

What happens when a complaint is filed?

The university is required to:

- Take immediate, appropriate action to investigate.
- Take prompt and effective steps to end sexual harassment/sexual violence and prevent its recurrence.
- Provide supportive measures and reporting options to the complainant.
- Notify both parties of the outcome of the complaint when a formal investigation takes place.

If you or a friend needs support, contact:

Title IX Coordinator

Dr. Kristie Damell

(973) 596-3466

Campus Center, Room 255

NJIT Public Safety

(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

www.njit.edu/titleix

We encourage you to report all instances of

SEXUAL HARASSMENT

DISCRIMINATION

AND ASSAULT.



Know Your IX

UNDERSTANDING
TITLE IX,
SEXUAL MISCONDUCT
AND RESOURCES FOR
SUPPORT



What is Title IX?

Title IX is a federal law that prohibits discrimination on the basis of sex in education programs or activities operated by an institution receiving federal financial assistance. Title IX protects all NJIT students by prohibiting sexual discrimination and harassment in all forms.

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

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Consent can be withdrawn at any time.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).

Covered Under Title IX

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 HARASSMENT

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

SEXUAL ASSAULT

Having or attempting to have sexual contact with another individual without consent or where the individual cannot consent because of age or temporary or permanent mental incapacity.

DOMESTIC VIOLENCE

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

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.

If you're a survivor of sexual assault...

SEEK A SAFE LOCATION

If you are in immediate danger, contact NJIT Public Safety at 911 or your local police. Go to a safe place and seek immediate support from a trusted friend, family member or university staff member.

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: It can be held for 90 days while you consider your options

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.

FILE A TITLE IX COMPLAINT

If you wish to file a complaint of sexual misconduct, contact NJIT's 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.

The choice is yours to file a complaint.