

Harassment & Discrimination

Marlina Rogers
Compliance Counsel



EAST TENNESSEE STATE
UNIVERSITY

ETSU POLICIES & RULES

- Policy on Sexual Misconduct, Discrimination, and Harassment
- Title IX Rule



ETSU POLICIES & RULES

- Apply to:
YOU; Students, Your Co-Workers
- Cover:
Discrimination, Harassment, Sexual Misconduct, Clergy Crimes
- Protect:
YOU; Your Students, Your Co-Workers, & Third Parties

You are required to adhere to and know these ETSU policies and rules.



WHAT DO I DO?

Notify Office of Compliance/Public Safety
PROMPTLY

Do not share information with those who do not need to know.

- This can cause an interference with investigative process.
- Safety of those involved.
- Complainants are entitled to privacy, to the extent possible.
- ETSU Compliance will determine what policy applies.
- ETSU Compliance will determine who needs to know.
- ETSU Compliance will assist you with *any* questions & provide guidance.



WHAT SHOULD I TELL COMPLAINANTS?

- You are **not** a confidential confidant.
 - If they prefer to keep information confidential: Clergy, Counseling Center, Lawyer.
 - Confidential versus Private
- You will share with Office of University Compliance and/or Public Safety.
- Option to speak directly with Compliance
 - **We allow Complainants to weigh all of their options. We explain processes and procedure. We will offer Support Measures. We can keep information private, to the extent possible.**



Support Measures

- Class Schedules
- Class Assignments
- Housing
- Financial Aid
- Counseling Referral
- SANE Nurse Referral
- Etc.



Investigative Processes

- Employees are **required** to participate and furnish any requested information to the Office of University Compliance/General Counsel.
- Students – no participation requirement
 - Complainants “drive the bus”
 - Respondents are given due process



What conduct should I look out for?

- **Clery Crimes:** Rape, Fondling, Incest, Statutory Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Liquor Law Violations, Drug Abuse Violations, Weapons Violations, Hate Crimes, Theft, Simple Assault, Intimidation, Property Crimes, Dating Violence, Domestic Violence, Stalking
- **Must Report to Public Safety!**



Reporting

Garrison Burton

- Equity Compliance Officer
& Title IX Coordinator
- 423-439-8544
- compliance@etsu.edu



CONTACT INFORMATION

Counseling Center

- 423-439-3333
- BucsPress2: 24/7
- 423-439-4847
- counselingcenter@etsu.edu

Public Safety

- 423-439-4480
- 911
- bucprevention@etsu.edu

ANONYMOUS REPORT

- [Etsu.edu/universitycounsel/compliance](https://etsu.edu/universitycounsel/compliance)
- For Complainants
- Not for you, unless you are the Complainant



I am not sure what to do...

- Marlina Rogers
 - rogersma3@etsu.edu
 - Office: 423-439-8549

CELL: 478-508-7982

Any time, day/night/weekends

