

Title IX Quick Guide

AVE MARIA
UNIVERSITY

FOR FACULTY & STAFF | Responding to Disclosures & Supporting Students

YOUR ROLE

AS A RESPONSIBLE EMPLOYEE

- Report** disclosures
- Do not** investigate
- Support and connect** students to resources

WHAT QUALIFIES AS A TITLE IX

Sex-based discrimination

- Disparate treatment
- Program equity

Sexual harassment

- Sexual assault
- Quid pro quo
- Dating violence
- Domestic violence
- Stalking
- Hostile environment

Hazing

IF A STUDENT DISCLOSES

- Listen** calmly and validate
- Explain** reporting obligation
- Offer support** (no confidentiality promises)
- Report** promptly

HELPFUL LANGUAGE

- "Thank you for trusting me."
- "I'm sorry this happened."
- "I am required to report this so you can get support."

SUPPORTIVE MEASURES

- Academic and employment accommodations
- Living adjustments
- Free counseling for students
- Spiritual direction

ACTION PATHWAY

SITUATION	ACTION
Immediate Danger	 Call 911
Urgent (not immediate)	 Call Campus Security (239) 280-6289 or Residence Life on Call (239) 280-7344
Not Urgent	 Submit report online → Title IX Coordinator follows up next business day
EMERGENCY REMINDER	 <i>If in doubt, prioritize safety and call 911 and then call security.</i>

IMPORTANT INFORMATION



Get More Information
www.avemaria.edu/TITLE-IX



Access Title IX Report
www.avemaria.edu/TITLE-IX-Form



Add Security to Your Contacts
(239) 280-6289

Title IX Coordinator Contact Info:

Thomas and Selby Prince Building, 160 | TitleIXCoordinator@AveMaria.edu | (239) 304-7163