

Tuskegee University Title IX Policy

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7XVNHJHH 8QLYHUVLW\ 78 SURKLELWV GLVFULPLQDWLRQ EDVHG
DFWLYLWLHV 7KLV SROLF\ DSSOLHV WR DOO QWJG HQRFV D VLIQ M P S
FLUXPVWDQFHV RYHU ZKLFK 78 H[HUFLVHV VXE VEDRQQD #ORFRWK

RUJDQL]DWLRQ UHFRJQL]HG E\ 78 DQG WKURXJK WHFKQRORJ\ I
VWXGHQW RU HPSOR\HH DW D ORFDWLRQ RZQHG OHDVHG RU FRQ

78 ZLOO SURFHVV DOO VH[GLVFLQLQJGLVQRQNDSDWVWVQLW DWHSHIL
LQ &) 5 †WR GHWHUPLQH ZKHWKHU WKH FRQGXFW DOOHJHG I
VH[XDO KDUDLWPHQW DWHSHILWEROGHV FRPH\$ODUOWPH 9!)ÂDQH F

ULDWH DFWLRQ VKRXOG LW UHFHVVHMDRUDDO F
FRQWUDFWRU YHQGRU SDUWQHU EDVRIKPLWFRQLDWHXKSDWRH
WHUPLQDWLRQ RI WKH EXVLQHVV UHODWLRQV KLS

A. Title IX Coordinator

5HSRUJWGLVFULPLQDWLRQ

B. Policy Definitions

Actual knowledge PHDQV QRWLFH RI VNH[GDHLEQDUDVYOHQWLRQV RI VH[XD
DV GHILQHGRK7BUMLQLWOHR;J&RRUGLQDWRLDO ZKR KDV DXWKRULW
PHDVXUHVIRRIEIKD
IQ@0 3WKH 7LWOH ; ; &RRUGLQDWRU WKH 9LFH 3UHVLGHQW IRU VW
3UHVL7KWH FDQ EH QR LPSXWDWLRQ RI NQRZOHL*H EDVHG VROHO
DQG WKH 3DFW 40 0NQRZOHL*H' UHTXLUHPHQW LV QRW VDWLVILH@
WKH UHVSRRQG(QW

Complainant PHDQVLDGLYLG 40 0ZKR LV D@ OHJHG WR EH WKH YLFWLP
KDUDVDFHGMGLKHSJFRPS @AQDQW PXVW EH HQUR2`ðH@ DW RU H

WKH GHIHQGDQW LV QRW VXIILFLHQW WR FRQVWLWXWH FRQVHQ
RWKHUZZLVH FRPPXQLFDWHG WR WKH GHIHQGDQW WKDW WKH GHI
VH[XDO ~~DLWWIDQ~~ GLVHVVH SURWHFWLRQ ZLWKRXW DGGLWLRQDO F
FRQVHQW

Mentally Incapacitated PHDQV ~~SHDLV~~ RQGHHUHG ~~MOHPSRDESHU~~ DLV LQJ RU FRQWUR
KLV KHU FRQGXFU GXH WR WKH LQIOXHQFH RI D QDUFRWLF DQHV
VXEVWDQFHV DGPLQLVWHUHG ZLWKRXW FRQVHQW RU GXH WR DQ
FRQVHQW

Physically Helpless PHDQV WKDW D SHUVRQ LV XQFRQVFLRXV RU IRU DQ
FRPPXQLFDWH XQZLOOLQJQHVV WR DQ DFW

Respondent PHDQV DQ LQGLYLGXDO ZKR KDV EHHQ UHS ~~XDVH~~ ~~FRQWRWEM~~ X
VH[XDO KDUDVVPHQW ~~UHW~~ ~~SRIQCH~~ ~~QKXUML~~ EH HQUROOHG DW RU H
FRPSODLQW LV ILOHG

Sex discrimination PHDQV DQ ~~DQYWDWH~~ ~~DFWDRQVW~~ DQ LQGLYLGXDO EHF
KDUDV ~~DFHGH~~ ~~QHIDQ~~ ~~[XDO~~ ~~ORLW~~ ~~DRWKR~~ ~~QHQ~~ DQG ZRPHQ FDQ ILOH F
GLVFULPLQDWLRQ

Sexual exploitation LVZKHQ RQH SHUVRQ WDNHV QRQFRQVHQVXDO RU DEXV
RU YLRODWHV WKH VH[XDO SULYDF\ RI DQRWKHU SHUVRQ ZLW
SKRWRJUDSKLQJ ~~QUDRV~~ ~~GLWWLLQ~~ ~~EXYLHQ~~ LQWLPDWH RU VH[XDO L
WKH NQRZOHGJH DQG FRQVHQW RI DOO SDUWLHV LQYROYHG DQG
RU VH[XDO VLWXDWLRQV 6H[XDO ~~FRSODLQV~~ ~~DM[XDO~~ ~~SRIQV~~ ~~QUDWL~~
FRQVHQVXDO VH[XDO FRQWDFW

Sexual harassment PHDQV FRQGXFU RQ WKH EDVLV RI VH[WKDW VDWLVIL

Quid pro quo PHDQLQJ DQ HPSOR\HH RI 78 FRQGLWLRQLQJ SURYLVL
DQ LQGLYLGXDO V SDUWLFLSDWLRQ LQ XQZHOFRPH VH[XDO F

Unwelcome conduct GHWHUPLQH E\ D UHVRQDEOH SHUVRQ\WR EH V
RIHQVLYH WKDW LW HIIHFWLYHO\ GHQLHV D SHUVRQ HTXDO
DFWLYLW\ DQG RU RQH RU PRUH RI WKH IROORZLQJ

D Sexual assault 6H[2IIHQVHV ~~SRIQV~~ ~~EXOH~~ DFW GLUHFWHG DJDLQV DG
FRQVHQW ~~WKH~~ ~~YILFWLP~~ LQFOXGLQJ LQVWDQFHV ZKHUH WKH YLFWL

)RUFLEOH ~~(FDSSH~~ 6WDWXWRU\ 5DSH 7KH FDUQDO NQRZOHGJH RI D
DJDLQV WKDW SHUVRQ\V ZLOO RU ~~QRV~~ ~~VWDQFH~~ ~~EX~~ ~~RKH~~ ~~JD~~ ~~WK~~ ~~VH~~ ~~W~~
YLFWLP LV LQFDSDEOH RI JLYLQJ FRQVHQW EHFDXVH RI KLV KHU
SK\VLFDQ LQFDSDFLW\

)RUFLEOH 0000 PRU DQDO VH[XDO LQWHUFRXUVH ZLWK DQRWKHU
DJDLQVW WKDW SHULVERQ 1RUZDODLRUWRWKHRSUVRQ 1V ZLOO LQ LQ

D. 78 Formal Grievance Process

\$OO UHVSRRQGHQWV DUH SUHVXPHG QRW UHVSRRQVLEOH IRU WKH D
 UHVSRRQLWLPIDGLHVDW WKH FRQFOXVLRQ R8 WIKEDIM UBPQDQWHYDQGH
 UHVSRRQGHQWV HTXLWDEO\ E\ SURYLGLQJ UHPHGLHV WR D FRPSOD
 VH[XDO KDUDVCPHLCQWHDVKEHUHQPDGH DJDLQVW WKH UHVSRRQGHQW
 SURFHVV WKDWSRPSDEDEHEDHMKOSWMLRQLRQ RI DQ\ GLVFLSOLQDU\
 DFWLRQV WKDW DUH QRW VXSSR\$WLYH PHDJDVXQVW DV UHMSRQGHQW
 7KHULHYDQFH SURFHVVFRILQVWJRRID IRUPDOYFRVSDQDMLQRKHDLQJ
 DQ DSSHDQKIDG DSSOLFDEORH WKQFVLSRQMLVQR UHPHGLHV

Formal Complaint \$ IRUPDO FRPSODLQWV VMLHEDHQR UH DQ LQYHVWLJDWL
 WKH WLPD VWXGHQRURRDIOPSRSDIDLQVHWKH VWXGHQW RU HPSC
 FXUUHQWO\ HQUROOHG LQ RU HQVFDVLRQQS UVRSSRQWHLFHSWWRVWQ
 IRUPDO FRPSODLQWV VMLHEDHQRURRDIOPSRSDIDLQVHWKH VWXGHQW RU HPSC

Investigation)RUPDO FRPSODLQWV DUH LQYHVWLJDWHG E\ WKH 7LWOH
 GLVFUHWLRQ 78 FDQ QWQVLRHVH[VWYHUQDQD S RQVYHQDOLW PD RD VVWV
 JDWKHULQJ IDFVV GXULQJ WKH LQYHVWLJDWVHEDQDGHQREREDMQV
 FRQVLGHUHG

Live Hearings \$ W WKH OLYH FLHVEDHQRURRDIOPSRSDIDLQVHWKH VWXGHQW

E. TU § Informal Resolution Process

78 RIIHUV LQIRUPDO UHVROXWLRQ SURFHVVHV VXFK DV PHGLDWLRQ
DGMXGLFDWLRQ RI WKH IRUPDO FRPSODLQW ,QIRUPDO UHVROXWLRQ
FRQVHQW ,QIRUPDO UHVROXWLRQ FRPSODLQWV DJDLQVW HPSO
VWXGHQWV ,Q DGGLWLRQ

D 78 ZLOO QRW UHTXLUH WKH SDUWLHV WR SDUWLFLSDWH LQ DO
LQIRUPDO UHVROXWLRQ ~~FRPSODLQW~~ IRUPDO

E \$W DQ\ WLPH SULRU WR UHDFKLQJ D GHWHUPLQDWLRQ UHJDUG
LQIRUPDO UHVROXWLRQ SURFHVV VXFK DV PHGLDWLRQ WKDW GR
SURYLGHG WKDW

L 7KH SDUWLHV UHFHLYH ZULWWHQ QRWLFH GLVFORVLQJ WKH D
UHVROXWLRQ SURFHVV LQFOXGLQJ WKH FLUFXPVWDQFHV XQGHU
FRPSODLQW DULVLQJ IURP WKH VDPH DOOHJDWLRQV

LL (LWKHU SDUW\ KDV WKH ULJKW WR ZLWKGUDZ IURP LQIRUPDO
WLPH EHIRUH DJUHHLQJ WR D UHVROXWLRQ

LLL 7KH SDUWLHV ZLOO QRW EH UHTXLUHG WR ZRUN RXW SUREOH
IDLOLWDWHG E\ D PHGLDWRU SURYLGHG E\ 78

LY ,QIRUPDO UHVROXWLRQ SURFHVVHV FDQ EH XVHG WR UHVROY

F 7KH SDUWLHV DUH IUHH WR QHJRWDWH WKH WHUPV RI WKH D
RQFH HQWHUHG LQWR WKH LQIRUPDO UHVROXWLRQ DJUHHPHQW E

G ,QGLYLGXDOV PHGLDWLQJ RU IDLOLWDWLQJ LQIRUPDO UHVRO
DQG WUDLQH G WR VHUYH LPSDUWLDOO\

H 3DUW\ EH DGylVHG LQ ZULWLQJ DQG IXOO\ DZDUH RI WKH F
LQFOXGLQJ WKH UHFRUGV WKDW ZLOO EH PDLQWDLQH G WKDW FR
FRQILGHQWLDOLW\ UHTXLUH ~~PHGLDWRU~~ ~~FRQGLWLRQV~~ HQWHULQJ

7KH LQIRUPDO UHVROXWLRQ SURFHVV ZLOO EH UHVROYHG ZLWKLQ
GHOD\HG RU OLPLWHG H[WHQVLRQV RI WLPH IUDPHV DOORZH G IRU
WKH UHFRUGV WKH GHOD\ RU H[WHQVLRQ DQG WKH UHFRUGV IRU W
VXFK DV WKH DEVHQFH RI D SDUW\ D SDUW\ V DGylVRU RU D ZLW
IRU ODQJXDJH DVVLVWDQFH ~~FRPSODLQW~~ ~~FRPSODLQW~~ R

F. Recordkeeping

78 ZLOO LQWDLQ IRU D SHULRG RI VHYHQ \HDUV UHFRUGV RI

\$ (DFK VH[XDO ~~KDUWLRQ~~ ~~FRQGLWLRQ~~ DQ\ GHWHUPLQDWLRQ UHJDUG
RU DXGLRYLVXDO UHFRUGLQJ RU WUDQVFULSW UHTXLUHG XQGHU
VDQFWLRQV LPSRVHG RQ WKH UHFRUGV ~~FRPSODLQW~~ ~~FRPSODLQW~~ HPSO
SUHVHUYH HTXDO DFFHVV WR WKH UHFRUGV V HGXFDWLRQ SUR

\$SSOLFDQWV IRU DGPLVVLRQ
\$SSOLFDWLRPSOR\PHQW 7KLV SROLF\ PXVW EH DYDLO

2Q WKH 8QLYHUVLVW\ ZHEVLWH
,Q KDUG FRS\ DW PXOWLSOH FDPSEXV ORFDWLRQV
,Q ERWK SULQWHG DQG HOHFWURQLF SXEOLFDWLRQV LQFO
RI FRQGXFW DQG FDWDORJV