

# Title IX “Responsible Employees”

Title IX defines a RESPONSIBLE EMPLOYEE as a school employee who is obligated to report incidents of alleged sexual violence to the school’s Title IX Coordinator.

## What Is Title IX?

Title IX of the Education Amendments of 1972 protects people from discrimination based on sex in education programs or activities that receive federal financial assistance. While it covers many issues related to discrimination, it has received increased attention regarding issues of sexual misconduct.

## OU’s Updated Sexual Misconduct Policy

This policy provides relevant information regarding definitions of sexual misconduct and structures in place to manage cases. The main points regarding employee procedures include:

1. **All University employees are deemed “responsible employees”** as defined by the U.S. Department of Education **and must report allegations of student sexual misconduct to the Title IX Coordinator**
2. **Employees must report all relevant details that are disclosed to them** so that the University can determine what occurred and to address the situation, including the names of all involved (if known), the date, time, location, etc. *There may be exceptions for those in positions using a professional license requiring confidentiality.*
3. **Employees do not need to determine if student sexual misconduct actually occurred but must be aware of and adhere to this Policy.** In addition, although confidentiality cannot be guaranteed, to the extent possible employees should only share the information about student sexual misconduct with University employees or external parties on a need-to-know basis and as permitted or required under University policy and applicable law.

See full policy at [oakland.edu/policies/health-and-safety/625/](http://oakland.edu/policies/health-and-safety/625/)

## What Does This Mean for Faculty?

Throughout your career, you will likely encounter a situation in which a student’s personal life disrupts their ability to learn and perform well in class. Sometimes, students will even talk with you after class, stop by office hours, or email to give you context for their issues. If the issue relates to sexual misconduct—harassment, stalking, assault—you, as responsible employees, are responsible to make the University’s Title IX Coordinator aware of what you have heard.

From there, the coordinator will determine the next steps to be taken.

*Created November 7, 2016. New policy was announced to the university on October 31, 2016.*