

What is Title IX?

Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §1681 et seq., is a Federal civil rights law. It prohibits discrimination on the basis of sex in educational programs and activities. Sex discrimination encompasses all forms of sexual violence and sexual harassment by employees, students, or third parties against students, employees, or third parties.

University Nondiscrimination Policy

Western New England University is committed to the principle of equal opportunity in education and employment. The University does not discriminate on the basis of sex, race, color, creed, national origin, age, religion, sexual orientation, genetics, gender identity, gender expression, veteran status, or disability in admission to, access to, treatment in, or employment in its programs and activities.

No Means No.

Be forthright and tell someone who is making you uncomfortable that their conduct or comments are unacceptable and that they need to stop.

Whom Can I Talk To?

Students should tell someone who can help such as faculty members, public safety officers, an advisor, coach, or staff member. Employees should speak to supervisors, human resources personnel, or a vice president.

Western New England University is committed to creating a safe environment in which to learn and work. Any complaint about sexual violence, sexual harassment, or discrimination is taken seriously.

Sexualized Violence and Misconduct, including Sexual Assault, Domestic Violence, Dating Violence, Stalking, and Sexual Harassment are forms of sex discrimination which is prohibited by Title IX.

This type of behavior is not tolerated at Western New England University. If you or someone you know has experienced any form of sexual discrimination, you are encouraged to report the incident and seek assistance.

What Does Sexual Harassment and Sexual Violence Look Like?

- Engaging in sexual activity without freely given consent
- Attempting to coerce an unwilling person into a sexual relationship
- Gender-based stalking or bullying.
- Displaying or distributing sexually explicit drawings, pictures, or written materials.
- Repeatedly subjecting a person to egregious, unwanted sexual attention.

What is Consent?

Effective consent means that a person is able to make free, informed, and reasonable choices without the impairment of alcohol, drugs, disability, or fear.

- Consent is effective when it has been clearly communicated.
- Consent can never occur if a person is unconscious, unaware, or otherwise physically helpless.
- Consent can be rescinded at any time.
- Sexual behavior without effective consent can lead to discipline for sexual misconduct, sexual assault, and/or sexual harassment.

Can I Make a Confidential Report?

When consulting campus resources it is important to understand confidentiality and responsible reporting laws.

- Some campus resources may maintain your complete confidentiality, offering you options and advice without obligation to tell anyone unless you want them to.
- Other resources are specifically available for you to report crimes and policy violations. These resources are required to take action when you report your own or another person's victimization.
- If you are unsure of someone's responsibilities and their ability to maintain your privacy, ask them before you report the incident.
- Managers, coaches, supervisors, faculty, staff, and any other agent of the University are required to respond promptly and appropriately to allegations of sexual harassment that are brought to their attention.

Be Proactive

Ignoring a problem won't make it go away. Trust your instincts. Take a stand and immediately address unwanted, unconsented to comments and conduct. Western New England reviews and assesses each complaint to determine if there is imminent danger and if we need to alert others. We then conduct an investigation in which we determine if it is more likely than not that a Title IX violation has occurred. The outcome of the investigation determines if an educational conduct review will take place.