

Understanding Title IX: Rights, Responsibilities, and Resources

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Title IX Fundamentals

“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.”



Legal Basis

Education Amendments of 1972



Applies To

All federally funded educational programs



Who is Covered?

- Students
- Faculty
- Staff
- Guests
- 3rd Party Vendors



Prohibited Conduct

1

Quid Pro Quo Harassment

Aid or benefit conditioned on unwelcome sexual conduct

Example: When a faculty member threatens to fail a student unless the student agrees to date the teacher.

2

Hostile Environment

Any unwelcome conduct that a reasonable person would determine that the unwelcome conduct of a sexual nature is so severe, pervasive and objectively offensive that it effectively denies a person equal access to the university's education program or activity.

3

Sexual Violence

Sexual Assault, Dating/Domestic Violence, Stalking

4

Sex-Based Discrimination

Based on Sex, Orientation, Gender identity

Title IX Also Covers



1

Pregnancy and Parenting Students

Classes and School Activities

Excused Absences and Medical Leave

Harassment



2

Athletics

Benefits, Opportunities and Treatment

Athletic Scholarships and Financial Assistance

Meeting Students' Athletic Interests and Abilities

Responsibilities of the Office of Title IX



North Carolina Central University (NCCU) is committed to providing an inclusive and welcoming environment for all members of the University community and an institutional environment free from unwelcome and unwarranted sexual actions. The university strongly condemns all forms of sex discrimination, including sexual misconduct, sexual assault, dating violence, domestic violence, and stalking offenses.

NCCU complies with Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in all programs and activities in the University's educational programs and activities. If you are affected, you can find resources (e.g., medical and counseling services or academic and housing support) and/or file a report [here](#).

[File Report](#)



Find us online: nccu.edu/administration/title-ix



Mandatory Reporting

Who Must Report

All NCCU faculty and staff, except confidential resources are considered mandatory reporters.

When to Report

Immediately upon learning of allegations.

Confidentiality Limits

Cannot promise confidentiality, can promise discretion



Duties of Responsible Employees/Mandatory Reporters

Listen with empathy and without judgement

Affirm that you are there to assist them and direct them to appropriate the office.

Inform them that you are a mandatory reporter.

Refer them to resources and the appropriate office.

Report to the Office of Title IX.

Timely Reporting is necessary to provide individuals with a safe learning, living and working environment. Reporting is also necessary to remain in compliance with the Department of Education.

As a Mandatory Reporter, your duty is to **Report** and NOT Investigate.



Campus Reporting Options

- Office of Title IX

Lucretia Banks-Title IX Coordinator

1801 Fayetteville Street

Durham, NC 27707

lbanks10@nccu.edu or TitleIX@nccu.edu

919-530-7944

- University Police

- On-Line-Title IX | North Carolina Central University

The screenshot shows the 'Title IX Reporting Form/Statement' from NCCentral University. The form is divided into several sections: 'Background Information', 'Involved Parties', 'Additional Information', and 'Supporting Documentation'. The 'Background Information' section includes fields for the reporter's name, phone number, email address, date of incident, type of incident, location of incident, and specific location. The 'Involved Parties' section includes a table for listing parties involved, with columns for Name or Organization, Select Gender, Select Role, ID Number, DOB (YYYYMM DD), Phone Number, Email Address, and Residence Full Address. The 'Additional Information' section includes a large text area for describing the incident and another for what the reporter is seeking. The 'Supporting Documentation' section includes a file upload area and a checkbox for 'Email me a copy of this report'. A 'Submit' button is located at the bottom of the form.

Title IX Resolution Options

- **Initial Intake Meeting-**During the initial Complainant Intake meeting, the process, resolution options and resources are discussed.
- **Formal Title IX Investigation-** Upon receipt of a Formal Complaint, the Title IX Coordinator will review the complaint to determine whether the University can initiate the formal grievance process established by NCCU's Sexual Harassment Policy.
- **Informal Resolution-**Voluntary Informal Resolution, when selected and agreed to, in writing, by both parties and deemed appropriate by the Title IX Coordinator, is a path designed to eliminate the conduct at issue, prevent its recurrence, and remedy its effects in a manner that meets the safety and welfare of the University Community. Voluntary Informal Resolution does not involve an investigation and is not appropriate for all forms of conduct alleged under this Policy. For example, voluntary resolution is not available in Formal Complaints alleging that a University employee engaged in sexual harassment against a student.
- **Supportive Measures/Resources-**Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge, to either party. They can be provided both before or after a formal complaint is filed. The purpose of Supportive Measures is to ensure a safe and stable environment pending the final outcome of the formal grievance process.

Available Resources

Confidential Resources

- **NCCU Counseling Center**

Hours: Monday – Friday, 8:00 AM to 5:00 PM

Location: Student Health Building, 2nd Floor

Daytime Phone: 919-530-7646

After Hours Phone: 919-530-6106

Website: <https://www.nccu.edu/dsa/health-wellness/counseling-center>

- **NCCU School of Law – Office of Wellness**

Hours: Monday – Friday, 8:00 AM to 5:00 PM

Location: NCCU School of Law

640 Nelson Street, Legal Clinic (lower level), Room 36

Durham, NC 27707

Daytime Phone: 919-530-5156 and 980-288-5288 (for daytime emergencies)

After Hours Phone: 919-530-6106

Available Resources

Medical Treatment

- NCCU Student Health Center
919-530-6317
After hours: 919-698-6309
*Testing for pregnancy and sexual transmitted diseases
*For testing without police involvement, ask for Gynecological exam with full STD screening
- Duke Regional Hospital
3643 N. Roxboro Road
Durham, NC 27704
919-470-5345
www.dukeregional.org/
- Duke University Hospital
2301 Erwin Road
Durham, NC 27710
919-684-2413
www.dukemedicine.org
- Duke Raleigh Hospital
3400 Wake Forest Road
Raleigh, NC 27609
919-954-3000
www.dukeraleighhospital.org

Available Resources

Additional Support Services

- NCCU Women's Center
919-530-6811
<http://www.nccu.edu/womenscenter/>
- NCCU Counseling Center
919-530-7646
After Hours: 919-698-9914
<https://www.nccu.edu/division-student-affairs/counseling-center>
- NCCU School of Law Office of Wellness
919-530-5156
<http://law.nccu.edu/students/office-of-wellness/>
- Durham Crisis Response Center
206 N. Dillard Street
Durham, NC 27701
919-403-6562
www.durhamcrisisresponse.org/
- Legal Aid of NC Durham
201 West Main Street, Suite 400
Durham, NC 27701
919-688-6396
www.legalaidnc.org
- Durham County Clerk of Court (Criminal Filings Division)
921 Holloway Street
Durham, NC 27701
919-808-3000
<https://www.nccourts.gov/locations/durham-county>
- Office of Student Conduct and Community Standards
919-530-6311
<https://www.nccu.edu/division-student-affairs/student-conduct-and-community-standards>
- Student Development and Support
919-530-6183
<https://www.nccu.edu/dsa/engagement/student-development-support>
- RAINN (sexual assault hotline)
800-656-HOPE
<https://www.rainn.org/>

QUESTIONS



“You’re not a victim for sharing your story. You are a survivor setting the world on fire with your truth. And you never know who needs your light, your warmth and raging courage.” — Alex Elle



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