

# ARKANSAS TECH UNIVERSITY

## Title IX Response Resource Card

### IF SOMEONE TELLS YOU THEY HAVE EXPERIENCED HARASSMENT (SEXUAL MISCONDUCT)

#### WHAT CONSTITUTES HARASSMENT (SEXUAL MISCONDUCT)?

- Sexual Harassment
- Sexual Assault
- Domestic Violence
- Dating Violence
- Stalking
- Sexual Exploitation\*

#### STEPS TO TAKE

1. The person's health and safety is our primary concern. If you feel there is an immediate threat, please call 911.
2. If you have been told that someone--student, employee, or other community member--has experienced harassment (sexual misconduct), including one or all of the above categories:
  - Be attentive/listen carefully.
  - Offer and encourage the use of resources and supportive measures available through the Title IX Office.
  - Explain confidentiality/reporting responsibilities. Be direct about the limits of your ability to assist and help them explore their options for support.
  - Express interest, care, and concern. Keep in mind that although what is being shared may not seem like a crisis to you, it may feel like it to that person.
  - Provide the person with a copy of the Title IX Office Resource Guide and/or the Rights and Options Card.
  - Report the incident to a member of the Title IX Office team.
  - If you have any questions about how to proceed after a conversation with someone who may have experienced harassment (sexual misconduct), call and consult with Title IX Coordinator Amy Pennington at 479-968-0407.

Further information about reporting options, resources, supportive measures, ATU's Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures, and contact information for the Title IX Office team can be found at:

**[www.atu.edu/titleix](http://www.atu.edu/titleix)**.

\*Sexual exploitation is not defined as harassment, but it is still prohibited by ATU Policy.

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### WHO SHOULD REPORT?

All ATU employees who are not barred by statute should immediately report all the details of an incident of harassment (sexual misconduct), including the identities of both the Complainant (person alleged to have experienced the misconduct) and Respondent (person alleged to have engaged in misconduct), any witnesses, and other relevant facts, including date, time, and specific location of the alleged incident to the Title IX Coordinator or the Deputy Title IX Coordinators. If you have any questions about reporting, please reach out to Amy Pennington, AVP/Dean of Students and Title IX Coordinator, at 479-968-0407 or [apennington@atu.edu](mailto:apennington@atu.edu). Additional information can be found online at: [www.atu.edu/titleix](http://www.atu.edu/titleix).

### WHY DO I NEED TO REPORT?

- By reporting to the appropriate personnel, you will ensure the Complainant has access to all the available resources.
- You may help to identify individuals who are displaying concerning patterns of behavior.
- Reporting allows campus officials to identify trends or systemic problems.
- Reporting helps keep our campus safe.

### WHAT SHOULD I SAY?

- ATU has many resources available to help you. The Title IX Coordinator can work with you to find the resources and/or supportive measures that will benefit you the most, whether you choose to file a formal complaint or not.
- I need to connect you with the Title IX Coordinator. I will be happy to escort you to her office, or, if you prefer, the Title IX Coordinator can contact you directly to schedule a meeting. The Title IX Coordinator can offer you help and assistance. She will also explain your options for reporting, if you choose to do so.
- The Title IX Coordinator will keep your information private and will only share it with those in a position to help you. It is your decision whether or not you want to file a formal/informal University complaint and/or a criminal complaint.

### NON-RETALIATION POLICY

Retaliation against any person for filing, supporting, providing information in good faith, or otherwise participating in the investigative and/or disciplinary process in connection with a complaint of harassment (sexual misconduct) is strictly prohibited. Violations of this prohibition will be addressed through the Equal Opportunity, Harassment (Sexual Misconduct), and Nondiscrimination Policy and Procedures and/or other ATU disciplinary procedures and will result in strong responsive action by the University. Any person who feels that he or she has been subject to retaliation should notify the Title IX Coordinator, Amy Pennington, or any of the Deputy Title IX Coordinators.