

# SEXUAL HARASSMENT, GENDER-BASED HARASSMENT, SEXUAL MISCONDUCT AND TITLE IX AT NDSU

“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.” Title IX of the Education Amendments of 1972

NDSU is committed to providing a safe, healthy and non-discriminatory learning, living and working environment for all members of our university community that is free from discrimination on the basis of sex, including sexual harassment, gender-based harassment and sexual assault, stalking and/or intimate partner violence.

## Prohibited behavior includes:

- Sexual assault
- Sexual exploitation
- Sexual harassment
- Stalking
- Intimate partner violence
- Pregnancy or parental status discrimination
- Sexual orientation discrimination
- Gender expression/identity discrimination
- Failure to provide equal opportunity in athletics
- Discrimination in any course or program, notably in science, technology, engineering and mathematics courses and programs
- Retaliation

The full text of NDSU’s Title IX Complaint Procedures policy can be found at [ndsuhumanresources.com/fileadmin/policy/156.1.pdf](https://ndsuhumanresources.com/fileadmin/policy/156.1.pdf).

The full text of NDSU’s sexual harassment, gender-based harassment, and sexual misconduct policy can be found at [ndsuhumanresources.com/fileadmin/policy/162.pdf](https://ndsuhumanresources.com/fileadmin/policy/162.pdf).

## Questions, concerns or complaints regarding sexual harassment, gender-based harassment, sexual misconduct and Title IX at NDSU should be directed to:

Vice provost and Title IX/ADA coordinator  
Old Main 201 • NDSU Main Campus  
701-231-7708 • [ndsuhumanresources@ndsuhumanresources.com](mailto:ndsuhumanresources@ndsuhumanresources.com)

For more information and the most recent updates regarding sexual harassment, gender-based harassment, sexual misconduct and Title IX at NDSU, please visit [ndsuhumanresources.com/equity](https://ndsuhumanresources.com/equity).

If you believe that you have experienced discrimination on the basis of sex, you are encouraged to contact the Title IX coordinator and/or file a complaint with the Equal Opportunity and Title IX Compliance Office. The complaint form is available at [ndsuhumanresources.com/equity/filing\\_a\\_report\\_or\\_complaint](https://ndsuhumanresources.com/equity/filing_a_report_or_complaint) or by contacting the Equal Opportunity and Title IX Compliance Office. NDSU will take your complaint seriously and follow relevant NDSU discrimination and harassment complaint procedures when addressing your concern (please see NDSU Policy 156 at [ndsuhumanresources.com/fileadmin/policy/156.pdf](https://ndsuhumanresources.com/fileadmin/policy/156.pdf) for more information and NDSU Policy 156.1 at [ndsuhumanresources.com/fileadmin/policy/156\\_1.pdf](https://ndsuhumanresources.com/fileadmin/policy/156_1.pdf) for more information).

What is your responsibility as an NDSU employee?

- Provide immediate assistance in cases of sexual assault.
  - **ON-CAMPUS CONFIDENTIAL RESOURCES FOR NDSU STUDENTS**
    - + Sexual Assault Prevention and Advocacy Coordinator (701-231-5733)
    - + Student Health Service (701-231-7331)
    - + Counseling Center - 24-hour on call (701-231-7671)
  - **OFF-CAMPUS CONFIDENTIAL RESOURCES FOR COMMUNITY MEMBERS**
    - Rape and Abuse Crisis Center (701-293-7273)
- Be familiar with campus-based resources for students.
  - Sexual Assault Prevention and Advocacy Coordinator (Megan Talcott 701-231-7331)
  - Sexual and Gender-Based Harassment and Sexual Misconduct Resource Guide ([ndsuhumanresources.com/equity/resources/sexual\\_and\\_gender\\_based\\_harassment\\_and\\_sexual\\_misconduct\\_resource\\_guide](https://ndsuhumanresources.com/equity/resources/sexual_and_gender_based_harassment_and_sexual_misconduct_resource_guide))
  - Quick Reference for on-campus contacts ([ndsuhumanresources.com/equity/resources/quick\\_reference\\_for\\_on\\_campus\\_contacts](https://ndsuhumanresources.com/equity/resources/quick_reference_for_on_campus_contacts))
- If you observe any form of sexual harassment, gender-based harassment or sexual misconduct involving a student, employee or third party, contact the Title IX coordinator or the Equal Opportunity and Title IX Compliance Office.
- If you receive a report that a student has experienced any form of sexual harassment, gender-based harassment or sexual misconduct on or off campus, contact the Title IX coordinator or the Equal Opportunity and Title IX Compliance Office.

NDSU’s Title IX coordinator is responsible for: overseeing university compliance with Title IX; ensuring appropriate education and training; coordinating the university’s investigation, response and resolution of all reports; and ensuring appropriate actions to eliminate prohibited conduct, prevent its recurrence and remedy its effects.

NDSU does not discriminate in its programs and activities on the basis of age, color, gender expression/identity, genetic information, marital status, national origin, participation in lawful off-campus activity, physical or mental disability, pregnancy, public assistance status, race, religion, sex, sexual orientation, spousal relationship to current employee, or veteran status, as applicable. Direct inquiries to: Vice Provost, Title IX/ADA Coordinator, Old Main 201, 701-231-7708, [ndsuhumanresources@ndsuhumanresources.com](mailto:ndsuhumanresources@ndsuhumanresources.com).