edu/policies.php>.

Any questions regarding the investigation, hearing or appeal process can be directed to the Office of Equal Opportunity, 656 W. Kirby Ave. – Suite 4324 F/AB Detroit, Michigan 48202, (313) 577-2280; <http://oeo.wayne.edu/contact.php>.

V. RETALIATION PROHIBITED

Retaliation may occur when an adverse action is taken against an individual as a result of filing a complaint or for participating in the investigation of a complaint. Retaliation is prohibited. Any person found to have retaliated against another for making a complaint under Title IX, being a witness in a Title IX investigation, or being otherwise involved in the complaint and/or investigative process, will be subject to discipline, up to and including termination or expulsion. Retaliation should be reported immediately to the Office of Equal Opportunity, 656 W. Kirby Ave. – Suite 4324 F/AB Detroit, Michigan 48202 (313) 577-2280.

VI. SANCTIONS

The University reserves the right to impose different sanctions depending on the severity of the offense and/or history of the offender. Any student found responsible for violating University policy will receive a sanction in accordance with the *WSU Student Code of Conduct*. Any employee found responsible for violation University policy will receive a sanction in accordance with the *Wayne State University Discrimination and Harassment Complaint Process*.