TITLE IX - What you Need To Know

What does it mean to you? It means that you are protected against sex discrimination in your education and programs and activities here at Spalding University. Sex discrimination includes harassment and sexual assault or violence which is absolutely not tolerated. Spalding will uphold the law and respond by protecting the victim and community, and conducting prompt and thorough investigations.

Did You Know That Spalding has a Title IX Coordinator? The Title IX Coordinator is Richard Hudson, Ph.D., LPCC who is the Dean of Students and his office is located on the 3rd floor of the Egan Leadership Center 502-873-4488 or rhudson@spalding.edu.

Students, faculty or staff can contact Dean Hudson to file complaints under Title IX or report potential violations. Other responsibilities include providing training on Title IX obligations to the University community, providing oversight of and conducting investigations, and monitoring the University’s compliance with Title IX.

You can also file complaints with the Department of Campus Safety at 502-873-4444, which is available 24 hours a day.

You can also contact the enforcement office of the Office of Civil Rights, (OCR), U.S. Department of Education, if you have questions about sex discrimination, or have been a victim of sex discrimination. U.S. Department of Education, Phone: 202-453-6020 Fax: 202-453-6021 TDD: 800-877-8339 or OCR.DC@ed.gov.

What does sexual harassment look like? It is unwelcome touching or physical acts of a sexual nature, unwelcome comments or jokes, emails or other messages with unwelcome or offensive sexual context that has the purpose or effect of unreasonably interfering with your educational environment or creates a hostile learning environment.

What is sexual assault? Is any sexual intercourse by any person upon another with force or without consent. It includes oral, anal and vaginal penetration, to any degree, with any object.

What does consent look like? Informed, freely given, mutually understandable words or actions that indicate a willingness to participate in a mutually agreed upon sexual activity. Effective consent may never be obtained when there is a threat of force or violence, or any other form of coercion or intimidation. Consent cannot be obtained from someone who is mentally or physically incapacitated whether due to drugs, alcohol or some other condition, or from a minor. Silence or lack of active resistance does not imply consent. Intoxication is not an excuse for failure to obtain consent. A person incapacitated by alcohol or drug consumption, or who is unconscious or asleep or otherwise physically or cognitively impaired, is incapable of giving consent.

You will be expected to understand when another person is impaired, and will be held accountable if you should have “reasonably known” that the person could not give consent. It is important to think before you act, and be sure that both parties can reasonably understand the situation and can actively consent. Be sure to check out the following:

Student Code of Conduct; https://studenthandbook.spalding.edu

Misconduct Policy; https://studenthandbook.spalding.edu/?id=110

Sexual Violence Response; https://studenthandbook.spalding.edu/?id=152