

TITLE IX at South Carolina State University

Sexual Discrimination, Harassment, and Violence



South Carolina State University respects the rights of all members of its campus community, and thus, prohibits discrimination on the basis of age, color, disability, gender, national origin, race, religion, sex or veteran's status in regard to the administration of all campus programs, including the following:

- Financial Aid
- Athletics
- Recruitment and Admissions
- Student Services
- Guidance
- Discipline
- Housing
- Pregnancy and Parenting

Title IX of the Education Amendments of 1972 and certain other federal and state laws prohibit discrimination on these bases in education programs and activities operated by SCSU. SCSU complies with the requirements of Title IX, which prohibits discrimination on the basis of sex in all programs and activities receiving federal financial assistance. Sex discrimination prohibited by Title IX includes **sexual harassment, sexual assault, sexual violence, and sexual misconduct**. SCSU's policies similarly prohibit discrimination against individuals on the basis of sex.

To ensure compliance with Title IX, the President of the University has designated the Title IX Coordinator as the primary contact responsible for developing, adopting and/or assuring the dissemination of the University's nondiscrimination policy and for making the policy available to the University community. In addition, the Associate Athletics Director will ensure that student-athletes are treated equitably regardless of their gender under Title IX, a requirement to be in full compliance with the NCAA. The Office of Human Resources and Equal Opportunity will make the policy available to faculty, staff, the University community and the public.

Any administrator or supervisor, including a department chair, associate dean, or other administrator, or person in a position with power over a student who receives notice of a student's complaint of alleged prohibited harassment, including **sexual misconduct, sexual violence, sexual assault** or any other **criminal behavior based upon sex or discrimination**, must immediately report such conduct to the below-listed Title IX Coordinators, SCSU Police Department or Office of General Counsel. Failure to immediately report any Title IX matter may result in disciplinary action against any person, (administrators, faculty or staff member) in a position of power over a student.

Filing a Complaint

Complainants who are considering bringing a formal grievance may at any time meet with the University Title IX Coordinator, who will discuss the matter and describe the formal grievance process. Alternatively, a complainant may choose to submit a written grievance to the University Title IX Coordinator, including via use of the available **Title IX grievance form**, a copy of which is attached to the last page of this document.

Prohibition against Retaliation

Retaliation is prohibited and shall be considered a serious violation of SCSU's anti-discrimination policies. Retaliation can subject the offender to sanctions independent of the anti-discrimination allegation.

Campus Resources on Title IX

Any student who is the victim of sexual harassment, i.e., sexual violence, sexual misconduct, or sexual assault) or discrimination in violation of Title IX or the university's policies, or who has witnessed discrimination against another, may obtain information and assistance regarding the University's policies and responsive processes from the following resources:

- SCSU's faculty, staff, and students with inquiries concerning the application of Title IX to the University's programs and activities, or for inquiries regarding allegations of discrimination or grievances concerning Title IX are encouraged to contact:
 - **Dr. Tamara Hughes**
Interim Vice-President of Student Affairs
Title IX Coordinator
KW Green Student Center, SCSU Campus
Tel: 803.536.8103
e-mail: thughes@scsu.edu
 - **Doris Gathers-Dantlzer**
Human Resources Director
Deputy Title IX Coordinator
Lowman Hall
Tel: 803.536.8413
e-mail: dgather1@scsu.edu
- SCSU student-athletes with inquiries concerning the application of Title IX to programs and activities of the University are encouraged to contact:
 - **K. Renia Edwards**
Associate Athletics Director for Compliance
Deputy Title IX Coordinator
112 Nix Hall
Orangeburg, SC 29117
Tel: 803.536.8578
e-mail: kedward3@scsu.edu
- Individuals with inquiries concerning the application of Title IX may also contact:
 - **Office for Civil Rights**
U.S. Department of Health and Human Services
Region IV (Ala., Fla., Ga., Ky., Miss., N.C., S.C., Tenn.)
Atlanta Federal Center, Suite 3B70
61 Forsyth Street, S.W.
Atlanta, GA 30303-8909
404-562-7886
OCR.Mail@hhs.gov (for non-privacy related inquiries)

Students are also encouraged to contact the SCSU Police Department, Office of General Counsel to report alleged **sexual harassment, sexual misconduct, sexual violence, or sexual assault** or any other criminal behavior based upon their sex.

SOUTH CAROLINA STATE UNIVERSITY



Title IX Grievance Form

Please provide the following information:

Your name: _____

Address: _____

Telephone Number: _____ (home/office) _____ (cell)

Email: _____ Preferred method of contact: _____

Are you: Undergraduate Student Faculty Graduate Student Staff

Other (please specify) _____

Date of the event(s): _____; Location of the event(s): _____

Describe in as much detail as possible the event(s) that occurred (attach additional sheets if necessary). Please also include:

- The name(s) of all parties involved
- The name(s) of any witnesses or individuals who may have knowledge of the event(s)

What action/remedy are you seeking?

Please print out and submit in person or via e-mail with "Title IX" as subject to:

Dr. Tamara Hughes thughes@scsu.edu
Doris Gathers-Dantzler dgather1@scsu.edu
K. Renia Edwards kedward3@scsu.edu