

The Office of Title IX (“OTIX”)

The Office of Title IX responds to reports of possible Sexual Harassment Policy violations

How OTIX Responds:

- Supportive measures
- Formal Grievance Process
 - Investigation
 - Hearing

Sexual Harassment Policy

NKU's [Sexual Harassment Policy](#):

- Prohibits all forms of sexual harassment
- Describes procedures for investigations and hearings
- Explains how to report sexual harassment

What is Sexual Harassment?

- Quid Pro Quo
- Unwelcome conduct
- Sexual assault
- Dating/domestic violence
- Stalking
- Sexual exploitation

What is Quid Pro Quo?

An employee of the University conditions, implicitly or explicitly, the provision of an aid, benefit, or service of the University, on an individual's participation in unwelcome sexual conduct.

What is Unwelcome Conduct?

Unwelcome conduct that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to NKU's programs or activities

What is Sexual Assault?

Any sexual act without consent, including:

- Fondling
- Penetration
- Other types of sexual behavior or contact

Consent & Incapacity

- Consent: mutual understandable clear permission
 - Clear, knowing, and voluntary
 - Not demonstrated by silence or the absence of resistance
- Consent cannot be given by an incapacitated person
 - Unable to understand what is happening
 - Is disoriented, helpless, asleep, or unconscious
 - May be the result of alcohol, drugs, or other causes

Dating & Domestic Violence

- Violence committed by a person who is in or has been in a romantic/intimate relationship with the person harmed
- Includes people in all kinds of relationships
 - Spouses, people who are casually dating, intimate partners, people who have children together, ex-partners, etc.

Stalking

A course of conduct (two or more acts) that is directed at a specific person that would cause a reasonable person to fear for the person's safety, or the safety of others; or suffer substantial emotional distress.

The conduct could be:

- Direct
- Indirect
- Through 3rd parties

Sexual Exploitation

Taking non-consensual or abusive sexual advantage of another for their own benefit or for the benefit of anyone other than the person being exploited

Examples include, but are not limited to:

- Observing a person undressing or engaging in sexual acts, without their consent
- Taking pictures/video of another in a sexual act without the consent of all involved in the activity
- Causing the incapacity of another person (through alcohol, drugs, etc.) for the purpose of making that person vulnerable to non-consensual sexual activity

How to Report

Online: inside.nku.edu/titleix

Office of Title IX:

- Darryl Peal, Title IX Coordinator
 - Lucas Administrative Center 824
 - 859-572-6630
 - peald1@nku.edu
- Angela Zippin, Title IX Investigator
 - University Center 330
 - 859-572-7669
 - zippina1@nku.edu

What Happens Next?

OTIX will reach out to provide information about:

- Supportive measures
- Formal grievance process

Amnesty policy:

- To encourage reporting & participation
- Applies to minor policy violations (ex: alcohol/drug use) related to the incident

Protection against retaliation

Resources at NKU

[Office of Title IX](#)

[Norse Violence Prevention Center](#)

[Health, Counseling, and Student Wellness](#)

[Student Conduct, Rights, and Advocacy](#)

[University Police](#)