

Title IX

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.

(Title IX, 20 U.S.C. sec. 1681 & 34 C.F.R. Part 106)

Reminders: Scope of Title IX

United States Department of Education, Office of Civil Rights has clarified that Title IX includes but is not limited to:

Discrimination

Gender Inequity

Harassment

Domestic Violence

Retaliation

Sexual Assault

Cyber Bullying

Stalking

Assault

Hazing

Dating Violence

Non-Consensual Contact

Rape

Sexting

Cairn's Response to Sexual Misconduct And Discrimination

University officials will take seriously any report of discrimination, harassment, or sexual misconduct and take immediate steps to investigate, prevent its recurrence, address its effects, and prohibit retaliation.

Sexual Misconduct collectively refers to any of the following: sexual assault, sexual violence, domestic violence, dating violence, or stalking.

Submit a Report Through the Cairn Website

**Athletic Staff are willing to assist you in making
a report and seeking help.**

Report Discrimination or Sexual Harassment

REPORT SEXUAL MISCONDUCT

Sexual misconduct includes sexual harassment and sexual assault. Sexual harassment is any sexually based unwelcome verbal, non-verbal, or physical conduct of a sexual nature and can include unwelcome sexual advances, requests for sexual favors, and other conduct of a sexual nature. Sexual misconduct also includes sexual assault, dating violence, domestic violence, or stalking as defined in the Violence against Women Act (VAWA).

REPORT DISCRIMINATORY CONDUCT

Discriminatory conduct is detrimental action based on an individual's sex, race, color, age, national or ethnic origin, or disability that is so severe, persistent, or objectionably offensive that it unreasonably interferes with or limits an individual's ability to participate in or benefit from the University's employment and/or educational program or activities.

Cairn University has Investigative Responsibility

Cairn must investigate every complaint, taking immediate and appropriate steps to:

- **Investigate** what occurred,
- Take **prompt and effective action** to end the situation,
- **Remedy the effects, support the community members** and prevent it from occurring again.