Ciarra Joyner M.Ed. (she/her)
Title IX Coordinator
NCCU
ciarra.joyner@nccu.edu
919.530.7944
IX Things You should know about Title IX
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.

Education Amendments of 1972
1. Title IX is a Federal Law prohibiting discrimination on basis of sex in education

Prohibited Sexual Harassment in conduct on the basis of sex that meets one or more of the following descriptions:

- **Quid Pro Quo**: An employee of the institution conditions the provision of an aid, benefit or service on an individual’s participation in unwelcome sexual conduct

- **Hostile Environment**: Any unwelcome conduct that a reasonable person would find so severe, pervasive and objectively offensive that it effectively denies a person equal access to an education program or activity

- **Sexual Violence**: Sexual Assault, Dating/Domestic Violence, and Stalking
2. Additional things covered under Title IX

• Transgender rights (pronouns)
• Pregnant and parenting
• Non-Discrimination
• Retaliation
3. **Most** NCCU Faculty, Staff, and Student Employees are considered **Mandatory Reporters**

Mandatory Reporter - all NCCU faculty and staff members, with the exclusion of confidential resources are considered mandatory reporters.

- Must report to the University's Title IX Coordinator **immediately** upon learning of such allegations.

*Cannot* promise confidentiality  
*Can* promise discretion
4. How a Mandatory Employee can help

- Respect - Listen with compassion and without judgement

- Inform - Explain your requirement to report. Offer to help them connect with a confidential resource.

- Connect - Contact Title IX to report what you know. Connect them with other support resources.
5. How to report an incident

https://www.nccu.edu/administration/title-ix
6. Victim and survivors are empowered to make the reporting decision that’s right for them

Under North Carolina Law, any individual that experiences sexual assault by a student, faculty member, or staff member has the right to report the matter to:

- The University
- Law Enforcement (NCCU Police Department)
- Both
- Neither
7. What happens when the University receives a Title IX report?

- We contact the Complainant to confidentially discuss:
  - Reporting rights
  - The process for filing a formal complaint
  - Supportive measures and resources
    - Counseling services
    - Mutual restrictions on contact between the parties
    - Extensions of deadlines or other course-related adjustments
    - Modifications of work or class schedules
    - Changes in work or housing locations
    - Leaves of absence
8. Confidential Resources are Available

If a victim or survivor is unsure whether or not they want to make a report with the University, they can consult with a confidential resource:

- Office of Spirituality Development and Dialogue
- NCCU Student Health and Counseling Center
- Employee Assistance Program (EAP)
- Off-campus support resources
9. What Title IX Needs from You!

- Mandatory Reporter

- Volunteer or Recommend Advisors, Support Advocate, and Liaisons

- Title IX Deputy

- Training
Questions?
“When society questions a victim’s reluctance to report, I will be here to remind you that you ask us to sacrifice our sanity to fight outdated structures that were designed to keep us down. Victims do not have the time for this. Victims are also students, teachers, parents, who can’t give up work or education...It is not reasonable to casually demand that victims put aside their lives to spend more time pursuing something they never asked for in the first place...This is about society’s failure to have systems in place in which victims feel there is a probable chance of achieving safety, justice, and restoration rather than being retraumatized, publicly shamed, psychologically tormented, and verbally mauled. The real question is not, Why didn’t she report, the question is, Why would you? ”

Chanel Miller, Know My Name