

# **TITLE IX at South Carolina State University**

## ***Sexual Discrimination, Harassment, and Violence***



South Carolina State University respects the rights of all members of its campus community, and thus, prohibits discrimination on the basis of age, color, disability, gender, national origin, race, religion, sex or veteran's status in regard to the administration of all campus programs, including the following:

- Financial Aid
- Athletics
- Recruitment and Admissions
- Student Services
- Guidance
- Discipline
- Housing
- Pregnancy and Parenting

Title IX of the Education Amendments of 1972 and certain other federal and state laws prohibit discrimination on the basis of sex in education programs and activities operated by SCSU. SCSU complies with the requirements of Title IX, which prohibits discrimination on the basis of sex in all programs and activities receiving federal financial assistance. Sex discrimination prohibited by Title IX includes **sexual harassment, sexual assault, sexual violence, and sexual misconduct**. SCSU's policies similarly prohibit discrimination against individuals on the basis of sex.

To ensure compliance with Title IX, the University has designated a Title IX Coordinator as the primary contact responsible for developing, adopting and/or assuring the dissemination of the University's nondiscrimination policy and for making the policy available to the University community. In addition, the Associate Athletics Director will serve as a Deputy Title IX Coordinator to ensure that student-athletes are treated equitably regardless of their gender under Title IX, a requirement to be in full compliance with the NCAA. The Director of the Office of Human Resources will also serve as a Deputy Title IX Coordinator and will ensure that all applicable policies are made available to faculty, staff, the University community, and the public.

Any administrator, supervisor, faculty member, including a department chair, associate dean, or other persons working on the campus SCSU who receives notice of a student's complaint of alleged prohibited harassment, including **sexual misconduct, sexual violence, sexual assault** or any other **criminal behavior based upon sex or discrimination**, must immediately report such conduct to the below-listed Title IX Coordinators, SCSU Police Department, or Office of General Counsel. Failure to immediately report any Title IX matter may result in disciplinary action against any person, (administrators, faculty, or staff member) in a position of power over a student.

### **Filing a Complaint**

Complainants who are considering bringing a formal grievance may at any time meet with the University Title IX Coordinator, who will discuss the matter and describe the formal grievance process. Alternatively, a complainant may choose to submit a written grievance to the University Title IX Coordinator, including via use of the available **Title IX grievance form**, a copy of which is attached to the last page of this document.

## Confidentiality

In all instances and to the extent possible, the University will protect the privacy of all parties to a report of sexual misconduct or sexual assault. That said, under federal law, campus officials (with some exceptions to the Counseling and Self-Development Center) who receive a report of sexual assault, whether from the student involved or a third party, must share that information with the appropriate University authorities for investigation and follow-up. The University is obligated under the law to investigate the complaint, to take action to eliminate sexual harassment and sexual assault, prevent its recurrence and address its effects. An administrative investigation under Title IX must be initiated if the University has enough information to reasonably determine key facts, e.g., time, date, location and names of parties involved in an alleged incident. Ordinarily, this administrative investigation will include a review of statements obtained from either party, interviews with both parties, interviews with witnesses as appropriate and review of relevant documentary evidence, and will be conducted by the Title IX Coordinator or their designee. The University is obligated to conduct this investigation regardless of the complainant's requests.

## Prohibition against Retaliation

Retaliation is prohibited and shall be considered a serious violation of SCSU's anti-discrimination policies. Retaliation can subject the offender to sanctions independent of the anti-discrimination allegation.

## Campus Resources on Title IX

Any student who is the victim of sexual harassment, i.e., sexual violence, sexual misconduct, or sexual assault) or discrimination in violation of Title IX or the university's policies, or who has witnessed discrimination against another, may obtain information and assistance regarding the University's policies and responsive processes from the following resources:

- SCSU's faculty, staff, and students with inquiries concerning the application of Title IX to the University's programs and activities, or for inquiries regarding allegations of discrimination or grievances concerning Title IX are encouraged to contact:
  - **Dr. Tamara Hughes**  
Interim Vice-President of Student Affairs  
Title IX Coordinator  
KW Green Student Center  
Orangeburg, SC 29117  
Tel: 803.536.8103  
e-mail: [thughes@scsu.edu](mailto:thughes@scsu.edu)
  - **Mr. Ron York**  
Human Resource Specialist  
Deputy Title IX Coordinator  
118 Lowman Hall  
Orangeburg, SC 29117  
Tel: 803.536.8438  
e-mail: [ryork1@scsu.edu](mailto:ryork1@scsu.edu)

- SCSU student-athletes with inquiries concerning the application of Title IX to programs and activities of the University are encouraged to contact:
  - **Mr. Eric M. Seifarth**  
Assistant Director of Compliance  
Deputy Title IX Coordinator  
110 Rowe Hall  
Orangeburg, SC 29117  
Tel: 803.536.7200  
e-mail: [eseifart@scsu.edu](mailto:eseifart@scsu.edu)
  - **Mrs. Abiola Wilson-Brigmon**  
Administrative Coordinator  
Deputy Title IX Coordinator  
112 Rowe Hall  
Orangeburg, SC 29117  
Tel: 803.516-4562  
e-mail: [Awilson3@scsu.edu](mailto:Awilson3@scsu.edu)
  
- Individuals with inquiries concerning the application of Title IX may also contact:
  - **Office for Civil Rights**  
U.S. Department of Health and Human Services  
Region IV (Ala., Fla., Ga., Ky., Miss., N.C., S.C., Tenn.)  
Atlanta Federal Center, Suite 3B70  
61 Forsyth Street, S.W.  
Atlanta, GA 30303-8909  
404-562-7886  
[OCR.Mail@hhs.gov](mailto:OCR.Mail@hhs.gov) (for non-privacy related inquiries)

Students are also encouraged to contact the SCSU Police Department and Office of General Counsel to report alleged **sexual harassment, sexual misconduct, sexual violence, or sexual assault** or any other criminal behavior based upon their sex.

[GRIEVANCE FORM ON FOLLOWING PAGE]

**SOUTH CAROLINA STATE UNIVERSITY**



**Title IX Grievance Form**

Please provide the following information:

Your name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_ (home/office) \_\_\_\_\_ (cell)

Email: \_\_\_\_\_ Preferred method of contact: \_\_\_\_\_

Are you:  Undergraduate  Student  Faculty  Graduate Student  Staff

Other (please specify) \_\_\_\_\_

Date of the event(s): \_\_\_\_\_; Location of the event(s): \_\_\_\_\_

Describe in as much detail as possible the event(s) that occurred (attach additional sheets if necessary). Please also include:

- The name(s) of all parties involved
- The name(s) of any witnesses or individuals who may have knowledge of the event(s)

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What action/remedy are you seeking?

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**Please print out and submit in person or via e-mail with "Title IX" as subject to:**

Dr. Tamara Hughes [thughes@scsu.edu](mailto:thughes@scsu.edu)

Mr. Ron York [ryork1@scsu.edu](mailto:ryork1@scsu.edu)

Mr. Eric M. Seifarth [eseifart@scsu.edu](mailto:eseifart@scsu.edu)

Mrs. Abiola Wilson-Brigmon [Awilson3@scsu.edu](mailto:Awilson3@scsu.edu)