

Title IX Office/Human Resources/Academic Affairs/Student Affairs

Policy Type: Institutional

Applies to: Faculty, staff, student employees, students, and volunteers

POLICY DATES

Issued:

Revised: 2025

Edited: February 2025

The University of Mount Union is committed to creating an environment free of harassment and sexual misconduct as well as complying with all requirements as set forth by Title IX of the Education Amendments of 1972 (Title IX).

For the purposes of this policy, employees include faculty, administrative staff, and hourly staff as defined by the:

- [Employment Policies for Faculty](#) (definition of faculty)
- [Employment Policies for Staff](#) (definition of administrative staff and hourly staff)

For the purposes of this policy, students are defined in accordance with the [Student Handbook](#).

Definitions

Term	Definition
Sexual Harassment	Sexual Harassment is defined broadly by the Department of Education to include any of the three types of misconduct on the basis of sex, all of which jeopardize the equal access to education that Title IX is designed to protect: Any instance of <i>quid pro quo</i> harassment by a school's employee; any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access; any instance of sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Woman Act (VAWA).
Sex-Based Harassment	Sex-Based Harassment is defined as a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity; sexual assault, dating violence, domestic violence and stalking. This is applicable under Title IX, Title VII, and the Fair Housing Act.

Policy Details

The University of Mount Union is committed to providing an educational and employment environment that is free from discrimination based on protected characteristics, harassment, and retaliation for engaging in protected activity.

The University of Mount Union seeks to comply with all federal, state, and local laws, regulations, and ordinances prohibiting discrimination in private post-secondary education institutions.

The University of Mount Union values and upholds the equal dignity of all members of its community and strives to balance the rights of the Parties in the resolution process during what is often a difficult time for all involved.

To ensure compliance with federal, state, and local civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the education program or activity, the University of Mount Union has developed policies and procedures that provide for prompt, fair, and impartial resolution of allegations of protected characteristic discrimination, harassment or allegations of retaliation.

Discrimination on the basis of sex or gender will not be tolerated by any of the University's education programs or activities. This includes but is not limited to sexual harassment; sexual violence; sex or gender-based bullying; hazing,

stalking; relationship violence (including domestic violence and dating violence, as well as failure to provide equal opportunity in admissions, activities, employment or athletics. Sex and gender violations will be addressed by Title IX complaint protocols which are jointly coordinated by the Organizational Impact and Title IX team and offices of Human Resources and Student Affairs.

This policy's scope is only applicable to alleged incidents that occur after August 1, 2024. For alleged incidents of sexual harassment occurring prior to August 1, 2024, the policy and procedures in place at the time of the alleged incident apply. Applicable versions of both of these policies and procedures are available from the Organizational Impact and Title IX team and at these links: [Sexual Misconduct / Title IX | University of Mount Union](#), [Title IX Policy 2023-2024.pdf](#)

This policy applies to all faculty, employees, students, and other individuals participating in or attempting to participate in the University of Mount Union's program or activities, including education and employment.

This policy prohibits all forms of discrimination on the basis of the protected characteristic(s) listed in our Notice of Nondiscrimination. The Equal Opportunity, Harassment, and Nondiscrimination Procedures may be applied to incidents, to patterns, and/or to the institutional culture/climate, all of which may be addressed in accordance with this policy.

PROCEDURE

- I. The Organizational Impact and Title IX team will be informed of, and oversee, all complaints of discrimination.
- II. Questions or concerns regarding the University's procedures and Title IX practices may be directed to any one of the following resources:
 - a. Chief Organizational Impact Officer and Title IX Administrator
 - b. Associate Director of Organizational Impact and Title IX Coordinator
 - c. Title IX Deputy Coordinator
 - d. Director of Human Resources

Responsibilities

Position or Office	Responsibilities
Organizational Impact and Title IX Team	Listen to and provide information to the complainant(s) Arrange a meeting between the parties and assist in the discussion of the complaint Assist complainant in the completion of the formal grievance process or informal resolution Discuss reports with the complainant to ensure clear and thorough understanding of the allegations Provide appropriate supportive measures Contact the respondent to discuss the accusation Discuss the formal or informal complaint with the complainant If desired by complainant, arrange a meeting between the parties Contact the appropriate vice president and advise them of the accusations Contact the accused and conduct a thorough investigation Determine if the accusations can be substantiated
Director of Human Resources or Designee	Discuss the complaint with the complainant if they are an employee Discuss the allegations with the Organizational Impact and Title IX team If desired by complainant, arrange a meeting between the parties if at least one party is an employee Provide appropriate supportive measures Assist in the discussion of the complaint Assist the complainant in the completion of the formal grievance procedure

Contacts

Position	Office	Telephone	E-mail/URL
Chief Organizational Impact Officer and Title IX Administrator	Organizational Impact and Title IX	(330) 829-4904	titleIX@mountunion.edu
Associate Director of Organizational Impact and Title IX Coordinator	Organizational Impact and Title IX	(330) 823-6500	titleIX@mountunion.edu

Position	Office	Telephone	E-mail/URL
Title IX Deputy Coordinator	Office of Student Affairs	(330) 829-8112	titleIX@mountunion.edu
Director of Human Resources	Human Resources	(330) 829-6560	HUMANRESOURCES@mountunion.edu

History

All changes must be listed sequentially, including edits and reviews. Note when the policy name or number changes.
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