The following policy is on page 11 of the 2015-2016 SSU Student Handbook:


Includes, but is not limited to, sexual harassment, non-consensual sexual contact, non-consensual sexual intercourse, and/or sexual exploitation, including non-consensual filming or recording of a consensual or non-consensual sexual or intimate act.

Actions violating the University’s Sexual Misconduct Policy are also governed by Federal law as dictated by Title IX. A concurrent investigation will occur for these offenses, managed by the University’s Title IX Coordinator or designee. Please review Addendum for more information on these issues.

The following policy is on page 28 of the 2015-2016 SSU Student Handbook:

Addendum- Title IX Compliance Policy for Sexual Harassment, Discrimination, & Assault

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs and activities that receive federal funding.

Title IX states: "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 prohibits sex discrimination in any university program including, but not limited to health services, counseling, psychological services, athletics, admissions, academic programs, extracurricular activities, employment, financial aid, housing, and student services. Title IX prohibits discrimination by and against both males and females, by students, faculty and staff, and visitors.

The policy of Savannah State University is to implement affirmative action and equal opportunity for all employees, students and applicants for employment or admission without regard to race, color, religion, national origin, gender, gender identity, sexual orientation, age, veteran status, physical or mental disability.

Which behaviors are considered discrimination based on sex in violation of Title IX?

Discrimination based on sex contains a broad category of activities that prevent or limit the victim from participating in or benefiting from an education program or activity.

Examples of sex-based discrimination, include, but are not limited to:

- Unequal admission, participation, or employment opportunities in education programs and activities based on a person's sex
- Unequal opportunities to participate in intercollegiate athletics or to receive athletics-based financial assistance based on a person's sex.
**Sexual Harassment**

Discrimination based on sex also includes sexual harassment. This is unwelcomed sexual conduct, intimidation, or coercion that is severe and pervasive, and that prevents or limits the victim from participating in or benefiting from an education program or activity. Harassers and victims may be either male or female, and may be students, faculty, or staff.

Examples of sexual harassment include, but are not limited to:

- Criminal sexual conduct, such as rape and sexual assault
- Requesting or pressuring an individual for sexual favors
- Discussing sexual activities
- Sexual conduct of any nature, which is not freely and mutually agreeable to both parties
- Sexual remarks about one's clothing, body or sexual activities
- Sexual jokes, innuendo, texts, teasing and/or remarks
- Verbal harassment or abuse
- Stalking
- Indecent exposure
- Unnecessary touching, patting, cornering, fondling, hugging, against a person's body

**Consensual Relationships**

The existence of consensual relationship must be immediately disclosed to your supervisor. Consensual romantic or sexual relationships between supervisor and employee or between faculty and students are strongly discouraged. No person involved in a consensual relationship should have direct responsibility for evaluating the employment or academic performance or for making decisions regarding the promotion, tenure, or compensation of the other party to the relationship.

**Retaliation is Prohibited!**

It is unlawful to retaliate against an individual for filing a complaint or for cooperating in an investigation of complaint regarding Title IX. SSU will take strong responsive action if retaliation occurs. Any person found to have retaliated against an individual reporting, filing, or cooperating in a Title IX matter is subject to SSU disciplinary procedures up to and including expulsion or termination.

**Who do I contact if I have a concern?**

Savannah State University has designated three individuals to oversee compliance efforts under Title IX and to investigate any complaint of discrimination based on sex.

**Coordinator**
Elaine Campbell, Interim Title IX Officer
Colston Administration Building, Room 208
T: 912.358.4039 Email: campbele@savannahstate.edu

**Deputy Coordinators**
Bonita Bradley, Dean of Students
King Frazier Student Center, Suite 247
T: 912.358.3118 Email: bradleyb@savannahstate.edu

Danita Townsend, Associate Athletics Director for Administration & Student Welfare
Office of Intercollegiate Athletics
T: 912.358.3449 Email: townsendd@savannahstate.edu