

What happens when a complaint is filed?

The University must:

- Provide supportive measures, such as No-Contact Directives and reasonable class accommodations, and reporting options to the reporter.
- Take immediate, appropriate action to investigate.
- Take prompt and effective steps to end sexual harassment/sexual violence and prevent its recurrence.
- Notify both parties of the outcome of the complaint with a formal investigation.

Where to go for support:

Title IX Coordinator

Kristie Damell

(973) 596-3466

Campus Center, Room 255

*Prevention Specialist and Confidential Advocate

Brittany Gaviria

(973) 596-2664

Campus Center, Room 289

NJIT Police

(973) 596-3111

154 Summit Street

*Center for Counseling and Psychological Services

(973) 596-3414

Campbell Hall, Room 205

*SAVE of Essex County Sexual Violence Services

(877) 733-2273

*denotes confidential resource



njit.edu/titleix • titleix@njit.edu

We encourage you to report all instances of

SEXUAL HARASSMENT,

DISCRIMINATION

AND ASSAULT.



3/17/23

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Know Your IX

Understanding Title IX, sexual misconduct, and resources for prevention and support for NJIT students.



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What is Title IX?

Title IX is a federal law that prohibits discrimination on the basis of sex in education programs or activities by institutions receiving federal funding.

Most NJIT faculty and staff are required to refer incidents involving students to the Title IX Coordinator.

What is covered?

SEX DISCRIMINATION

Any action that specifically denies opportunities, privileges or rewards to a person, or a group because of gender, gender identity or expression, sexual orientation, or pregnancy-related status.

SEXUAL HARASSMENT

Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and/or objectively offensive that it effectively denies a person equal access to a NJIT education program or activity.

SEXUAL ASSAULT

Sexual assault is having or attempting to have sexual contact with another individual without consent or where the individual cannot consent.

DOMESTIC VIOLENCE

A violent act committed by a current or former spouse or intimate partner; person sharing a child with the reporter; or person living with or has lived with the reporter as a spouse or intimate partner.

DATING VIOLENCE

A violent act committed by a person who is or has been in a social relationship of a romantic or intimate nature with the reporter.

STALKING

Occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for their own safety or the safety of others or suffer substantial emotional distress.

Understanding Consent



CONSENT IS INFORMED, FREELY GIVEN AND MUTUALLY UNDERSTOOD.

THERE IS NO CONSENT IF:

- Coercion, intimidation, threats and/or physical force are used.
- A person is mentally or physically incapacitated, or impaired by alcohol or drugs such that the person cannot understand the fact, nature or extent of the sexual situation.
- A person is asleep or unconscious.

Consent to one form of sexual activity does not imply consent to other forms of sexual activity.

Consent can be withdrawn at any time.

Effective consent may not exist when there is a disparity in power (supervisor/employee or faculty/student).

If you are a survivor of sexual assault...

1

SEEK A SAFE LOCATION

If you are in immediate danger, contact NJIT Police at (973) 596-3111 or your local police. Go to a safe place and seek immediate support from a trusted friend, family member, or university staff member.

2

GET MEDICAL ATTENTION

Go to your nearest hospital. In Newark, you can go to University Hospital or Newark Beth Israel Medical Center. You have a right to immediate medical evaluation and evidence collection. Evidence collection does not commit you to filing a criminal complaint.

3

RECEIVE CONFIDENTIAL SUPPORT

Free support is available through NJIT's Center for Counseling and Psychological Services (C-CAPS), located on the second floor of Campbell Hall, Room 205 or call (973) 596-3414. In addition, NJIT students can speak confidentially with the Prevention Specialist located in Campus Center, Room 289, or by calling (973) 596-2664.

4

FILE A TITLE IX COMPLAINT

If you wish to file a complaint of sexual misconduct, contact the Title IX Coordinator at (973) 596-3466 or visit the Office of the Dean of Students located on the second floor of the Campus Center, Room 255. You can also file a report online at: njit.edu/titleix.

The choice is yours to file a complaint.