Title IX of the 1972 Education Amendments prohibits sex discrimination in federally funded education programs, activities, and services. In accord with Title IX and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), Xavier University does not discriminate on the basis of sex in its educational programs, admission policies, activities or employment policies. Xavier prohibits all forms of sex discrimination, including sexual harassment, sexual violence, dating violence, domestic violence, stalking, and retaliation against individuals reporting sex discrimination.

Title IX protects female and male students, and students who identify as heterosexual, gay, lesbian, bisexual, and/or transgender.

Title IX requires Xavier to have a prompt, equitable resolution process in place to address sex discrimination complaints, which includes a reliable, impartial, and adequate investigation by Xavier’s Title IX Office.

Xavier’s policies on sex discrimination can be found in the Xavier Student Handbook (applies when a student is accused of engaging in sex discrimination) and the Harassment Code & Accountability Procedures (HCAP) (applies when an employee is accused of engaging in sex discrimination). These policies describe in detail the Title IX investigation and complaint resolution process for sex discrimination complaints at Xavier. Some forms of sex discrimination may also violate Ohio law. Definitions of these crimes as well as how Ohio law defines consent can be found in Student Handbook Section 1.6.5.

Xavier students have rights under Title IX and Xavier’s sex discrimination policies. A full description of these rights is available at Student Handbook Section 3.6.2.

Xavier must respond to sex discrimination complaints under its own policies regardless of whether a student makes a police report and/or whether a criminal investigation is proceeding.

Xavier students have many reporting options, including confidential resources if the student is not yet sure what they want to do. A comprehensive list of confidential and non-confidential resources can be found here. A Xavier student has the right to report to the Title IX Office and/or law enforcement (Xavier Police Department and/or local police department).

Xavier addresses student safety, housing, academic, and other potential regardless of whether the individual engaging in sex discrimination against the student in a Xavier community member and regardless of whether the student files an official report with law enforcement
and/or the Title IX Office. Xavier is able to issue a No Contact Notice in cases of sex discrimination. A student may also seek a court-ordered protective order.

**On and off-campus mental health counseling, medical, safety, legal assistance, visa and immigration resources** are available for Xavier students. A comprehensive list of resources can be found [here](#). If a student has experienced any form of sex discrimination, preserving evidence is important. Evidence can include, but is not limited to: photographs of injuries, medical reports, clothes, electronic communications, and social media posts. If a student has been sexually assaulted, they may obtain a forensic Sexual Assault Nurse Exam (SANE) from University of Cincinnati Medical Center. A SANE nurse is trained to collect evidence suitable for use in criminal, civil and administrative hearings. It is best to have a SANE exam as soon as possible and not to bathe, shower, change clothes, use the bathroom, douche, smoke or brush teeth after the assault to best preserve existing evidence. Even if these actions have been taken, a SANE exam can still be performed up to 96 hours (barring special conditions determined case by case by SANE staff) and evidence may be present. Xavier Police is available to transport victims of sexual assault to University Hospital- a police report is not required to access this service. An Advocate from Xavier’s Advocate Program can accompany a student to the hospital and in the exam. A SANE exam is free of charge.

**Xavier encourages all community members** to educate themselves on how to recognize sex discrimination and provides campus-wide education to students, faculty and staff on engaging safely and effectively as a bystander. For more information, click [here](#).

**All Title IX questions and concerns** may be directed to Xavier's Title IX staff:

- **Title IX Coordinator:** Kate Lawson--(513) 745-3046, lawsonk1@xavier.edu, Gallagher Student Center 332
- **Deputy Title IX Coordinator for Employment:** Rachel Luckey--(513) 745-3673, luckeyr@xavier.edu, Human Resources
- **Deputy Title IX Coordinator for Athletics:** Susan Cross Lipnickey-- (513) 745-2855, lipnickeys@xavier.edu, Athletics Department

**The U.S. Department of Education Office of Civil Rights enforces Title IX.** Inquiries should be directed to the [Office for Civil Rights Cleveland Office](#).

For more information, visit Xavier’s [Title IX Office](#) webpage.