

ODESSA COLLEGE



Title IX

College-wide C&C 9/24/20





Title IX is a federal law that prohibits discrimination on the basis of sex in any educational program or activity. Odessa College does not tolerate discrimination or harassment based on, or related to:

- Sex
- Gender Identity
- Sexual Orientation
- Race
- Ethnicity
- Religion
- Spirituality
- Ability Status
- Protected Veteran Status
- Any other part of your identity

<https://www.odessa.edu/current-students/TitleIX/index.html>



Title IX is a federal law that prohibits discrimination on the basis of sex in any educational program or activity. Odessa College does not tolerate discrimination or harassment based on, or related to:

Sex-Based Discrimination Includes:

- Sexual Harassment
- Sexual Assault
- Sexual Misconduct
- Interpersonal/Dating Violence
- Stalking
- Pregnancy, Nursing, and Parenting Discrimination

<https://www.odessa.edu/current-students/TitleIX/index.html>



New Rule of Law – August 2020

- **Cross-examination** – complainant, respondent, witness
- Respond to **off campus events** if occurred at a location in use by an officially recognized student or college organization
- **Stalking, domestic violence and dating violence** considered examples of sexual harassment
- Definition any unwelcome conduct that a reasonable person would find so **severe, pervasive AND objectively offensive** that it denies a person equal education access

<https://www.odessa.edu/current-students/TitleIX/index.html>

ODESSA COLLEGE

Title IX

Student & employees should file a complaint when:

- An incident has **negatively affected** your academics, employment, or student involvement.
- You have **concerns about your safety** or the safety of others.
- You **need assistance and support**, but you do not want to disclose details or names.
- You would like a **No Contact Order** to prohibit communication between you and another party.
- You would like the college to **take action and investigate** the incident.

<https://www.odessa.edu/current-students/TitleIX/index.html>

ODESSA COLLEGE

Title IX

Supportive measures available to students & employees

- Academic **accommodations** (revising schedule, transitioning to remote learning, rescheduling due dates for assignment or exam)
- Access to **medical and mental health services**
- **Change in campus housing and/or dining**
- A **No Contact Order** pending the outcome of an investigation
- Provide a **campus escort** to ensure that you can move safely between school programs and activities;
- Assistance **identifying an advocate** to help secure additional resource or assistance including off-campus and **community advocacy, support and services.**

<https://www.odessa.edu/current-students/TitleIX/index.html>

ODESSA COLLEGE

Title

IX

ODESSA COLLEGE

LINKS

Notice About 2020 Tax Rates
(PDF)
Notice of Meeting to Vote on
Tax Rate
CARES Act
Mental Health Resources
Wrangler Food Pantry
Wrangler Express Center
Request Info
Athletics at OC
Contact Us
Catalog

COVID-19 Dashboard
Title IX
Gainful Employment
Disclosure
Campus Map
OC Police Department
Report Sexual Misconduct
LRC (Library)
Student Email
Student Success Center
Portal (Wrangler Corral)
WebAdvisor

STAY CONNECTED



<https://www.odessa.edu/current-students/TitleIX/index.html>



Student Title IX Coordinator

Urisonya Flunder, Ph.D.

Executive Director of Student Life

uflunder@odessa.edu | 432-335-6338

Saulsbury Campus Center Room 234

Employee Title IX Coordinator

Lindsey Bryant

Director of Human Resources

lbryant@odessa.edu | 432-335-6835

Administration Building Room 104F

<https://www.odessa.edu/current-students/TitleIX/index.html>



Title IX Policies

[FFDA LOCAL](#) – freedom from discrimination, harassment, and retaliation: sex and sexual violence (students)

[FFDB LOCAL](#) – freedom from discrimination, harassment, and retaliation: other protected characteristics (students)

[DIAA LOCAL](#) – freedom from discrimination, harassment, and retaliation: sex and sexual violence (employees)

[DIAB LOCAL](#) – freedom from discrimination, harassment, and retaliation: other protected characteristics (employees)

Grievance and Complaint Policies

[FLD LOCAL](#) – student rights and responsibilities: student complaints

[DGBA LOCAL](#) – personnel-management relations: employee grievances

[**https://www.odessa.edu/current-students/TitleIX/index.html**](https://www.odessa.edu/current-students/TitleIX/index.html)



Higher Ed Works online training account to access the following Title IX Trainings:

- Title IX: Protecting Students and School Employees from Sexual Harassment (**General Awareness**)
- Title IX: Additional Information for **Coordinators, Investigators and Decision-Makers**
- Title IX training resources for college personnel are available via **STARLINK**.

<https://www.odessa.edu/current-students/TitleIX/index.html>

ODESSA COLLEGE



Thank you!

Kim McKay | VPSSEM

