Harassment & Discrimination

Marlina Rogers
Compliance Counsel
ETSU POLICIES & RULES

- Policy on Sexual Misconduct, Discrimination, and Harassment
- Title IX Rule
ETSU POLICIES & RULES

• Apply to:
  YOU; Students, Your Co-Workers

• Cover:
  Discrimination, Harassment, Sexual Misconduct, Clery Crimes

• Protect:
  YOU; Your Students, Your Co-Workers, & Third Parties

You are required to adhere to and know these ETSU policies and rules.
WHAT DO I DO?

Notify Office of Compliance/Public Safety PROMPTLY

*Do not share information with those who do not need to know.*

- This can cause an interference with investigative process.
- Safety of those involved.
- Complainants are entitled to privacy, to the extent possible.
- ETSU Compliance will determine what policy applies.
- ETSU Compliance will determine who needs to know.
- ETSU Compliance will assist you with *any* questions & provide guidance.
WHAT SHOULD I TELL COMPLAINANTS?

• You are **not** a confidential confidant.
  – If they prefer to keep information confidential: Clergy, Counseling Center, Lawyer.
  – Confidential versus Private

• You will share with Office of University Compliance and/or Public Safety.

• Option to speak directly with Compliance
  – We allow Complainants to weigh all of their options. We explain processes and procedure. We will offer Support Measures. We can keep information private, to the extent possible.
Support Measures

• Class Schedules
• Class Assignments
• Housing
• Financial Aid
• Counseling Referral
• SANE Nurse Referral
• Etc.
Investigative Processes

• Employees are required to participate and furnish any requested information to the Office of University Compliance/General Counsel.

• Students – no participation requirement
  – Complainants “drive the bus”
  – Respondents are given due process
What conduct should I look out for?


• **Must Report to Public Safety!**
Reporting

Garrison Burton
– Equity Compliance Officer & Title IX Coordinator
– 423-439-8544
– compliance@etsu.edu
CONTACT INFORMATION

Counseling Center
- 423-439-3333
- BucsPress2: 24/7
- 423-439-4847
- counselingcenter@etsu.edu

Public Safety
- 423-439-4480
- 911
- bucprevention@etsu.edu

ANONYMOUS REPORT
- Etsu.edu/universitycounsel/compliance
- For Complainants
- Not for you, unless you are the Complainant
I am not sure what to do…

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CELL: 478-508-7982
Any time, day/night/weekends