



**Title IX:
Sexual Misconduct/Assault
Brochure**



Privacy

Information received by the office of Equal Employment Opportunity/Affirmative Action/University ADA Services (EEO) in connection with the filing, investigation, and resolution of allegations will be treated as private. The EEO office will disclose your information on a limited basis, and only as needed, to properly and thoroughly conduct an investigation for the purposes of addressing conduct or practices that are in violation of the policy, or when required to do so by state or federal laws.

Western Kentucky University

Title IX Policy Overview

- Western Kentucky University (WKU) prohibits sexual misconduct/assault in any educational programs and activities or employment situations.
- The sexual misconduct/assault policy applies to all WKU operations and programs located on the main campus and all regional campuses.
- The sexual misconduct/assault policy establishes a process for determining when sexual misconduct/assault has occurred. It also authorizes the University to take actions to proactively stop the conduct, remediate its effects, and provide information related to sexual misconduct/assault.
- Any person who believes they have been harmed by conduct prohibited by the sexual misconduct/assault policy may file a complaint with the EEO office.
- Any person has a right to file a complaint anonymously, but it may make it more difficult for WKU to fully investigate and address the misconduct. Employees are required to report sexual misconduct/assault.
- Third parties may file a complaint on behalf of a person whom they believe has been adversely affected by conduct prohibited by this policy.
- Sexual misconduct/assault includes sexual harassment and sexual violence prohibited by Title VII of the Civil Rights Act of 1964 (as amended), Title IX of the Education Amendments of 1972, and Kentucky Revised Statute 510.140.

Sexual Misconduct/Assault Defined

Examples include, but are not limited to, the following:

- Unwelcome physical contact such as touching;
- Persistent, unwelcome requests for sexual contact;
- Requests for romantic or sexual contact from someone who grades, advises, or supervises you;
- Sexualized behavior accompanied by rewards or threats of harm;
- Unwelcome sexual remarks about a person's clothing, body, sex, or sexual orientation;
- Offensive sexual questions, jokes, and stories;
- Displays of sexually offensive posters, pictures, words, or messages;
- Introduction of sexually explicit material into the classroom or workplace without an educational or work-related purpose;
- Sexual violence or rape;
- Retaliation for making a complaint of sexual misconduct.

Duty to Report

In order to enable WKU to respond effectively and/or proactively stop instances of sexual misconduct/assault involving students at the University, all WKU employees (e.g., part-time, full-time, temporary, intermittent) must report information they have about alleged or possible sexual misconduct/assault involving students only to the Office of Student Conduct, and to the office of Equal Employment Opportunity/Affirmative Action/University ADA Services (EEO) for concerns involving, but not limited to, employee-to-student, employee-to-employee, and student-to-employee, within 24 hours of receiving such information. Reports may also be filed with the Title IX Coordinator, located in the office of the General Counsel, or with any of the Title IX Deputies.

Title IX Coordinator and Deputies

Title IX Coordinator

Ms. Andrea Anderson, Assistant General Counsel
Office of the General Counsel
(270) 745-5398

Title IX Deputies/Investigators

Mr. Michael Crowe, Jr., Director
Office of Student Conduct
(270) 745-5429

Mr. Joshua Hayes, Director
Equal Employment Opportunity
(270) 745-5121

Title IX Deputies

Mr. Randall P. Bogard, Assistant Director
Department of Student Activities
(270) 745-5809

Ms. Leisha Carr, Advising and Student Services
Coordinator
Advising and Career Development Center
(270) 745-3198

Ms. Minnette Ellis, Assistant Director
Department of Housing and Residence Life
(270) 745-4359

Mr. Tony Glisson, Director
Department of Human Resources
(270) 745-5360

Ms. Gail Ledford, Coordinator for Student Services
Elizabethtown/Fort Knox Campus
(270) 706-8874

Mr. Dominic Ossello, Staff Services' Commander
Police Department
(270) 745-2548

Ms. Gina Knutson, Assistant to the Director
Department of Athletics
(270) 745-5276

Mr. Bill Walter, Campus Operations Director
Glasgow Campus
(270) 659-6936

Ms. Deborah Wilkins, General Counsel
Office of the General Counsel
(270) 745-5398

Investigation

Western Kentucky University is required by law and University policy to investigate good faith complaints of sexual misconduct/assault. The responsibility to investigate and ensure a fair, effective, and comprehensive response to complaints has been charged to the Title IX Coordinator, located in the office of the General Counsel. The University's goal is to determine if the policy against sexual misconduct/assault was violated and if so, how to protect each individual effected, and prevent further sexual misconduct/assault. Common steps in an investigation include, but are not limited to, the following:

1. Interview the individual who files a complaint (known as the "Reporting Party");
2. Determine if there is a duty to investigate;
3. If there is a duty to investigate, the Title IX Coordinator and/or investigators will interview the person(s) alleged to have engaged in sexual misconduct (known as the "Responding Party"). The Title IX Coordinator will also interview people who have first-hand knowledge of what is alleged to have happened, and what the direct effects may have been on the person(s) affected by the alleged conduct;
4. The investigator will issue a final report that summarizes the investigation, discloses facts about the situation, and identifies corrective measures;
5. The Title IX Coordinator and/or investigators will seek assistance from academic or administrative offices, supervisors, faculty, and other student services as needed to ensure implementation of corrective measures.

Resources

In addition to the rights and responsibilities summarized in this brochure, you may seek assistance from the following offices, officials, and resources:

Title IX Coordinator

Office of the General Counsel
Wetherby Administration Building, Room 101
1906 College Heights Blvd. #11001
Bowling Green, KY 42101-1001
Phone: (270) 745-5398

Psychological Assistance

The Counseling Center
Potter Hall, Room 409
(270) 745-3159

Police Department

Parking Structure 1
(across from the Downing Student Union)
(270) 745-2548

Title IX Policy and Procedure

<https://www.wku.edu/policies/docs/182.pdf>

Student Code of Conduct

<https://www.wku.edu/studentconduct/student-code-of-conduct.php>

Discrimination and Harassment Policy

<https://www.wku.edu/policies/docs/251.pdf>

Consensual Relations Between Faculty and Students

<https://www.wku.edu/policies/docs/13.pdf>

Equal Employment Opportunity

<http://www.wku.edu/eoo>

Role of Title IX Coordinator

The Title IX Coordinator, located in the office of the General Counsel, is responsible for overseeing investigations related to complaints of sexual misconduct/assault under this policy. The Title IX Coordinator will also monitor the response of other campus offices involved in sexual misconduct/assault complaints, and review responses to complaints of retaliation connected to the reporting or filing of a complaint covered by the [Title IX Sexual Misconduct/Assault Policy #0.2070](#). In consultation with the Title IX Coordinator, other offices such as the office of Equal Employment Opportunity/Affirmative Action/University ADA Services (EEO), the Office of Student Conduct (OSC), and the WKU Police Department (PD) may handle certain aspects of the University's response to all alleged violations of Policy #0.2070.

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To file a complaint of sexual misconduct/assault, contact the Title IX Coordinator by using the following information:

Western Kentucky University
Office of the General Counsel
Wetherby Administration Building, Room 101
1906 College Heights Blvd. #11001
Bowling Green, KY 42101-1001
Phone: (270) 745-5398
Fax: (270) 745-4492

