



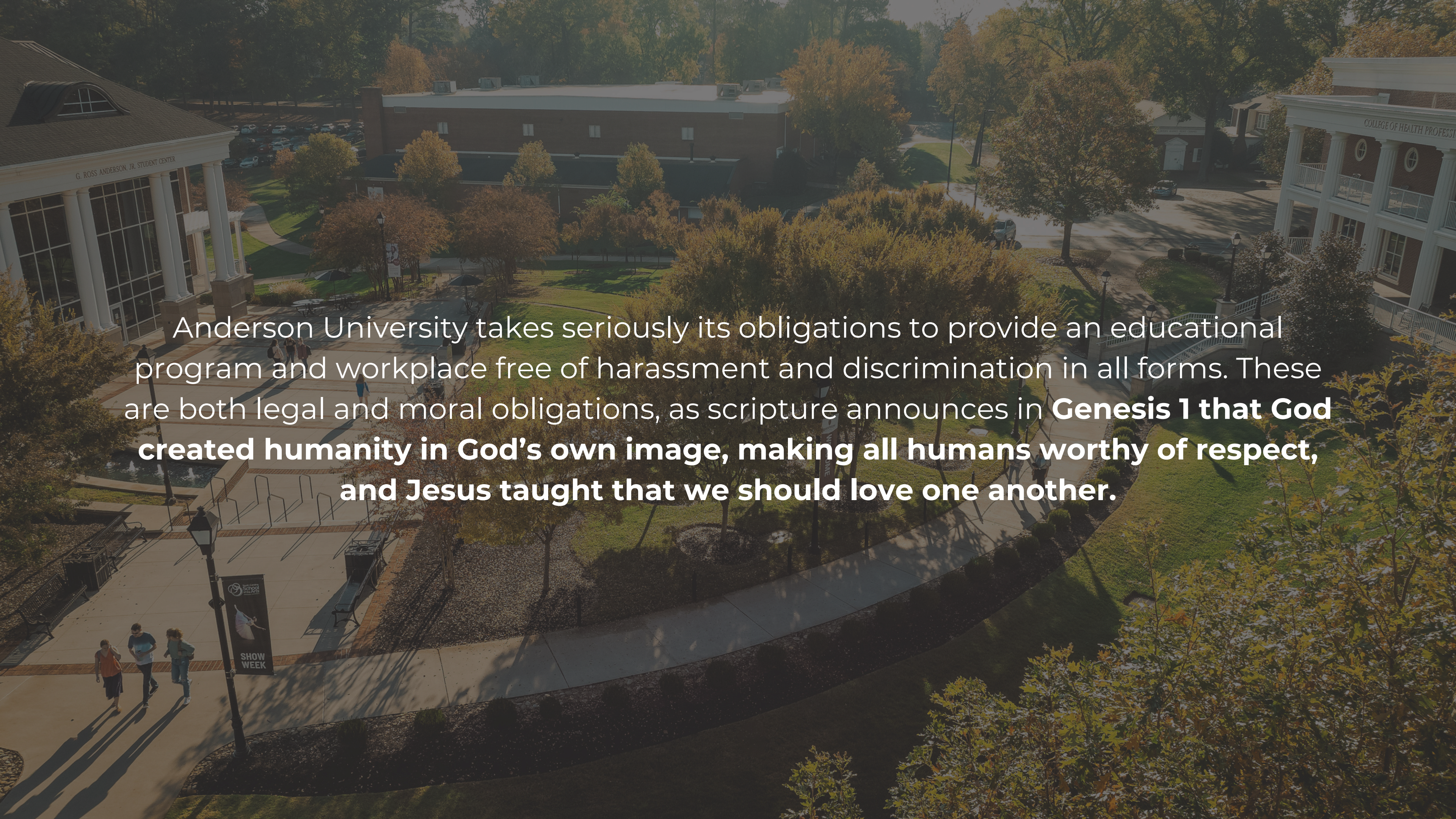
Title IX 2025 Updates

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Anderson University takes seriously its obligations to provide an educational program and workplace free of harassment and discrimination in all forms. These are both legal and moral obligations, as scripture announces in **Genesis 1 that God created humanity in God's own image, making all humans worthy of respect, and Jesus taught that we should love one another.**

Title IX Non-Discrimination Statement

*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)).

What is Title IX?

Title IX of the Educational Amendments Act of 1972, which amended the Civil Rights Act of 1964, 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 education program or activity receiving Federal financial assistance.”** (20 USC 1681)

Reporting Sexual Harassment

Who Can Report?

Students, Employees, Victims,
Friends, Witness, Parents,
Anonymous, or Other can report

How Can I Report?

Individuals can report concerns in-
person, via email, or over the phone



When Can Reports Be Made?

Anytime! There is no deadline to
make Title IX reports

What's Required to Report?

There are ZERO special
requirements for reporting
sexual harassment concerns

Important Definitions

Sexual Harassment	Quid Pro Quo	Hostile Environment	VAWA
<p>Sexual harassment is conduct based on sex that satisfies one or more of the following:</p> <p>1) A University employee conditioning the provision of a University aid, benefit, or service on an individual's participation in unwelcome sexual conduct;</p> <p>2.) 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; or</p> <p>3.) Sexual Assault, Dating Violence, Domestic Violence, or Stalking</p>	<p>University employee conditioning the provision of a University aid, benefit, or service on an individual's participation in unwelcome sexual conduct</p>	<p>Unwelcome conduct *(Expressive: verbal, written, electronic, body language) determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity</p>	<p>Violence Against Women Act (VAWA) started in 1994 and includes the following:</p> <ul style="list-style-type: none">◦ Domestic Violence◦ Dating Violence◦ Sexual Assault◦ Stalking

All three are examples of Sexual Harassment

UNDERSTANDING CONSENT

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.

It 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 IS NOT gained by ignoring or acting in spite of the objections of another. It 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).

KNOW WHEN CONSENT CANNOT BE GIVEN

When it's not effective:

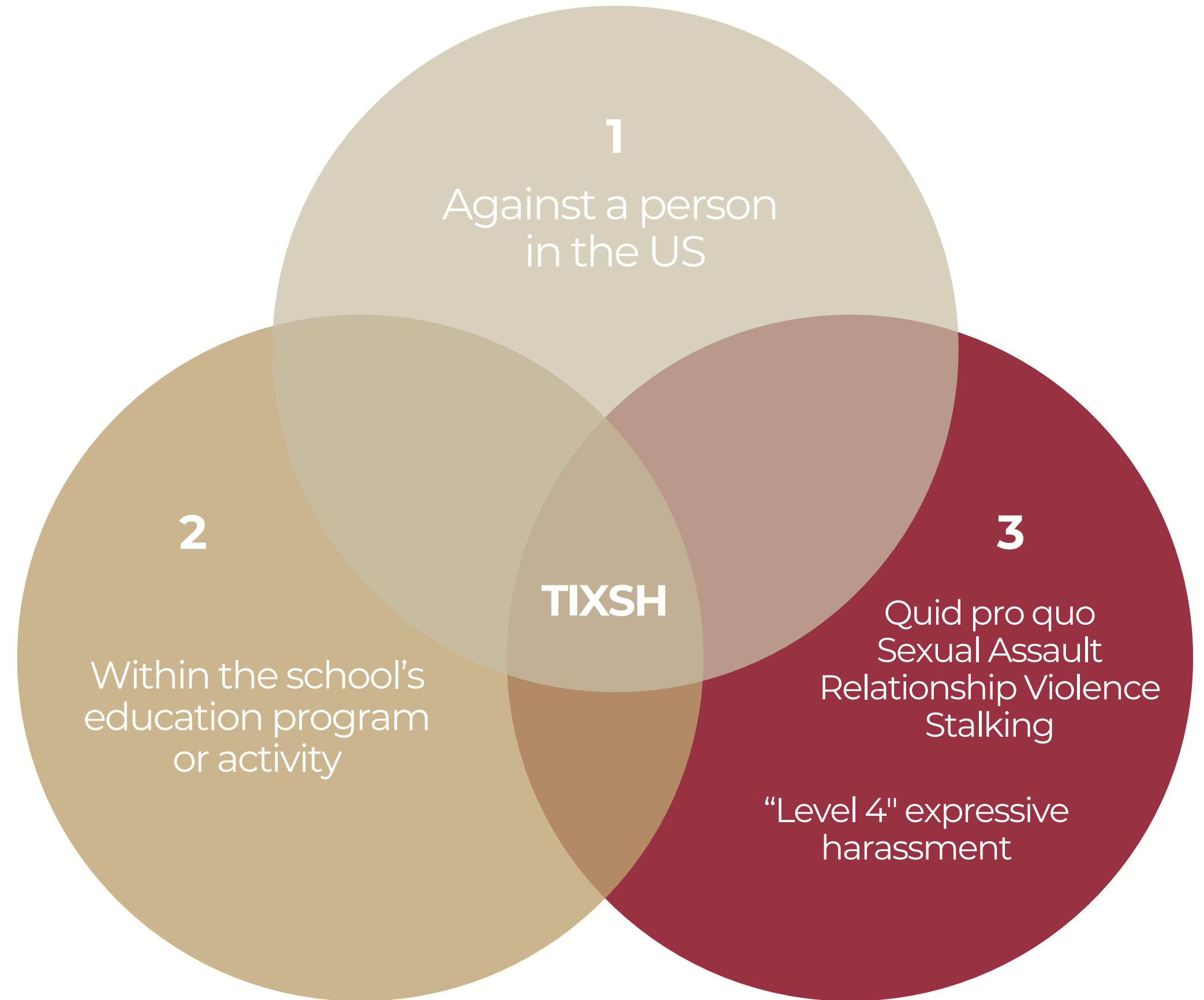
- Physical force, violence, duress, deception, intimidation, coercion, or the threat, expressed or implied, of bodily injury.
- Whether a Party used any of these means to obtain Consent will be determined by reference to the perception of a reasonable person found in the same or similar circumstances

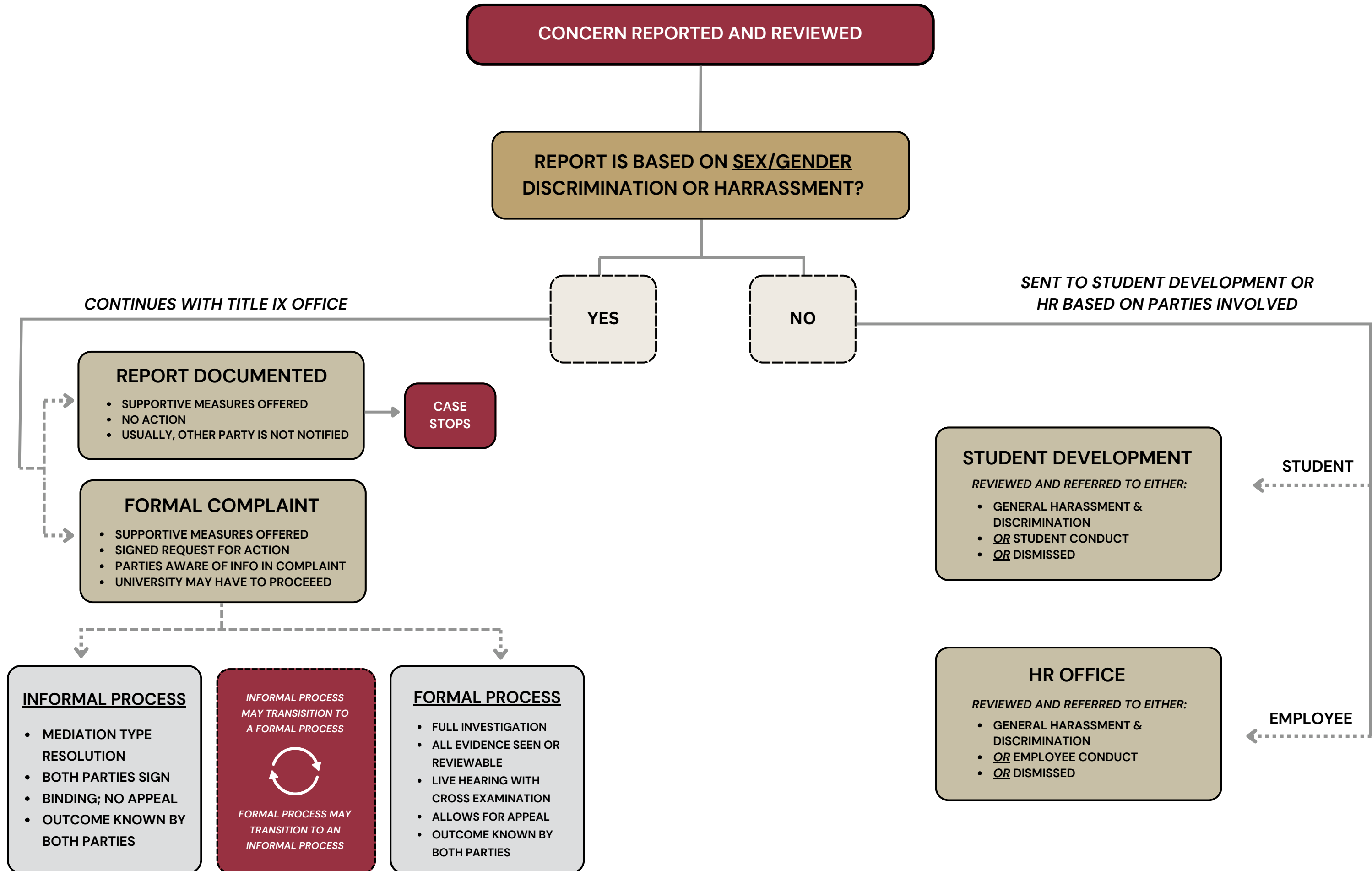
Consent may NEVER be given to the following individuals:

- 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.**

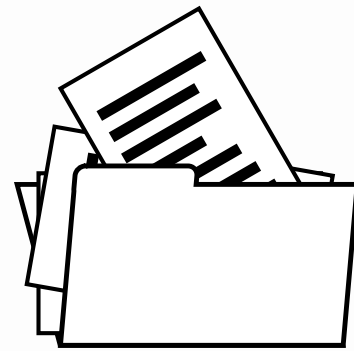
What kind of Sexual Harassment falls under Title IX?

Forms of harassment on the basis of sex that fall within the Final Rule's definition of Sexual Harassment and jurisdictional scope. These cases must be handled in accordance with the 2020 Regulations.





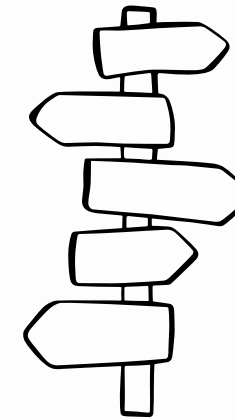
Things to Note



A report is **NOT** an obligation to file a Formal Complaint



A report is **NOT** an obligation to pursue criminal charges



Reports give you **OPTIONS**

REPORT

- Supportive measures available
- No action taken
- Other party is not notified of report
- Could be referred to another adjudication process

VS

FORMAL COMPLAINT

- Supportive measures available
- Signed request for action to be taken
- Both parties aware of complaint information
- Informal or Formal Resolution Process
 - Informal Resolution
 - Mediation type resolution
 - Both parties sign
 - Binding; no appeal
 - Outcome known by both parties
 - Formal Resolution
 - Full investigation
 - All evidence seen or reviewable
 - Live hearing with cross examination
 - Allows for appeal
 - Outcome known by both parties



Definition of a Formal Title IX Complaint

Complainant

- A student or employee who is alleged to have been subjected to conduct that could constitute sexual harassment; OR
- A person other than a student or employee who:
 - is alleged to have been subjected to conduct that could constitute sexual harassment; and
 - was participating or attempting to participate in the institution's education program or activity at the time of the alleged sexual harassment

Respondent

- A person who is alleged to have violated the institution's prohibition on sex harassment

Complainant and Respondent will receive notification about Informal Resolution and/or Hearing Process. Title IX Coordinator may also file a formal complaint, if necessary.

Supportive Measures

- Must not unreasonably burden either party.
- Must be designed to protect the safety of the parties or the educational environment or to provide support during grievance procedures.
- May not be imposed for punitive or disciplinary reasons.

Action is not punitive just because same action could be taken after finding of responsibility.

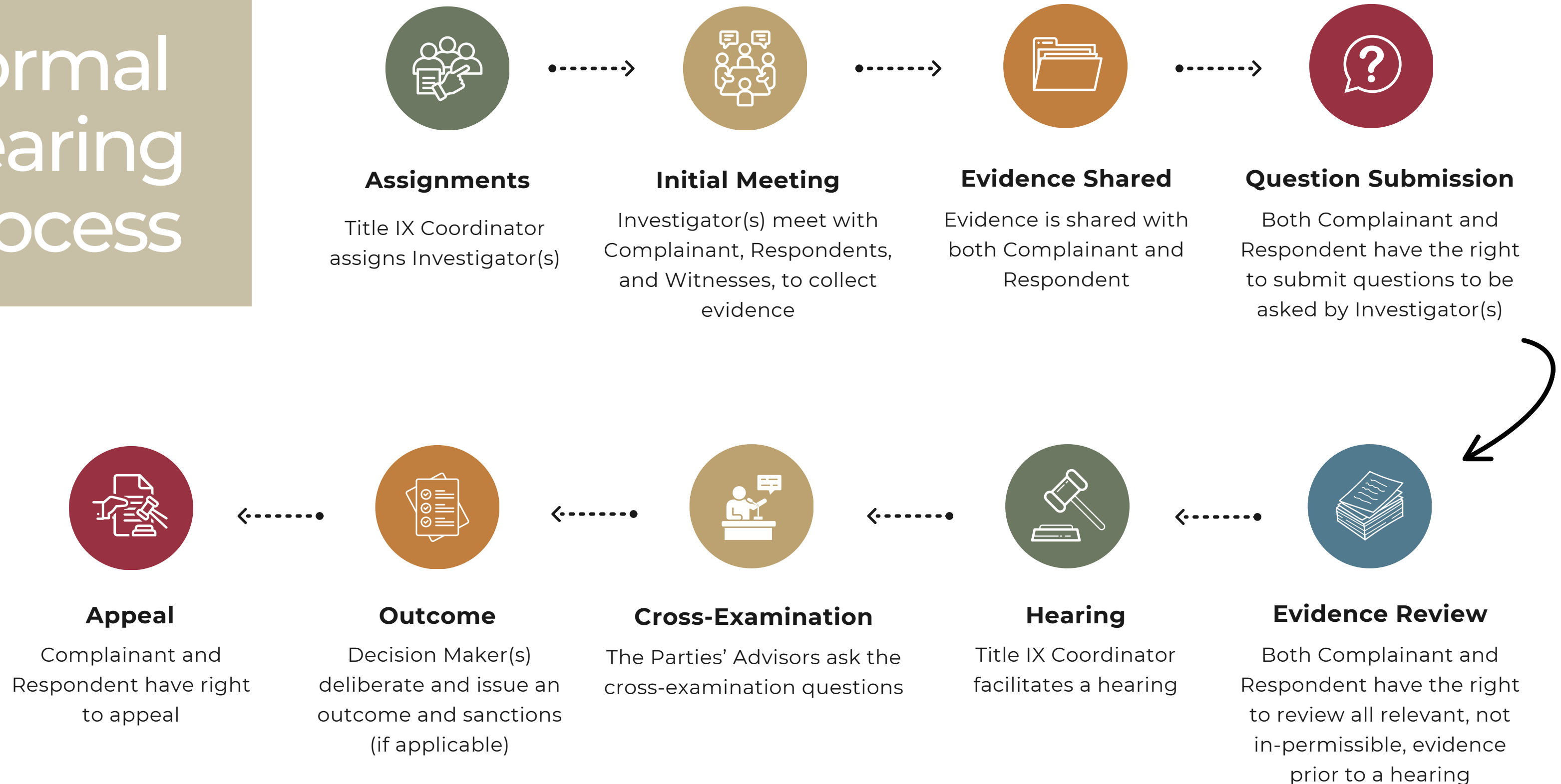
- Available to complainant upon report; available to respondent when made aware (informal process or grievance procedure).

Temporary Emergency Removal is an option if an individualized safety and risk analysis is conducted.

Supportive Measures Examples

- **Mutual no-contact orders** (prohibiting contact with another Party in person or by phone, email, text message, social network, or other means, including a third person)
- **Additional excused absences** from classes or leaves of absence
- **Extensions of deadlines** or other course-related adjustments
- Academic support services, such as **free tutoring**
- Providing an **escort** to move safely between classes and activities
- Providing parking closer to residence or classes
- **Modifications of work or class schedules**
- Adjustments to **campus housing assignments**
- Adjustments to **campus work assignments**
- **Counseling services**
- **Increased security** and monitoring of certain areas of the campus

Formal Hearing Process



Informal Resolution Process

1

Election to Participate

Both Parties may elect to participate in Informal Resolution Process; AU Title IX Coordinator must agree.

2

Right to Withdraw

Any Party has the right to withdraw from the informal resolution process and initiate or resume grievance procedures at any time before agreeing to a resolution.

3

Agreement to Resolution Process

If both Parties agree to a resolution at the end of the informal resolution process, they cannot initiate or resume grievance procedures arising from the same allegations.

4

Resolution

A resolution reached pursuant to the informal resolution process is final and not subject to appeal.

Confidential Resources

*These resources do not have to notify the Title IX Coordinator (TIXC) **but they do have to provide TIXC contact information.***

Thrive Health Services Staff

- Director of Thrive Clinical Staff
- Clinical Nursing Staff
- Director of Clinical Counseling
- Clinical Counselors

Campus Ministers

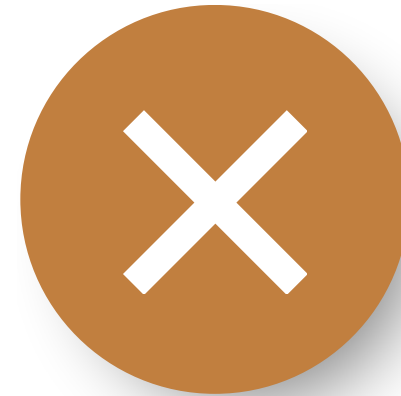
- Assistant Director of Campus Ministries
- Associate VP for Ministries and Campus Minister
- Men's and Athletic Minister
- Director of Women's Ministries & Community Missions

IDENTIFYING ELEMENTS OF A RELATIONSHIP



Healthy

Built on mutual
respect, trust, and
boundaries



Unhealthy

Often marked by
control, inconsistency,
or disrespect



Abusive

Involves manipulation,
isolation, threats, or
violence

*Relationships can shift over time. Recognizing warning
signs early is key to staying safe and respected.*

Important Definitions

Behavior Type	Healthy	Unhealthy	Abusive
Communication	Honest, open, respectful	Dismissive, avoiding, unclear	Yelling, threatening, name-calling
Trust	Built over time, mutual	Doubting, snooping	Accusations, isolation
Respect	Encourages individual interests	Guilt-tripping, passive-aggressive	Belittling, degrading
Boundaries	Boundaries Respected willingly	Ignored or pushed repeatedly	Overridden with force or threats
Decision-Making	Shared, collaborative	One-sided or controlling	Coerced, with punishment threats

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The Fruit of the Spirit

more relationship wisdom

Galatians 5:22-23

LOVE

JOY

PEACE

PATIENCE

KINDNESS

GENEROSITY

FAITHFULNESS

GENTLENESS

SELF-CONTROL

The Fruit of the Spirit

how to identify them

- LOVE** *Seeks the best for the other*
- JOY** *Celebrates the good in each other*
- PEACE** *Creates safety, free from fear & intimidation*
- PATIENCE** *Gives time & space for growth without pressure*
- KINDNESS** *Speaks & acts with respect, never cruelty or insults*
- GENEROSITY** *Freely offers time, attention, and care*
- FAITHFULNESS** *Stays committed and dependable*
- GENTLENESS** *Handles differences respectfully and care*
- SELF-CONTROL** *Maintains healthy boundaries and honors other's limits*

When to Seek Help

- ▶ *Constant fear of upsetting the other person*
- ▶ *Pressuring you into sexual activity or unwanted behaviors*
- ▶ *Threats (to hurt themselves, you, or others)*
- ▶ *Isolation from friends or family*
- ▶ *Controlling your schedule, clothing, or choices*

Reach out to a Confidential Resource like a campus minister or counselor or reach out to the Title IX Office.



Thank you for Watching!



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