



Title IX FAQ

This FAQ resource was developed to help students and employees understand the Manchester University Title IX sexual misconduct policies.

Q: What is Title IX?

A: Title IX of the Education Amendments of 1972 is a federal law that provides:

“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 educational program or activity receiving federal financial assistance.”

This law provides multiple protections for individuals to work to provide a safe and equitable learning environment free from sex-based discrimination.

Q: What does Title IX cover?

A: Title IX provides protection from discrimination based on sex in ANY educational program. If you feel you are being discriminated against based on your gender and you wish to talk to someone about it, please contact any member of the Title IX team.

Title IX also protects from other discriminatory practices as well including:

- Dating Violence
- Athletic Inequity
- Pregnant/Parenting Status
- Domestic Violence
- Sexual Assault
- Sex Harassment
- Sexual Violence/Non-consent
- Stalking

Q: Who can report a Title IX concern?

A: Faculty, staff, students, vendors, contractors, guests, or non-members of the community.

Q: How can I report a Title IX issue?

A: If you believe you or someone else has been a victim of a crime, you are encouraged to contact the police. If you believe you have information on a Title IX concern and wish to file a complaint with the University, you are encouraged to contact the Title IX Coordinator to obtain information about your choice and voice on the investigation process and ensure you have the necessary support. Submission can be made through the Report IT button located on the bottom of Manchester University Webpages.

Q: If I report something, will it be kept confidential?

A: The university appreciates the privacy concerns inherent in allegations of sexual violence or sex harassment and will consider a request for confidentiality. If the alleged victim requests confidentiality, asks that the report not be pursued, or declines to participate in an investigation or disciplinary proceeding, the university will document the request.

Please note that campus counselors and campus nurses provide a free and safe environment to talk to regarding your concerns and are not mandatory reporters in filing complaints regarding Title IX. (Confidential Resource)

Q: If I file a complaint against someone, what will happen to them?

A: At the time when an finding of responsible for policy violation occurs, the Decision Making Panel will identify sanctions and outcomes. If the alleged perpetrator is an employee, Human Resources will be consulted with in order to determine the due process steps and disciplinary consequences. During the impartial investigation process, both parties will have an opportunity to receive periodic updates and present witnesses and other evidence, as necessary. Should the incident become a discipline matter, the complaining party will have a right to know the outcome, including sanctions of the responding party.

Q: How long will an investigation take?

A: Title IX investigations can be complex or straight forward, which can create variations with the timeline. As a result, it is not possible to create a strict timeline for every case. The University is committed to a complete and impartial investigation of reports of Title IX related issues. The college will strive to conclude an investigation within 90-120 business days from when the University has received official notice from a complaining party and an investigation is formally launched.

Q: While an investigation is ongoing, what immediate remedies are available to me?

A: During the investigation, the University will take reasonable steps to provide an equitable and safe environment should they be necessary. Possible remedies include and are not limited to:

- No Contact Orders between individuals
- Changes in academic arrangements
- Changes in living arrangements
- Changes to work schedules

Q: Retaliation for filing a report concerns me, what should I do?

A: Title IX prohibits retaliation for reporting parties and any individuals participating in an investigation. The University will not only take steps to prevent retaliation but will also take strong responsive action if it occurs. If you believe you are experiencing retaliation for filing a report, please contact the Title IX coordinator immediately.

Q: Who is the national entity that oversees Title IX Compliance?

A: If you have questions about Title IX compliance and want to know more information about the laws surrounding it, you can contact:

Office for Civil Rights Headquarters
U.S. Department of Health & Human Services
200 Independence Avenue, S.W.
Washington, D.C. 20201
Toll Free Call Center: 1-800-368-1019
TTD Number: 1-800-537-7697