

## What happens when a violation is reported?

The Title IX Coordinator will reach out to provide the following:

- options for supportive measures, such as No-Contact Directives, class accommodations, housing changes and counseling;
- resolutions options including informal or formal resolution, and;
- on and off-campus resources.

Students can choose how they wish to proceed at any time and have the right to an advisor. Note: Most NJIT employees, including faculty, are required to report potential Title IX-related violations to the Title IX Coordinator.

## Where to go for support:

### Title IX Coordinator

Kristie Damell  
(973) 596-3466  
Central King Building, L-71

### Prevention Specialist\*

Brittany Gaviria  
(973) 596-2664  
Campus Center, Room 289

### NJIT Police

(973) 596-3111  
154 Summit Street

### Center for Counseling and Psychological Services (C-CAPS)\*

(973) 596-3414  
Campbell Hall, Room 205

### SAVE of Essex County Sexual Violence Services (877) 733-2273\*

*\*denotes confidential resources*

SCAN  
ME! >>



## 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 NJIT staff member.

### 2 Get medical attention.

Go to your nearest hospital within 48 hours. In Newark, you can go to University Hospital or Newark Beth Israel Medical Center. NJIT Police can assist students with this process. 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 at NJIT at:

- C-CAPS  
(973) 596-3414  
Campbell Hall, Room 205
- Prevention Specialist  
(973) 596-2664  
Campus Center, Room 289

### 4 Consider filing a complaint.

To understand your options for filing a complaint or receiving supportive measures, contact the Title IX Coordinator located in the Central King Building, L-71 or call (973) 596-3466. You can also file a report online at: [njit.edu/titleix](https://njit.edu/titleix)

**The choice is yours on how you wish to proceed.**



## Know Your IX

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



## What is Title IX?

Title IX is a federal law that prohibits discrimination on the basis of sex in educational institutions receiving federal funding. Title IX prohibits sex discrimination and harassment and applies to students and employees.

## What types of behavior are prohibited at NJIT?

### Sex discrimination

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

### Sexual harassment

Unwelcome conduct that is severe, pervasive, and/or objectively offensive that it effectively denies a person equal access to NJIT programs or activities.

### Sexual assault

Having or attempting to have sexual contact with another person without consent or where the individual cannot consent.

### Dating violence

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with another person. This can include forms of emotional, verbal, physical, sexual and technological abuse.

### Domestic violence

Violence committed by a current or former spouse or intimate partner; person sharing a child; or person living with or has lived with the with another person as a spouse or intimate partner.

## Sexual exploitation

A person taking non-consensual or abusive sexual advantage of another for their own benefit or for the benefit of anyone other than the person being exploited. Examples include:

- Capturing, listening to, watching and/or distributing images, audio or visual recordings of another in a state of undress or during sexual activity;
- Knowingly exposing another to an STI, disease or virus;
- Forcing a person to take an action against their will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity;
- "Stealthing" - Where a person removes, damages or lies about the use of a condom;
- "Deepfakes" - Creating or disseminating synthetic media of individuals doing or saying sexually-related things that never happened.

## 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.

**HIGHLANDERS  
SPEAK OUT**   
AGAINST SEXUAL VIOLENCE

## Understanding Consent



### Consent is:

- ✓ a **mutual and voluntary agreement for sexual activity; and**
- ✓ **is informed and freely given.**

- Consent to one form of sexual activity does not imply consent to other forms of sexual activity.
- Silence or the absence of resistance does not constitute consent.
- Effective consent may not exist when there is a disparity in power.
- Past consent to sexual activities does not imply ongoing future consent.
- **Consent can be withdrawn at any time.**

### There is no consent if:

- Coercion, intimidation, threats and/or 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.