Barry University's Title IX Contacts

Jennifer Boyd-Pugh  
Title IX Coordinator  
305.899.4057 | titleix@barry.edu

Erin Cruz  
Deputy Title IX Coordinator for Faculty/Staff  
305.899.4717 | titleix@barry.edu

Matthew Cameron  
Deputy Title IX Coordinator for Students  
305.899.3875 | titleix@barry.edu

Michael Covone  
Deputy Title IX Coordinator for Athletics  
305.899.3551 | titleix@barry.edu

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 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, mental 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.
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.

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.

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

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."