

# TITLE IX

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## TITLE IX

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Title IX is a federal law under the Department of Education's 1972 amendment (amending the Higher Education Act of 1965) that protects all individuals from discrimination based on sex in educational programs or activities. These include but, are not limited to sex-based discrimination in sports, against pregnant and parenting students, or women in STEM programs (science, technology, engineering and math). It also addresses sexual harassment, gender-based discrimination and sexual violence. Sexual violence covers attempted or completed rape or sexual assault, as well as sexual harassment, intimate partner violence, stalking, exhibitionism, verbal or physical sexuality-based threats or abuse, and voyeurism.

***In compliance with Title IX, Wesley College does not deny or limit any student or employee the ability to participate in or benefit from any program offered by the institution on the basis of sex or gender.***

Title IX law requires Colleges and Universities to investigate and adjudicate reports of sex discrimination, sexual assaults, and harassment in a prompt, thorough, and impartial manner. It also requires institutions to establish proactive measures ensure a campus culture free of sex discrimination. These would include established procedures for educating and training students, training of Title IX investigators, an organized student conduct process, and systems in place to prevent retaliation. For additional information on your rights under Title IX, visit [www.wesley.edu/titleix](http://www.wesley.edu/titleix)

Any faculty member, staff or student with questions or concerns about the College's policies or who believes that he or she has been the victim of sex discrimination, sexual harassment, or sexual violence is encouraged to contact the College's Title IX Coordinator:

Wanda M. Anderson  
Dean of Students & Title IX Site Coordinator  
120 North State Street  
Dover, DE 19901  
(302)736-2443

## TITLE IX

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### Title IX Coordinators at Wesley College

**Campus Site Coordinator**

Wanda M. Anderson, Dean of Students  
Office of Student Affairs  
125 College Center  
302-736-2506  
[wanda.anderson@wesley.edu](mailto:wanda.anderson@wesley.edu)

**Title IX Coordinator for Student Conduct & Sexual Assault**

Melissa Elliott, Assistant Dean of Students & Director of Residence Life  
Office of Student Affairs and Residence Life  
121 College Center  
302-736-2586  
[melissa.elliott@wesley.edu](mailto:melissa.elliott@wesley.edu)

**Title IX Coordinator for Student Conduct & Sexual Assault**

Renee McGlothlin, Reservation and Conference Coordinator  
Office of Student Affairs  
123 College Center  
302-736-2593  
[renee.mcglathlin@wesley.edu](mailto:renee.mcglathlin@wesley.edu)

**Title IX Coordinator for Anti-Harassment**

Dr. Karen Panunto, Associate Professor of Nursing & BSN Program Director  
215 Health Sciences Building  
302-736-2511  
[karen.panunto@wesley.edu](mailto:karen.panunto@wesley.edu)

**Title IX Coordinator for Athletic Compliance**

Tracey Short, Associate Athletics Director, SWA and Head Field Hockey Coach  
2 Wesley West  
302-736-2541  
[tracey.short@wesley.edu](mailto:tracey.short@wesley.edu)

**Title IX Coordinator of Disability Support**

Brian Belcher, Coordinator of Disability Support  
112B Parker Library  
302-736-2739  
[brian.belcher@wesley.edu](mailto:brian.belcher@wesley.edu)

**Title IX Coordinator for Hostile Environments**

Dana Huber, Human Resource Manager  
321 College Center  
302-736-2333  
[hr@wesley.edu](mailto:hr@wesley.edu)

# TITLE IX

## WESLEY COLLEGE TITLE IX INCIDENT REPORT\*

*This form should be completed and submitted as soon as possible after learning of an incident that may violate the Title IX policy. Please type. Boxes can expand to accommodate text.*

**Name and Title of Person Completing the Form** (please include your contact information):

**Date of Incident:**

**Date Reported to You:**

**Complainant:**

**Against Whom:**

**Name of Person Who Reported the Incident to You** (if different from the complainant):

**Location of Incident** (Examples: on-campus, off-campus, residence hall, Dover, out-of-state, etc.):

**Description of the Incident** (include facts shared by the complainant, names of witnesses, if available):

**Case Status** (how did you leave things with the complainant?):

**Offices Involved** (Has complainant reported the incident to the police, has complainant filed an internal complaint? Have you shared this information with any other offices?):

Has the checklist been reviewed with Complainant?

Yes  No

Has the Complainant requested confidentiality?

Yes  No

Is the incident Clery Act reportable?

Yes  No

Email completed form to a Title IX Coordinator or to:

- **Wanda M. Anderson**, Dean of Students and Title IX Site Coordinator, 125 College Center, Dover, DE 19901, [wanda.anderson@wesley.edu](mailto:wanda.anderson@wesley.edu), 302-736-2443.
- Additional resources can be found on: [www.wesley.edu/titleix](http://www.wesley.edu/titleix)

\*[www.udel.edu/oei/knowledge-awareness/IXIncidentform](http://www.udel.edu/oei/knowledge-awareness/IXIncidentform)

# TITLE IX

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## FAQ's About Title IX

- What is sexual misconduct?
  - a. Discrimination based on sex, gender, or sexual orientation
  - b. Sexual Violence
  - c. Sexual Assault
  - d. Sexual Harassment
  - e. Stalking (physically or via cyber space)
  - f. Dating Violence
  
- What is the Role of a Title IX Coordinator?
  - a. Oversees the College's response to Title IX complaints and reports.
  - b. Counsel and support complaint
  - c. Identify and document patterns or system problems revealed by reports and complaints.
  
- What is Sexual Assault?
  - a. Sexual Assault occurs when a person is physically forced, intimidated or coerced into a sexual act.
  - b. When a person is physically or mentally unable to give consent.
  - c. Any unwanted touching, fondling, kissing or any unwanted contact with one's body
  
- What is Sexual Harassment?

Sexual Harassment includes sexual assault and any **unwelcome** sexual advances, **requests** for sexual favors, and other verbal or physical contact of a sexual nature.

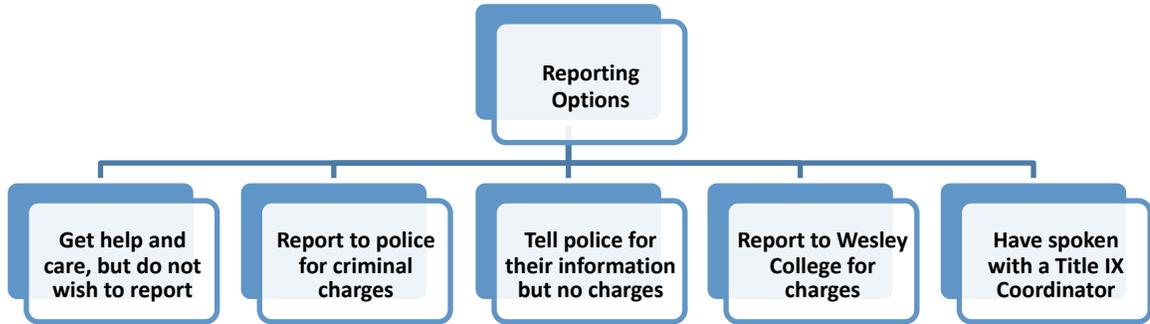
Such As:

- a. Demanding sexual favors accompanied by implied threats to one's employment, academic status and promises of preferential treatment (**quid pro quo**).
- b. Unreasonable behavior that interferes with or creates an intimidating, hostile, or offensive working or academic environment (**hostile environment**)
- c. Persistent, unwelcome flirtation
- d. Requests for dates
- e. Advances or propositions of a sexual nature
- f. Unwanted touching
- g. Degrading or insulting comments
- h. Displays of sexually suggestive objects or pictures

### FAQ's About Title IX continued

- What practices are in place to support those who have or wish to file a complaint?
  - a. Confidential resources
    - 1. Counseling services- Wesley College; *(302)736-2445*
    - 2. Dover Rape Crisis Centers; *(800)262-9800*
    - 3. Human Resources- Wesley College; *(302)736-2333*
    - 4. Wesley College Campus Security; *(302)736-2436*
  - b. College monitoring and accountability for possible acts of retaliation by the accused
  - c. Emotional and psychological support from Title IX Coordinators
  
- Why is Reporting Important?
  - a. Reporting allows victims to receive emotional and psychological support, even if an investigation is not conducted.
  - b. Reporting incidents allows the College to monitor and establish patterns of incidents that may put members of the community at risk.
  - c. The College is unable to charge someone who has participated in an act of sexual misconduct or harassment without an actual victim coming forward.

## What Reporting Options Exist for Victims?



[www.udel.edu/oei](http://www.udel.edu/oei)

### **Communication And Disclosures of Instances of Sexual Misconduct**

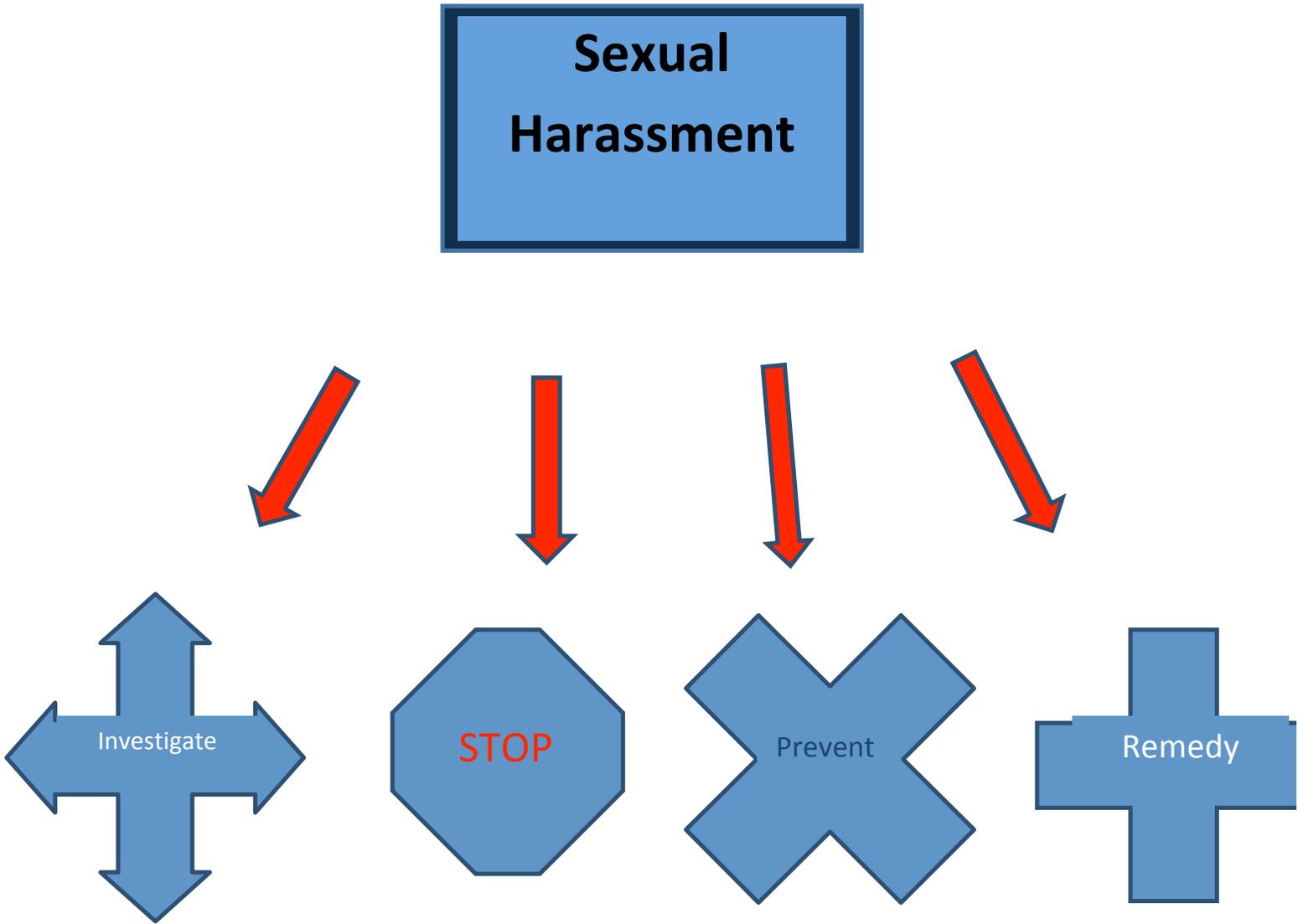
Anyone who has experienced sexual misconduct, sexual harassment, gender discrimination or sexual violence should consult the following resources:

- Wesley Security Office— 302-736-2436
- Dover Police Department— 302-736-7111
- County Sexual Assault Hotline; Contact Lifeline, Inc.- Kent & Sussex County Hotline: (800) 262-9800
- Residence Life— 302-736-2506
- Counseling— 302-736-2445
- Health Service— 302-736-2521
- Disability Support Services— 302-736-2739

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# Essential Title IX Compliance Elements\*

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\*[www.atixa.org/investigatortraining,dover,DE,pg.8](http://www.atixa.org/investigatortraining,dover,DE,pg.8)

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## Help & Concerns Form

Students with issues or concerns are urged to contact the appropriate college personnel in order to receive assistance. It is the desire of Wesley College to resolve any such issues in a prompt and courteous manner.

**\*\* As a first step, discuss or attempt to resolve with the student or staff/faculty member involved. \*\***

Your Name: \_\_\_\_\_ Student Number: \_\_\_\_\_

Email: \_\_\_\_\_ Major: \_\_\_\_\_ Term: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Best Time To Call: \_\_\_\_\_

**WHAT IS YOUR CONCERN OR ISSUE?** (Describe situation in clear, simple terms.)

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(Please add another sheet, if necessary).

### **BACKGROUND:**

When did this occur? Date and time.

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Where did this occur? Location i.e. Room, building, city

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Who was involved? Staff? Faculty? Students? Police? Security?

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Witness? Did anyone else see/hear what may have happened? Provide names and phone numbers if possible.

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### **Resolution Process:**

Have you discussed this issue with anyone? Staff? Faculty? Students? Other outside of the College?

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### **Resolution Suggested:**

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Please provide options for consideration.

Other information and/or evidence:      Yes            No     

Please add additional important information not covered by other parts of this form on a separate sheet.

**Where to take your concern or issue:**

If you did not reach a resolution at the informal stage, direct your concern or issue as follows:

**Classroom or course related**

First Step:                      1. Talk to professor involved if issue is more general.

If no resolution:              2. Department Chair

**Harassment and/or Discrimination**              **Dr. Karen Panunto** Ext. 2511; Classroom based, **(Title IX Coordinator)**

**Housing/Student Rights & Responsibilities**      **Nate Biondi**, Ext. 2458; Asst. Director for Housing; Student Affairs

**Campus Activities/Program Related**              **Elana Baukman** Ext. 2567; Director of Campus Life

**Student Conduct- including Sexual Assault/Sexual Harassment**              **Melissa Elliott** Ext. 2586; Asst. Dean of Students, **(Title IX Coordinator)**

**Health Concerns**                                      **Jill Maser** Ext. 2521; Director of Wellness

**Hostile Work Environment**                      **Dana Huber** Ext. 2333; Human Resource Manager, **(Title IX Coordinator)**

**Medical College Withdrawal**                      **Brian Belcher** Ext. 2739; Coordinator of Disability Support, **(Title IX Coordinator)**

**Other or General issues**                              As a starting point contact Student Affairs, CC 125 Ext. 2506

**By signing below, I acknowledge that the statements made herein have been truthful and to the best of my knowledge.**

**Your signature** \_\_\_\_\_                      **Date** \_\_\_\_\_

**Resolution:**

\_\_\_\_\_  
\_\_\_\_\_

**Administrator – Print and sign name**

**Date**