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](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

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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.
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 addition resource or assistance including off-campus and **community advocacy, support and services**.

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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

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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

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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.

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Thank you!

Kim McKay | VPSSEM