

As a Mandatory Reporter what details of a reported incident must I share with the Title IX Coordinator or a Deputy Coordinator?

Mandatory Reporters are required to report all relevant information that is known to them regarding the alleged incident, including, but not limited to:

- Time, date, and location of the incident
- Nature of the incident/misconduct
- Name and contact information for the:
 - Reporting Party (Complainant)
 - Responding Party (Respondent)
 - Witness(es)

What are our university resources?

University resources include:

- Dean of Students (Deputy Title IX Coordinator)
- Human Resources
- Department of Public Safety
- Department of Housing and Residence Life

University Confidential Resources are limited to:

- Mental Health Counselors in the Center for Counseling and Psychological Services
- Registered Nurses in the Student Health Center
- University Chaplain in Campus Ministry

What are our community resources?

Community resources include:

Miami-Dade County

- Roxcy Bolton Rape Treatment Center, 305.585.5185
- Switchboard of Miami Crisis Hotline, 305.358.4357

Broward County

- Nancy J. Cotterman Rape Crisis Center, 954.761.7273

Orange County

- Victim Service Center of Central Florida, 407.500.4325 (24 hours), 407.254.9415

State and National

- Florida Domestic Violence Hotline, 1.800.500.1119
- National Domestic Violence Hotline, 1.800.799.7233
- National Sexual Assault Hotline, 1.800.656.4673

What happens after a Mandatory Reporter makes a report to the Title IX Coordinator or a Deputy Coordinator?

The Title IX Coordinator, or a Deputy Coordinator, will contact the complainant to:

- Provide information regarding university and community resources
- Explain the complainant's rights under university policy and the law
- Describe the complaint and investigation process
- Determine whether any interim measures are necessary to ensure the safety and well-being of the complainant; maintain an environment free from harassment, discrimination, or retaliation; and protect the safety and well-being of community members

Do Mandatory Reporters have training requirements?

Mandatory Reporters are required to complete training every year.

Are there consequences for failing to report an incident?

Yes. Failing to report an incident may carry disciplinary action up to and including termination.

Barry University's Title IX Contacts

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For more information on Title IX compliance, visit barry.edu/Title-IX

To learn more about policies regarding sexual harassment, sexual assault, domestic violence, hazing, retaliation, bullying, and more, visit the Student Handbook at barry.edu/student-handbook.

Barry University

Title IX Compliance
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305.899.3675

barry.edu/title-ix

Barry University does not discriminate on the basis of race, creed, color, ethnicity, national origin, ancestry, religion, gender, sexual orientation, gender identity, gender expression, genetic information, familial status, marital status, pregnancy, age, disability status or veteran status. This policy applies to students, employees, applicants and trustees with respect to participation in any program, benefit, activity or student/employment opportunity offered by the University. Every member of the University community is expected to uphold this policy as a matter of mutual respect and fundamental fairness in human relations. Every student of this institution has a responsibility to conduct himself/herself in accordance with this policy as a condition of enrollment. Further, every University employee has an obligation to observe Barry University policies and implementation of federal and state law as a term of employment. No person shall be retaliated against for reporting violations or concerns about prohibited discrimination or bias through appropriate University channels.

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Title IX and Mandatory Reporters

Frequently Asked Questions

barry.edu/Title-IX

Barry University

Title IX and Mandatory Reporters

Frequently Asked Questions

What is the purpose of Title IX as it relates to sexual misconduct?

Title IX seeks to enact equitable systems that ultimately create a community where sexual misconduct is not tolerated so that all community members can thrive.

What is a Mandatory Reporter (also known as a Responsible Employee)?

Consistent with guidance from the Office of Civil Rights as applied to Title IX, a Mandatory Reporter (also known as a Responsible Employee):

- Has the authority to take action to redress sexual harassment/misconduct
- Has been given the duty of reporting incidents of sexual harassment/misconduct, or any other misconduct by students, to the Title IX Coordinator or other appropriate designee
- Is whom a student reasonably believes has this authority or duty

Who is a Mandatory Reporter at Barry University?

A Mandatory Reporter is:

- Any university member designated as a Campus Security Authority
- Any university member (excluding vendors and/or contractors) with managerial, leadership, or supervisory responsibility
- Any university member with responsibility for the welfare of students, faculty and/or staff, including, but not limited to, athletic coaches, faculty (regular and adjunct), residential assistants, and site managers
- Any university member who serves as an academic advisor or as an advisor for a recognized student organization

Who is not a Mandatory Reporter at Barry University?

A Mandatory Reporter is not:

- Contracted maintenance, custodial and/or food services staff
- Any university member, under the age of 18, whose engagement with the university is limited in time and scope
- Any university member who does not have responsibility for the welfare of students, faculty and/or staff
- Employees who serve as Confidential Resources, limited to:
 - Mental Health Counselors in the Center for Counseling and Psychological Services
 - Registered Nurses in the Student Health Center
 - University Chaplain in Campus Ministry

I am not a Mandatory Reporter. Should I still report incidents of misconduct?

Yes. All university members are strongly encouraged to report any incidents of misconduct to the Title IX Coordinator or a Deputy Coordinator. Reporting incidents of misconduct ensures the person experiencing the incident receives important information about their rights.

What, when, and to whom must I report as a Mandatory Reporter?

A Mandatory Reporter must immediately report all relevant information to the Title IX Coordinator, or a Deputy Coordinator, regarding any allegation of gender and sex-based discrimination, harassment and/or misconduct.

As a Mandatory Reporter, what steps should I take if an incident is reported to me?

1. Listen

- Confirm the person is safe
- Provide non-judgmental, compassionate, and sensitive support

2. Refer

- Review reporting options (local law enforcement and Barry University)
- Share resource information (university and community)
- Re-explain your reporting obligations

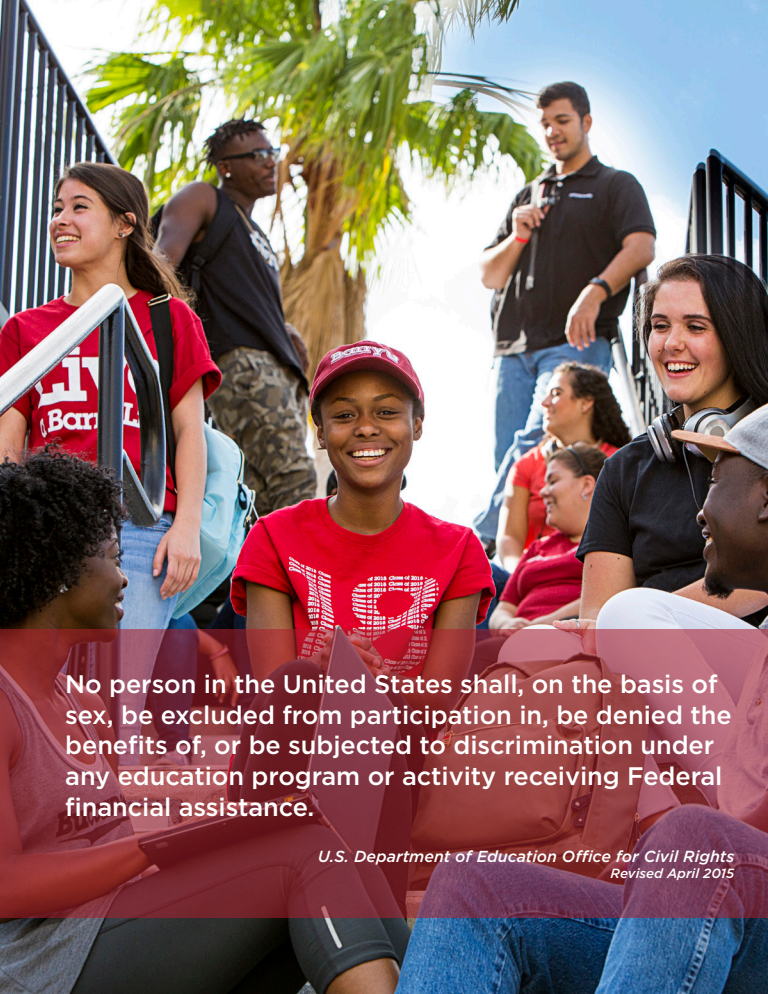
3. Report

- Contact the Title IX Coordinator, or a Deputy Coordinator, regarding the reported incident

Do I have to explain my reporting obligations to someone who reports an incident to me?

Yes. Be truthful and forthcoming about the information you will be required to share with the Title IX Coordinator, or a Deputy Coordinator, and why you are required to share the information. Here is an example of language Mandatory Reporters can use to describe their reporting requirements:

“Before you go any further, I want to tell you I am required to share information you tell me about potential incidents of misconduct with the University Title IX Coordinator or a Deputy Coordinator. The information you tell me will not be confidential. If you prefer, I can identify confidential resources on campus and in the community.”



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.

U.S. Department of Education Office for Civil Rights
Revised April 2015

What is Title IX?

Title IX of the Education Amendments of 1972 (“Title IX”) is a federal civil rights law that prohibits discrimination on the basis of sex in federally funded education programs and activities. All public and private educational institutions that receive any federal financial assistance must comply with Title IX.

Does Title IX only apply to athletics?

No. While Title IX may be best known for gender equity in athletics, discrimination on the basis of sex – which Title IX prohibits – can also include pregnancy, sexual harassment, sexual assault, stalking, dating/ domestic violence, retaliation, and bullying/hazing.