

# Title IX & Civil Rights Compliance

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## Reporting

Unless designated as a confidential resource (Counseling, Health, Director of Spiritual Life), all faculty & staff are expected to report discrimination & harassment to the Director of Title IX & Civil Rights Compliance.

### Discrimination based on:

- Gender
- Race
- Color
- Creed
- Religion or religious affiliation
- National or ethnic origin
- Sexual orientation or preference
- Age
- Marital or family status
- Disability
- Veteran status

### Disclosures of:

- Bias incidents
- Dating violence
- Domestic violence
- Sexual Assault
- Sexual exploitation
- Sexual harassment
- Stalking

## How to Report

- Knox Report It:  
<https://www.knox.edu/about-knox/our-values/culture-of-respect/report-it>
- By email ([jhemingway@knox.edu](mailto:jhemingway@knox.edu)) or phone (7751)
- In person (Old Jail #12)

## Changes with the 2024 Title IX Regulations

- Report disclosures that you learn about in
  - Class assignments
  - Class discussions
- Pregnancy & Related Conditions
  - Provide contact information for the Director of Title IX & Civil Rights Compliance
- IRB approved research that could involve disclosure of sexual violence
  - Note that the researcher is considered confidential for research purpose only

- Provide contact information of the Director of Title IX & Civil Rights Compliance
- Provide information regarding confidential and support resources

### **If Someone Discloses Information:**

- Let them know that you are required to report.
- Let them know that there are confidential resources available.
- The person that discloses retains autonomy.

### **Sample Syllabus Statements**

#### **Title IX**

Knox College values a culture of respect. If you have encountered any form of discrimination or harassment, you are encouraged to report it

<https://www.knox.edu/about-knox/our-values/culture-of-respect/report-it>.

As a faculty member, I am required to disclose to the Director of Title IX & Civil Rights Compliance any information I receive about discrimination, harassment, sexual misconduct, and other forms of interpersonal violence. This includes information shared in class assignments, discussions, emails, and/or shared conversations outside of class. If a disclosure is received, she will reach out to you. You are not required to respond to this outreach.

If you wish to speak with a [confidential resource](#) (not required to report to Title IX), Please contact:

- [Knox College Health Services](#)
- [Knox College Counseling Services](#)
- [Knox College Director of Spiritual Life](#)
- [TimelyCare](#)

#### **Pregnancy and/or Pregnancy Related Conditions**

Faculty members are required to inform a student who is pregnant or experiencing a pregnancy related condition (including termination) that the Director of Title IX & Civil Rights Compliance is available to provide support by helping you to understand your rights/options and provide supportive measures. You can contact the Director of Title IX & Civil Rights Compliance at [cultureofrespect@knox.edu](mailto:cultureofrespect@knox.edu).