



TITLE IX PROCEDURES

Anyone who believes they have been subjected to dating violence, domestic violence, stalking or sexual discrimination and harassment is encouraged to report these incidents. Upon receiving a report, Florida National University will respond promptly, equitably, and thoroughly. In addition, the University will take steps to accommodate the student academically with another schedule if needed.

Consistent with its commitment to addressing Title IX incidents, the University has grievance procedures that specify actions taken regarding Title IX complaints. All student complaints will be received by FNU's Title IX coordinator in the office of Student Services. Any University official (e.g., faculty member, staff member, dean, etc.) informed of an allegation is required to file a report with the Title IX coordinator. All results from the investigation will remain confidential and private.

DEFINITIONS AND EXAMPLES

Title IX- Is a Federal Law that prohibits sex discrimination against students and employees of educational institutions. It comprises a broad range of behaviors focused on sex and/or gender discrimination that may or may not be sexual in nature. These behaviors include Sexual harassment, sexual assault, sexual exploitation, gender-based harassment, stalking, dating violence and domestic violence.

Examples of Sex and gender-based misconduct

- Pressure for a date or a romantic or intimate relationship
- Unwelcome touching, kissing, hugging, or massaging
- Pressure for or forced sexual activity
- Unnecessary and unwelcome references to various parts of the body
- Belittling remarks about a person's gender or sexual orientation based on gender-stereotyping

- Inappropriate sexual innuendoes or humor
- Videotaping and photographing activity of a sexual or personal nature without consent of those being recorded
- Obscene gestures of a sexual or gender-based nature
- Sexually explicit profanity
- Use of email, the Internet, or other forms of digital media to facilitate any of the above referenced behaviors

Filing a Report

Any report of alleged Title IX misconduct by a student, member of the faculty, staff or administration of Florida National University can be filed with the Title IX Coordinator, or Human Resources. Students should be advised that the Title IX Coordinator is obligated to act on any report of alleged sex and gender-based misconduct, to ensure measures are taken to stop adverse behavior and prevent its recurrence, as appropriate. It is important to note, however that not every report leads to a disciplinary process. Each report is reviewed individually. The University makes every effort to protect the privacy of all individuals involved in such reporting or investigation.

Complaints against Students

Reports of alleged gender-based misconduct by a student should be filed with:

Hialeah Campus

- Silvia Borges (305) 821-3333, ext. 1375
- Cassandra Ferrera (305) 821-3333, ext. 1004/1040
- Edward Zaldivar (305) 821-3333, ext. 1073

South Campus

- Bernardo Navarro (305) 226-9999, ext. 1339
- Maria Hoffman (305) 226-9999, ext. 1372

Training Center

- Manuel Concepcion (305) 231-3326

- Jose Luis Valdes (305) 821-3333, ext. 1028 / (305) 231-3326

Distance Learning

- Sandra Lomena (305) 821-3333, ext. 1047
- Juan De Noriega (305) 821-3333, ext. 1066

Investigation

Reports of alleged Title IX incidents will be investigated in a thorough, impartial, and prompt fashion. Directly following the conclusion of the investigation, a determination of whether or not to proceed to the next step will be made by the Title IX Coordinator. This determination will be based on whether reasonable cause exists to believe that a policy violation may have occurred. If sufficient information exists to proceed to the next step, the Title IX coordinator will include administration to take further action. In case of a faculty or staff member the department of Human Resources will take the action needed.

Title IX Coordinator Investigation Procedure

1. The Title IX Coordinator will oversee the collecting of facts related to any reported Title IX incident and assessing whether a further review or investigation is necessary.
2. Identify University policies and Student Conduct Code relevant to complaint.
3. Conduct an impartial investigation into complaints including identifying and interviewing parties involved with the grievance. Title IX Coordinator will notify and interview complainants, respondents, and witnesses.
4. The Title IX Coordinator will collaborate with other staff or faculty members to manage accommodations, as needed.

Resolution

1. Florida National University seeks to resolve all Title IX reports within sixty (60) days, unless it is referred to Local Law Enforcement. .
2. Depending on the grievance, the situation can be handled with disciplinary action or referred to Local Law Enforcement.
3. There will be a follow-up meeting with the complainant to discuss the results of the investigation and the actions that will be taken.