

2025-2026

TITLE IX

*Gender Discrimination and Sexual Harassment
for students, faculty and staff of Anderson University*



Title IX Office
at ANDERSON UNIVERSITY

TABLE OF CONTENTS

What is Title IX?..... 3

 Notice of Nondiscrimination..... 3

 Statement of Compliance with Title IX..... 3

Sexual Harassment 4

Clery Act/VAWA Violations 5

About Consent 6

If You Experience Assault..... 7

 What if I am Assaulted? Safety First..... 7

 Seek Medical Assistance 7

 Preserve Evidence..... 7

 Seek Counseling or Other Support..... 8

How to Report 9

Report Chart10

Title IX Formal Complaint Process 12

Formal Title IX Investigation Process..... 13

Title IX Process Timeline 14

Informal or Alternative Resolutions..... 15

Anderson University’s Response to Sexual Harassment 19

 Concurrent Policy Violations 19

 Supportive Measures 19

Resolution and Support..... 20

Resources 21

 Title IX Reports 21

 Confidential Support for Sexual Harassment 21

 Other Useful Contact Numbers 21

This is an annual publication of Anderson University to inform students and employees about their rights under Title IX and resources available if they experience sexual harassment or sexual misconduct. The information provided in this publication was accurate as of July 1, 2025 and adhere with the 2020 regulations. Changes to federal regulations may require future changes to this publication.

WHAT IS TITLE IX?

As a Christ-centered university, Anderson University is committed to the statement in Genesis 1 that all people are made in God’s image. Thus, all people are deserving of great respect! Based on this truth, as well as on our obligations as a recipient of federal funds, Anderson University is committed to complying with Title IX of the Education Amendments of 1972.

Title IX 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 educational program or activity receiving federal financial assistance.”

NOTICE OF TITLE IX NONDISCRIMINATION

Anderson University does not unlawfully discriminate in its programs and activities on the basis of sex and complies with state and federal laws prohibiting sex discrimination. As a Christ-centered institution of higher learning, the University exercises its rights under state and federal law to use religion as a factor in making employment decisions. Some regulations issued under Title IX relating to discrimination on the basis of sex are not consistent with the University’s religious tenets and do not apply to the University (34 CFR § 106.12(a)).

STATEMENT OF COMPLIANCE WITH TITLE IX

As part of the Higher Education Act Amendments of 1972, included was Title IX, which states: “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 program or activity receiving Federal financial assistance....” Other federal and state laws also address discrimination and harassment based on sex and gender for students, staff, faculty, and third parties in higher education. Anderson University is firmly committed to establishing an environment free from such discrimination and prohibits acts including sexual harassment, sexual harassment including sexual violence (i.e., sexual assault and nonconsensual sexual touching, forcible or not), relationship abuse (including domestic and dating violence), and stalking.

It is the policy of Anderson University to comply with all applicable provisions of Title IX, which prohibit discrimination (including sexual harassment and sexual misconduct or violence) based on sex in the University’s educational programs and activities. Title IX also prohibits retaliation for asserting or otherwise participating in claims of sex discrimination, harassment, or misconduct.

Anderson University affirms the right of reporting parties to determine whether they wish to be involved in the University’s Title IX processes to address harassment or discrimination. It should be noted, however, that we cannot take corrective action toward behavior about which we are unaware. Regardless, the University is

committed to supporting reporting parties through numerous available support services. The University encourages those who wish to receive confidential support services regarding harassment and discrimination to seek assistance from the AU Counseling Center, Thrive Wellness Center, the Campus Ministries staff, and/or First Light. The University will also provide support to any reporting party who wishes to file a complaint of illegal behavior to Campus Safety or other local law enforcement.

IMPORTANT NOTE:

This brochure is intended to provide a quick overview of Title IX and VAWA compliance. You are strongly encouraged to review the full Policy and Grievance Procedure for Title IX Compliance found on the Anderson University website.

SEXUAL HARASSMENT

Title IX sexual harassment is conduct on the basis of sex that satisfies one or more of the following:

- A University employee conditioning the provision of a University aid, benefit, or service on an individual's participation in unwelcome sexual conduct; (Quid Pro Quo.)
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's Education Program or Activity; (Hostile Environment)
- Sexual Assault, Dating Violence, Domestic Violence, or Stalking

Examples might include:

- Persistent unwelcome sexual advances or requests for sexual favors
- Pervasive commentary about an individual's body or sexual activities
- Repeated and unwelcome sexually oriented teasing, joking, or flirting; or
- Verbal abuse of a sexual nature.

CLERY ACT/VAWA VIOLATIONS

Title IX defines several offenses that are part of the Jeanne Clery Act of 1990 or the Violence against Women Act as sexual harassment under Title IX. These offenses are thus included for consideration as Title IX Sexual Harassment.

Sexual Assault

Sexual assault is an offense classified as a forcible or non-forcible sex offense under the Uniform Crime Reporting System of the Federal Bureau of Investigation. It includes forcible or statutory rape; forcible sodomy; sexual assault with an object; forcible fondling; and incest.

Dating Violence

Dating violence is violence committed by a person

1. who is or has been in a social relationship of a romantic or intimate nature with the victim; and
2. where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - a. length of the relationship;
 - b. type of relationship;
 - c. frequency of interaction between the persons involved in the relationship.

Examples may include hitting; kicking; punching; threats of violence to the individual or family members, friends, or pets; intimidation; or emotional or sexual abuse.

Domestic Violence

Domestic violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of South Carolina, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of South Carolina. Examples are similar to dating violence, such as hitting, kicking, punching, threats of violence, intimidation, or emotional or sexual abuse.

Stalking

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress.

ABOUT CONSENT

Virtually every Title IX case turns on the question of CONSENT – did the Complainant consent to whatever the Respondent has been accused of doing?

Consent is defined as:

- informed, freely and actively given,
- mutually understandable words or actions that indicate a willingness and readiness to participate in mutually agreed upon sexual activity.
- Consent is mutually understandable when a reasonable person would
 - consider the words or actions of the Parties to have manifested a clear and unambiguous agreement between them to engage in certain conduct with each other.
- Consent cannot be gained by ignoring or acting in spite of the objections of another.
- Consent cannot be inferred from:
 - silence, passivity, or lack of resistance alone;
 - a current or previous dating or sexual relationship alone (or the existence of such a relationship with anyone else);
 - attire;
 - the buying of dinner or the spending of money on a date;
 - or Consent previously given (i.e., Consenting to one sexual act does not imply Consent to another sexual act).
- Consent is not effective if it is obtained through the use of:
 - physical force, violence, duress, deception, intimidation, coercion, or the threat, expressed or implied, of bodily injury.
 - Whether a Party used any of these means to obtain Consent will be determined by reference to the perception of a reasonable person found in the same or similar circumstances.
- Consent may never be given by the following individuals:
 - minors (in South Carolina under the age of 16), even if the other participant did not know the minor's age;
 - mentally disabled persons, if their disability was reasonably knowable to a person who is not mentally disabled;
 - or persons who are incapacitated
 - The use of alcohol or drugs does not diminish one's responsibility to obtain Consent and does not excuse conduct that constitutes Sex-Based Harassment.
 - Neither Party should make assumptions about the other's willingness and readiness to continue.
 - Consent may be ratified at some point during the interaction.

IF YOU EXPERIENCE ASSAULT

What follows is information for any member of the Anderson University community who may have experienced an incident that might qualify as the crime of either sexual assault, dating violence, domestic violence, or stalking.

WHAT IF I AM ASSAULTED? SAFETY FIRST!

Go to a safe place as soon as possible following an assault. If you have immediate safety concerns, call **911 or Campus Safety at 864.231.2060**.

SEEK MEDICAL ASSISTANCE

Regardless of whether you intend to report your assault to the police, AU recommends that you get medical attention as soon as possible. You may have hidden injuries or need information about pregnancy or sexually transmitted infections.

PRESERVE EVIDENCE

Even if you have no immediate intent to report the incident to the police, preserving evidence is important in case you later decide to press criminal charges or pursue a Title IX complaint against the other person. Physical evidence may also help you obtain an order from a court or the University requiring the other person to stay away from you.

- If you have been sexually assaulted, it is better if you DO NOT shower or bathe, douche, wash hands, use the toilet, brush your teeth, change clothing, or wash clothing or bedding. If you change clothes, carefully place all clothing worn at the time (or bedding) into a paper bag.
- At a hospital, a sexual assault examination (also known as a forensic exam) can be conducted to gather evidence, whether you intend to press criminal charges or not. This procedure includes a physical exam where a doctor or trained nurse collects the evidence of the assault. You will need to bring an extra set of clothing, as the clothing worn during the assault may be collected as evidence.
- If you believe you may have been drugged, traces of the drug may still be detected for up to 96 hours after ingestion (depending on dosage and individual metabolism). In general, evidence collection is best if done immediately following an assault. The more time that passes between the sexual assault and medical collection of evidence, the less likely it is that the evidence will be useful in the prosecution of a criminal case.

- It may be helpful for you to immediately write down everything you can remember about the incident, including what the assailant(s) looked like (e.g., height, weight, scars, tattoos, hair color, clothes); any unusual odor; any noticeable signs of intoxication; anything the assailant(s) said during the assault; what kinds of sexual activities were demanded/carried out; if weapons, threats, or physical force were used; and any special traits noticed (e.g., limp, speech impediment, use of slang, lack of erection). Writing this down will not only aid you in recalling details should you choose to report, but it can also be empowering, as it allows you an element of control in a situation where control was previously taken away from you.
- Remember to preserve electronic evidence. Text messages, emails, voicemails, records of recent phone calls, and social media posts may all provide critical evidence and should not be deleted from your cellphone, computer, or other device. Police or University investigators can help you document and preserve electronic evidence.

SEEK COUNSELING OR OTHER SUPPORT

We strongly recommend that you consider seeking counseling as soon as possible following an assault. The University is committed to supporting you, whether you decide to file a criminal report or Title IX complaint or not. Counseling provides a safe place to talk about your feelings and concerns. If you decide to keep the matter confidential, a licensed counselor can and will respect your wishes.

The following services are available on campus or in the community to support victims of sexual assault and sexual violence:

Thrive Wellness Center

Counseling Center & Health Center..... 864.622.6078

AU Campus Ministries 864.231.2077

First Light

Sexual Assault Trauma Services for Anderson & Oconee Counties..... 864.231.7273

For immediate crisis assistance 24/7 855.810.4882

ANMED Emergency Room Patient Advocate 864.231.2077

Rape, Abuse, Incest National Network (RAINN)

RAINN offers national anonymous hotline support to survivors and allies at 1.800.656.HOPE (4673). If you would rather chat with someone online, RAINN also operates the National Sexual Assault Online Hotline, a live, secure, anonymous crisis chat support. To access help 24 hours a day, visit: <http://www.rainn.org/get-help>.

HOW TO REPORT

You have the right to report sexual harassment, sexual assault, dating or domestic violence, or stalking to the Title IX Coordinator or one of the Deputy Coordinators (see last page for contact information). The report may be made

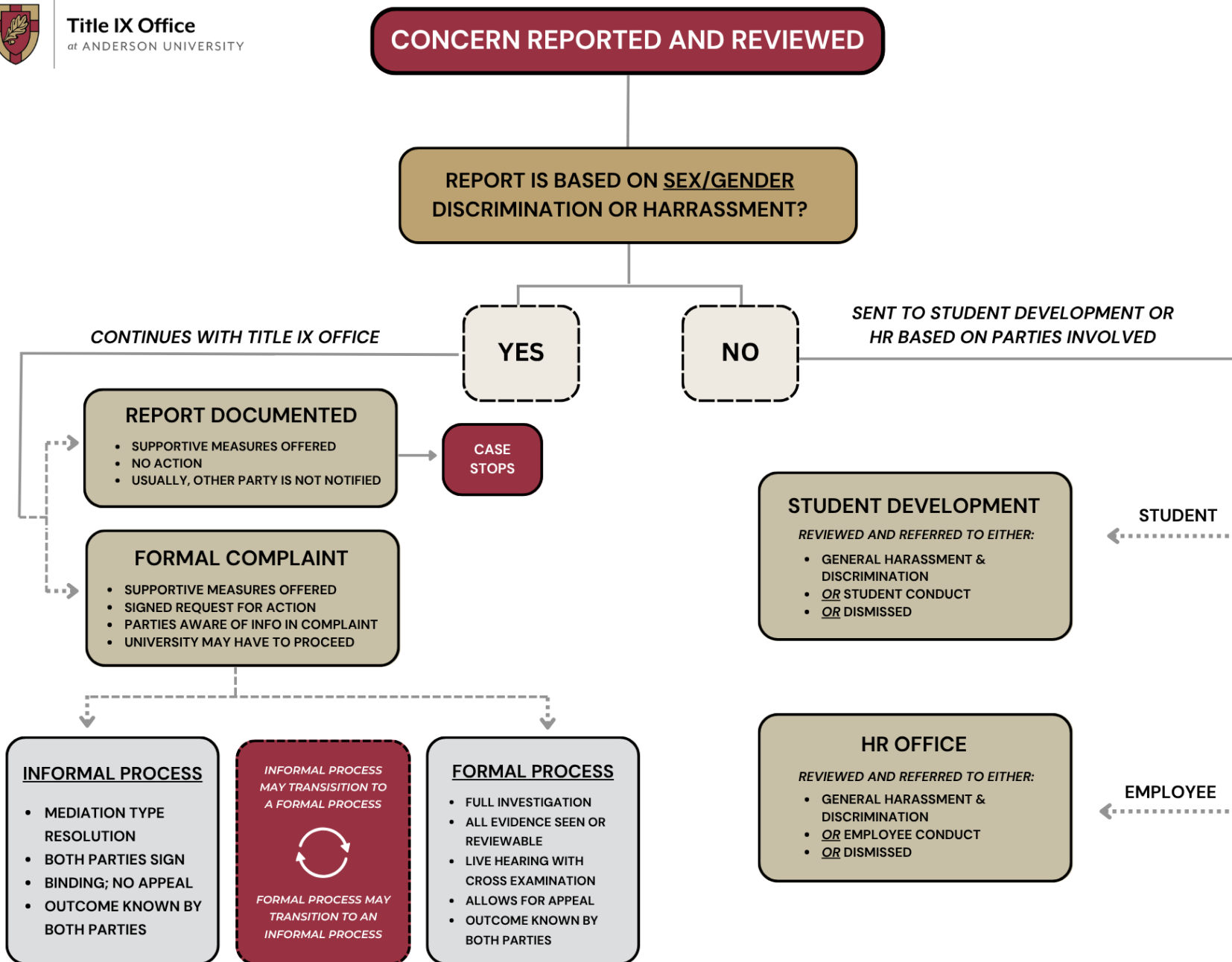
1. in person during normal business hours;
2. at any time during or outside of normal business hours by mail, telephone, or email; or
3. at any time using any other means.

You may also report such incidents to any faculty or staff member and ask that faculty or staff member to help you get the information to the Title IX Coordinator.

You also have the right to file a separate criminal complaint with Campus Safety/Police Department. As sexual assault, dating violence, domestic violence, and stalking are crimes as well as policy violations, AU encourages you to report these to the police and will provide you with assistance in doing so.

Filing a report does not obligate you to bring charges, but it will open that option to you and may make our campus community safer for you and others.

Once a report is received the Title IX office will review the information to determine if the issue rises to the government regulations. If not, the Title IX office will refer the report to another department on campus. The following diagram outlines the flow of a report.





Title IX Formal Complaint Process

1

Intake Interview

You will meet with the Title IX Office for an intake interview.

2

Evaluation of Jurisdiction

The Title IX Coordinator or Deputy Coordinator will evaluate jurisdiction.

3

Signing Formal Complaint

The Complainant will sign the formal complaint, then the Title IX Coordinator or the Deputy Coordinator will sign the formal complaint. The University may, in certain circumstances, file a formal complaint on its own.

4

Select Resolution Type

The Parties will decide if they want to pursue Informal Resolution or Formal Resolution. Additional information can be found below.

- The Formal Resolution steps continue on page 13.
- The Informal Resolution steps continue on page 15.



The Investigation Process

Times will vary based on complexity, scheduling, etc.

5

Interviews and Evidence

Takes 1-4 Weeks

You will be interviewed by an investigator(s) about what happened. Separately, the Respondent will be interviewed. You can present evidence and identify witnesses. You can suggest follow-up questions for the investigators' interviews with the Respondent and witnesses.

6

Statements and Responses

You'll receive an interview summary of your statements. Review this carefully and let the investigators know if there needs to be any corrections. The Respondent will do the same.

1-3 Weeks Later

7

Investigation Report or Alternative Resolution

The investigator will issue the final report before the hearing. If you don't want to move forward with a hearing, you may decide at this point (or any point earlier in the process) to pursue an Informal Resolution instead.

2-6 Weeks Later

8

The Hearing

Lasting 1-3 days, the hearing is where you and the Respondent will both testify and answer questions about your experiences. Your advocate/advisor will ask questions of the Respondent, and the Respondent's advocate/advisor will question you. Witnesses will provide their testimony.

2-6 Weeks Later

9

Finding Issued (Final Result)

You will be interviewed by an investigator(s) about what happened. Separately, the Respondent will be interviewed. You can present evidence and identify witnesses. You can suggest follow-up questions for the investigators' interviews with the Respondent and witnesses.

1-3 Weeks Later

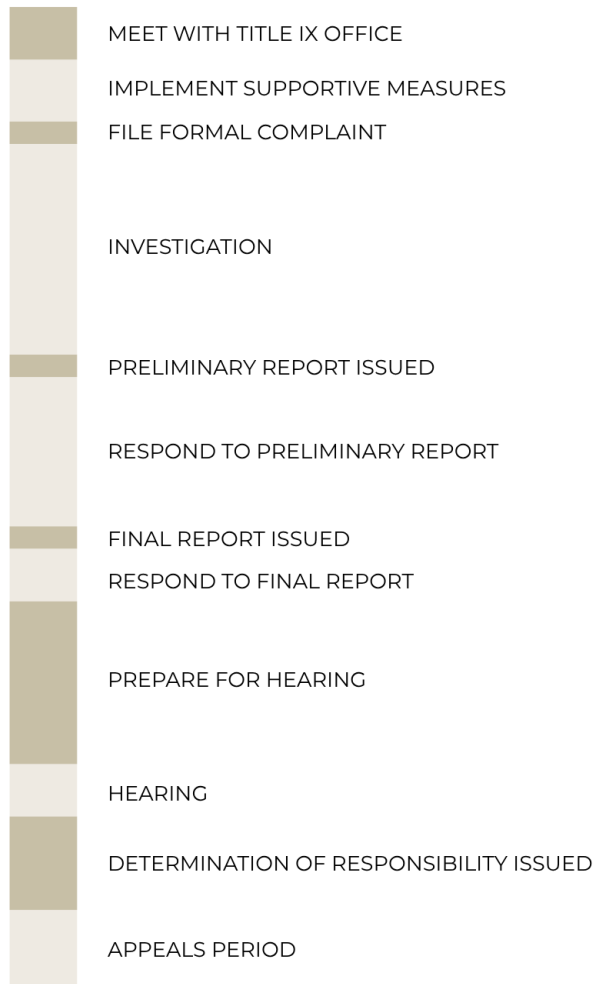
10

OPTIONAL STEP: Appeal

Within 10 days - 1 month

If the final outcome is not in your favor, you may be able to appeal. You typically have 10 days to submit an appeal following the process outlined in the hearing outcome document.

Title IX Process Timeline



At any point in the process, parties may request supportive measures or ask to transition to an informal resolution process.

Informal or Alternative Resolution Options

If a Complainant chooses not to move forward with a Formal Title IX Hearing, then they may have several other Informal or Alternative Resolution Options. It is important to note that both parties must agree to participate in Informal or Alternative Solution Options. The University cannot require participation.

The timeline for Informal or Alternative Resolution Options will vary based on which option is selected, but these are often significantly shorter resolution options as they are not regulated by government mandated timelines

The use of Informal or Alternative Resolution options is voluntary for all individuals and must be approved by the University prior to utilization. The University will consider several factors when determining if these options are appropriate:

- Respondent's disciplinary history;
- Whether there was use of a weapon or force;
- Whether bodily injury was sustained;
- Whether the alleged incident was committed by multiple respondents
- Whether the incident involves a minor or other vulnerable population.
- Whether the Respondent is an employee.

Prior to Filing a Formal Complaint

1

Supportive Resolution

- The Title IX Coordinator works with the Complainant to determine reasonable and appropriate Supportive Measures.
- Supportive Measures focus on restoring or maintaining equal access to educational pursuits.
- Supportive Measures may not unreasonably burden either party.
- A signed Formal Title IX Complaint not required.
- Respondents are typically not involved unless a supportive measure directly involves or impacts them.
- Parties may challenge the provision, denial, modification, or termination of supportive measures.

2

Educational Conversation

- The Title IX Coordinator or Designated Facilitator will invite the Respondent to participate in a conversation regarding the reported behavior.
- Only applies if Respondent is willing to participate.
- Does not result in disciplinary action.
- Is documented for future reference.
- Provides opportunity for behavior to stop and for the Respondent to request assistance they may need to remedy their behavior.
- Does NOT create a behavioral contract.
- A signed Formal Title IX Complaint not required.
- Respondent does not have to provide any response or explanation for their behavior.
- Title IX Coordinator or Designated Facilitator can only verify if the conversation took place and cannot disclose details without the Respondent's permission.

When is an Educational Conversation Resolution Appropriate?

- Minor policy violations or misunderstandings.
- First-time offenses.
- Situations where both parties are open to resolution without discipline.
- Cases involving unintentional harm or lack of awareness.

After Filing a Formal Complaint

1

Accepted Responsibility

Once a Complainant has signed a Formal Title IX Complaint then they may want to consider an Informal Resolution option called Accepted Responsibility. The Informal Resolution process is appropriate when the Respondent is willing to participate and is willing to accept responsibility for their actions that resulted in the Formal Title IX Complaint.

- Respondent accepts responsibility for violating policy and accepts recommended sanction(s) prior to a final determination by the University.
- Title IX Coordinator or Designee must also agree to the sanctions.
- Sanctions must be based on current infractions, but also informed by the respondent's previous disciplinary history.
- Both parties sign an agreement along with the Title IX Coordinator
- No appeal process is available.

When is Accepted Responsibility Appropriate?

Best used when the following conditions are met:

- The respondent acknowledges the behavior and accepts responsibility voluntarily.
- The complainant agrees to this type of resolution.
- The incident does not involve violence, coercion, or egregious misconduct.
- Educational or restorative outcomes are appropriate for the severity of the behavior.

Important: *Accepted Responsibility cannot be used in certain employee–student cases under federal law and is generally not appropriate for cases involving sexual assault, stalking, or other forms of severe sexual misconduct.*

2

Alternative Resolution Process (AR)

Facilitated Dialogue, Shuttle Negotiation, and Restorative Practices

When both the Complainant and the Respondent voluntarily agree to resolve a Title IX Complaint without a full investigation or hearing, the University may offer an Alternative Resolution (AR) pathway. This option must be appropriate to the nature of the complaint and approved by the Title IX Coordinator.

Common Alternative Resolutions Mechanisms that AU may choose to employ are as follows:

1) Facilitated Dialogue (Direct Communication)

- A structured, direct, conversation between Parties, guided by a neutral Facilitator.
- Focuses on communication, understanding, and resolving conflict respectfully rather than finding an agreement.
- May include expression of how one felt harmed, clarification of expectations, and agreements for future conduct.

ANDERSON UNIVERSITY'S TITLE IX RESPONSE *TO SEXUAL HARASSMENT*

2) Shuttle Negotiation (Indirect Communication)

- The Facilitator communicates separately with each party to reach a mutually acceptable resolution.
- Goal of sharing perspectives and reaching agreements.
- Often used when direct interaction is not appropriate or desired.
- Preserves confidentiality and can be less emotionally charged.

3) Restorative Practices (e.g., Restorative Justice Conference)

- The Facilitator communicates separately with each party to reach a mutually acceptable resolution.
- Goal of sharing perspectives and reaching agreements.
- Often used when direct interaction is not appropriate or desired.
- Preserves confidentiality and can be less emotionally charged.

Key Features of Alternative Resolution Mechanisms

- Voluntary Participation by both Parties.
- No Determination of Responsibility is made.
- Parties may exit the process at any point before resolution.
- Must result in a mutually agreed-upon outcome.
- Appropriate for non-violent, non-coercive cases.

ANDERSON UNIVERSITY WILL:

- Respond to its knowledge of Sexual Harassment in its Education Program or Activity promptly and reasonably.
- Treat Complainants and Respondents equitably.
- Offer Supportive Measures to the Complainant whether the Complainant files a Formal Complaint or not.
- Consider the Complainant's wishes with respect to Supportive Measures.
- Explain to the Complainant the process for filing a Formal Complaint.
- Follow the University's grievance procedure before imposing any disciplinary sanctions or other sanctions against a Respondent.

CONCURRENT POLICY VIOLATIONS

AU recognizes that a student may be hesitant to report an incident of sexual harassment if their own or another involved person's conduct may have violated another AU policy (e.g., alcohol or drugs) that could result in disciplinary sanctions.

Sexual harassment/misconduct will always be the primary focus of a Title IX investigation and adjudication, and the University will not take disciplinary action toward students involved in such cases regarding these secondary behaviors. We may, however, institute supportive measures, educational discussions and/or interventions for the well-being of the student.

SUPPORTIVE MEASURES

AU will offer Supportive Measures as appropriate, reasonably available to the Complainant, the Respondent, or a person who may become a Respondent before or after a Formal Complaint is filed, or if no Formal Complaint is filed. These measures are designed to restore or preserve equal access to the University's Education Program or Activity without unreasonably burdening the other Party.

EXAMPLES OF SUPPORTIVE MEASURES MAY INCLUDE:

- Additional excused absences from classes or leave of absence
- Deadline extensions or other course-related adjustments
- Provision of an escort to move safely on campus
- Modifications of work or class schedules
- Mutual no-contact orders
- Adjustments to campus housing or work assignments

RESOLUTION AND SUPPORT

Whenever Anderson University has actual knowledge of sexual harassment in its educational program or activity, the Title IX Coordinator is responsible for coordinating a University response that is prompt and reasonable in light of the known circumstances. The University will:

- Presume that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance procedure.
- Follow this grievance procedure before the imposition against the Respondent of any disciplinary sanctions or other actions that are not Supportive Measures.
- Provide any Party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the Party to prepare to participate.
- Not allow an Informal Resolution in a complaint in which an employee of the university is the Respondent.
- Allow both parties to have an advisor of their choice, who may but does not have to be an attorney. If a party does not have an advisor for the Live Hearing, the University will appoint an advisor of its choosing.
- Design remedies to restore or preserve equal access to the University's Education Program or Activity.
- Provide remedies to a Complainant where a determination of responsibility for Sexual Harassment has been made against the Respondent.
- Require all persons who serve in any Title IX role not to have a material conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent.
- Ensure that Title IX Coordinators, investigators, and decision-makers receive appropriate training, including how to serve impartially and avoid prejudging facts, conflicts of interest, and bias.
- Apply the preponderance of the evidence standard in making determinations with respect to all Formal Complaints, whether against students, faculty, or non-faculty employees.

All cases will be handled with compassion, care, and concern for all persons involved.

RESOURCES

TITLE IX REPORTS

The Title IX Coordinator or a Deputy Coordinator will meet with a Complainant, discuss the incident, offer Supportive Measures, outline the process for filing a Formal Complaint, and explain the process of investigation and adjudication.

Title IX Coordinator

Robyn H. Sanderson 864.231.5514
G. Ross Anderson, Jr. Student Center, Office 157
title9@andersonuniversity.edu

Deputy Coordinators

Ms. Amy Porpilia 864.231.2131
Director of Human Resources

Mr. Matt Finley 864.231.5679
Associate Athletic Director – Compliance

Mr. Tyrome Philson 864.622.6514
Dean of Student Support and Engagement

CONFIDENTIAL SUPPORT FOR SEXUAL HARASSMENT

Thrive Wellness - Counseling Center 864.231.6078
Erin Maurer, Director
Clinical Staff

Thrive Wellness - Health Center 864.231.6078
Deb Taylor, Director
Clinical Staff

Campus Ministries 864.231.2077
Director of Campus Ministries
Director of Women's Ministries/Community Missions
Assistant Director of BCM
Men's and Athletic Minister

OTHER USEFUL CONTACT NUMBERS

Anderson University Campus Safety 864.231.2060
Office of Student Development 864.231.2075
Office of Residence Life 864.622.6011
Anderson Police Department 864.260.4444



Title IX Office
at ANDERSON UNIVERSITY