

time. I do need to refer this to the Title IX Coordinator. She will contact you to provide some information, options and support. The choice is yours on how you wish to proceed. You're not alone in this."

4 Report the alleged violation to the Title IX Coordinator as soon as you're able to.

Where can I file a report or learn about my options?

If you wish to understand your options for filing a complaint, receiving supportive measures or you need to report a student concern, contact the Title IX Coordinator located in the Central King Building, L-71 or call (973) 596-3466. You can also file a report online at: njit.edu/titleix.

What happens when a violation is reported?

The Title IX Coordinator will reach out to provide the following:

- Options for supportive measures, such as No-Contact Directives, counseling and class or housing accommodations (for students only);
- Resolutions options including informal or formal resolution, and;
- On and off-campus resources.

Employees and students can choose how they wish to proceed at any time and have the right to an advisor.

Note: Most NJIT employees, including faculty, are required to report potential violations to the Title IX Coordinator.

Where to go for support:

Title IX Coordinator

Kristie Damell
(973) 596-3466
Central King Building, L-71

Human Resources

(973) 596-3134

NJIT Police

(973) 596-3111
154 Summit Street

Carebridge Employee Assistance Program*

(800) 437-0911
myliferesource.com

SAVE of Essex County Sexual Violence Services

(877) 733-2273*

ADDITIONAL STUDENT RESOURCES

Prevention Specialist*

Brittany Gaviria
(973) 596-2664
Campus Center, Room 289

Center for Counseling and Psychological Services (C-CAPS)*

(973) 596-3414
Campbell Hall, Room 205

**denotes confidential resources*

For more resources or to file a report...



njit.edu/titleix • titleix@njit.edu

The words "TITLE IX" in a large, bold, sans-serif font. "TITLE" is in blue and "IX" is in red.



Know Your IX

Understanding Title IX, sexual misconduct and resources for NJIT Employees.



What is Title IX?

Title IX is a federal law that prohibits discrimination on the basis of sex in educational institutions receiving federal financial assistance. Title IX protects all NJIT employees, students and third party vendors by prohibiting sex discrimination and harassment in all forms.

What is Prohibited at NJIT?

SEX DISCRIMINATION

Any action that denies opportunities, privileges or rewards to a person, or a group because of sex, gender identity, sexual orientation or pregnancy-related status.

SEXUAL HARASSMENT

- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and/or objectively offensive that it effectively denies a person equal access to NJIT programs or activities; or
- An employee conditions the provision of an aid, benefit, or service of NJIT on an individual participating in unwelcome sexual conduct.

SEXUAL ASSAULT

Sexual assault is having or attempting to have sexual contact with another individual without consent or where the individual cannot consent.

DATING VIOLENCE

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the reporting student. This can include forms of emotional, verbal, physical, sexual and technological abuse.

DOMESTIC VIOLENCE

Violence committed by a current or former spouse or intimate partner; person sharing a child; or person living with or has lived with the reporting student as a spouse or intimate partner.

SEXUAL EXPLOITATION

A person taking non-consensual or abusive sexual advantage of another for their own benefit or for the benefit of anyone other than the person being exploited. Examples include:

- Capturing, listening to, watching and/or distributing images, audio or visual recordings of another in a state of undress or during sexual activity;
- Knowingly exposing another to an STI, disease or virus;
- Forcing a person to take an action against their will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity;
- "Stealthing" - Where a person removes, damages or lies about the use of a condom;
- "Deepfakes" - Creating or disseminating synthetic media of individuals doing or saying sexually-related things that never happened.

STALKING

When a person engages in a course of conduct on the basis of sex directed at a specific person under circumstances that would cause a reasonable person to fear for their own safety or safety of others or suffer substantial emotional distress.

What is my role under Title IX as an Employee?

- ✓ Ensure you are creating an inclusive and supportive work and learning environment for colleagues and students.
- ✓ Report any potential Title IX-related violations that students share with you to the Title IX Coordinator as soon as possible.
- ✓ When a student discloses they are pregnant or has pregnancy-related conditions, refer them to the Title IX Coordinator to discuss their rights and reasonable accommodations.

What if a student discloses a potential violation?

- 1 Listen actively and without judgment.**

Remember it is not your role to be an investigator. It is important to show support through your words, tone and body language.

 - "I'm here to support you; what do you need?"
 - "What happened to you was not okay and I want to make sure you are safe."
- 2 Assess for any safety concerns or imminent threats.**
 - Notify Public Safety if there are any safety concerns, requests for transport to a hospital, or threats of harm to self or others.
- 3 Once safety has been assessed, inform the student about your role and next steps.**
 - "You deserve to be supported during this

