WHAT IS TITLE IX?

Title IX of the Education Amendments Act of 1972 states that "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."

Erie Institute of Technology (EIT) is committed to ensuring that this statute is upheld to maintain excellence in our educational programs.

WHAT IS CONSENT?

Consent is knowing, voluntary, and clear permission by words or actions to engage in sexual activity. Consent is clear, specific, voluntary, and ongoing. It must be unambiguous and expressed in mutually understood words or actions. It is the responsibility of each party to determine that the other has consented before engaging in the activity. Consent cannot be gained by force, threats, intimidation, or coercion.

Individuals should keep the following principles in mind regarding consent:

- Consent may be expressed verbally or non-verbally
- consent may be withdrawn at any time
- An individual may consent to sexual activity but not others.
- A person who is incapacitated cannot consent to sexual activity.

EIT will consider all of the circumstances of the relationship between parties when determining whether consent has occurred.

If you are in immediate danger or need medical attention, please call 911.

ERIE INSTITUTE OF TECHNOLOGY RESOURCES

Title IX Coordinator

Title IX Deputy Coordinator

Title IX Deputy Coordinator

Mr. Paul Fitzgerald

paulf@erieit.edu

Ms. Kim Kennedy

kimk@erieit.edu

Human Resources

Mr. Ross Aresco

raresco@erieit.edu

Detailed information regarding policies and procedures are available in the EIT Consumer Information Guide, the EIT Student Handbook, and the Employee Handbook.

ADDITIONAL RESOURCES

CRIME VICTIM CENTER of ERIE

814-455-9414

SAFENET

814-454-8161

SAFE JOURNEY

814-438-2675

NATIONAL DOMESTIC VIOLENCE HOTLINE

800-799-7233 TTY: 800-787-3224 Website: thehotline.org/help



TITLE IX RESOURCES

for EIT Employees and Students



940 Millcreek Mall | Erie, PA 16565 (814) 868-9900 www.ErielT.edu





UNDERSTANDING SEXUAL MISCONDUCT AND SEX BASED HARASSMENT

Title IX prohibits all gender based harassment, which is unwelcome conduct based on an individual's sex, harrassing conduct based on an person's failure to conform to sex stereotypes.

Sex-based harassment can be carried out by school employees, other students, and third parties. All persons can experience sex-based harassment, including male and female students, LGBTQI+ personas, individuals with disabilities, and those of different races, national origins, and ages. Title IX protects all from sex-based harassment, regardless of the sex of the parties, including when they are members of the same sex.

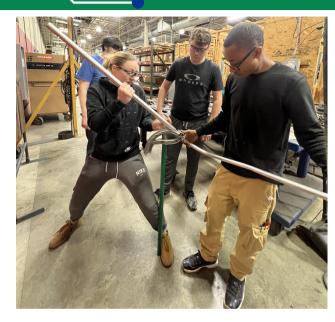
Sex-based harassment creates a hostile environment if the conduct is sufficiently serious that it denies or limits a one's ability to participate in or benefit from the school's program. When a school knows or reasonably should know of possible sex-based harassment, it must take immediate and appropriate steps to investigate or otherwise determine what occurred. If an investigation reveals that the harassment created a hostile environment, the school must take prompt and effective steps reasonably calculated to end the harassment, eliminate the hostile environment, prevent its recurrence, and, as appropriate, remedy its effects.

ERIE INSTITUTE OF TECHNOLOGY'S COMMITMENT TO OUR EDUCATIONAL COMMUNITY

Erie Institute of Technology (EIT) continually works to

- Provide training and awareness programs for employees and students to share expectations regarding zero-tolerance for sex-based harassment and discrimination.
- Protect all students and employees from all forms of sex discrimination.
- Provide full protection from sex-based harassment
- Protect LGBTQI+ persons from discrimination
- Protect those who are pregnant or have pregnancy related conditions
- Take prompt and effective action to end any sex discrimination; prevent recurrence and remedy its effects
- Remain compliant with local, state and federal laws and regulations related to sex-based harassment, discrimination, and violence
- Provide resources and assistance programs for employees and students





EIT has a secure, confidential, and anonymous online reporting tool to receive complaints of sexual harassment and sexual violence from students and employees. Scan the code below to connect to the report:



Concerns or questions about reporting may be made in person or in writing to the Title IX Coordinator, to the Student Services Coordinator, or to Human Resources.