



Resource Guide for Support and Reporting Prohibited Conduct under Civil Rights/Title IX*

** Prohibited Conduct refers to discrimination, harassment
and sexual misconduct.*

University of Findlay's Office for Civil Rights team is here for you.

The University of Findlay's Civil Rights team is made up of one coordinator, two deputies, eight investigators, and an entire education and prevention committee. All of these individuals are committed to creating a safe environment for everyone.

All team members are highly trained and are committed to **eliminating, preventing, and addressing** all instances of prohibited conduct under the UF's Non-Discrimination Policy and Title IX Policy.

We are committed to **responding** to incidents, **supporting** individuals who have been harmed, and **educating** our campus community. Our goal is to support a campus culture that celebrates healthy relationships and mutual respect.

For more information about Civil Rights at UF, visit
www.findlay.edu/offices/student-affairs/civil-rights/
or scan the code:



What is Title IX?

Title IX of the Education Amendments of 1972 prohibits sex discrimination, sexual harassment, and other forms of sexual misconduct.

Office for Civil Rights: Here's What We Do

Policy: UF has comprehensive Civil Rights & Title IX policies which are reviewed regularly. To read policies administered by the Office for Civil Rights, visit:

<https://www.findlay.edu/offices/student-affairs/civil-rights/>.

Prevention & Education: UF has a team of faculty, staff, students, and community partners who develop and present diverse programming which covers topics like healthy relationships, sexual violence prevention, and creating a community culture based on mutual respect.

Response & Adjudication: Our response team assists in determining if and how students prefer to proceed. Individuals may choose whether to make a report to the University, to law enforcement, both, or neither.

Support: UF works with those impacted by prohibited conduct to connect them with the support and resources they wish to utilize. This includes both on-campus and off-campus resources for survivors, friends, and anyone else who is impacted by sex discrimination, sexual harassment, sexual violence, and other forms of sexual misconduct.

Let Us Introduce Ourselves

Our Civil Rights/Title IX Coordinator is **Skylar Tiell**.

As Civil Rights/Title IX Coordinator, Skylar is a resource for all individuals who wish to learn more about UF policies, available support, or report options. He receives all sex discrimination, sexual harassment, and other forms of sexual misconduct reports and works with individuals making the report to determine possible next steps. The Civil Rights/Title IX Coordinator works alongside Abby Blinka, Deputy Civil Rights/Title IX Coordinator for Investigation, and Sarah Woods, Deputy Civil Rights/Title IX Coordinator for Prevention.

Prevention and education efforts are coordinated by Sarah Woods, Deputy Civil Rights/Title IX Coordinator for Prevention, alongside:

- Prevention Education Team
- Athletics
- OC3 Student Organization
- Campus Partners

Investigation and response efforts are coordinated by Abby Blinka, Deputy Civil Rights/Title IX Coordinator for Investigation, alongside:

- Civil Rights Investigation Team
- Open Arms Mobile Advocates

Resources Available to You

Talk to a Confidential Resource

On-Campus Resources

Counseling Services provides professional, confidential counseling, advocacy, guidance, and assistance in understanding options, rights, and outcomes with regard to both the University and criminal processes.

Cosiano Health Center provides medical assistance, including sexual assault response assistance, to students.

Campus Ministries provides confidential consultation with clergy.

Off-Campus Resources

Blanchard Valley Hospital
Offers on-site Sexual Assault Nurse Examiner services through the Emergency Department.

Open Arms Domestic Violence & Rape Crisis Services 24-Hour Hotline
419-422-4766, can assist with emergency shelter, rape crisis, victim advocacy, and obtaining a Civil Protection Order.

Talk to the Civil Rights/Title IX Coordinator

In addition to providing information about this policy, the Civil Rights/Title IX Coordinator can provide information on existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid issues, and other services available for individuals as appropriate both on and off campus, regardless of where the prohibited conduct occurred.

The Civil Rights/Title IX Coordinator can also assist with supportive measures which may be needed.

If you meet with the Civil Rights/Title IX Coordinator, you can do any or all of the following:

- Get information about the Title IX policy and process
- Make a report and request supportive measures only
- File a formal complaint and initiate the grievance process

Talk to Campus Safety

Campus Safety is available 24/7 and you can contact them for immediate assistance to provide transport or help in obtaining emergency medical assistance.

They can connect you with the Civil Rights/Title IX Coordinator for support services, or to make a campus report. They can also connect you with the **Findlay Police Department, Hancock County Sheriff, and UFPD** based on jurisdiction to make a criminal report.

Talk to a trusted friend or mentor

Often a friend or mentor is who we first turn to for support, and they can be an important resource.

Please know that if you decide to talk with a UF faculty or staff member, they are required to share information with the Civil Rights/Title IX Coordinator, who will follow up with you to offer resources and support.

If the Civil Rights/Title IX Coordinator follows up with you, it is your choice to respond or not respond.

For immediate assistance

In case of emergency: 911

UF Campus Safety, open 24/7, 419-434-4799

City of Findlay Police Department, 419-424-7150

Hancock County Sheriff, 419-424-7097

Quick Definitions

Consent

Consent is a knowing, voluntary, and affirmatively communicated willingness to participate in a particular sexual activity or behavior. It must be given by a person who has the ability and capacity to exercise free will and make a rational, reasonable judgment. It is the responsibility of the person who initiates the sexual activity to ensure that consent is obtained from the other person or persons involved in the sexual activity before the activity occurs.

Retaliation

Retaliation is defined as intimidating, threatening, coercing, or discriminating against any individual:

- For the purpose of interfering with any right or privilege secured by Title IX regulations.
- Because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy or under the complaint procedures relating to Title IX complaints with the U.S. Department of Education's Office for Civil Rights.

Complainant

Individual alleged to have been subjected to conduct that could constitute a violation of Title IX policy, Non-Discrimination policy, or Minors on Campus policy.

Respondant

Individual alleged to have violated the prohibitions outlined in the Title IX policy, Non-Discrimination policy, or Minors on Campus policy.

Advisor of Choice

Each party has the right to bring an advisor of their choosing to any meetings or discussions relating to the formal resolution process, as outlined in the Title IX policy and Non-Discrimination policy. The advisor may advise the party directly and provide support to the party, but may not speak for the party or disrupt the meetings or proceedings.

Policy Index

Consent

Title IX Policy, Section 4A

Sex/Gender Discrimination

Title IX Policy, Section 3A

Sex/Gender Harassment

Title IX Policy, Section 3B

Quid Pro Quo

Title IX Policy, Section 3C1

Dating Violence

Title IX Policy, Section 3C4

Unwelcome Conduct

Title IX Policy, Section 3C2

Domestic Violence

Title IX Policy, Section 3C5

Sexual Assault

Title IX Policy, Section 3C3

Stalking

Title IX Policy, Section 3C6

Discrimination

Non-Discrimination Policy, Section 5A

Discriminatory Harassment

Non-Discrimination Policy, Section 5B

Racial and Ethnic Intimidation – Non-Title IX

Non-Discrimination Policy, Section 5C

Retaliation

Non-Discrimination Policy, Section 5D

Supportive Measures

Title IX Policy, Section 6 | Non-Discrimination Policy, Section 9

Grievance Procedures

Title IX Policy, Section 7 | Non-Discrimination Policy, Section 10

Pregnancy & Parenting

Title IX prohibits discrimination based on "actual or potential" parental, family, or marital status or "pregnancy, childbirth, termination of pregnancy, or recovery therefrom."

What does this mean?

Equal Access Guaranteed:

- Schools must provide equal access to all school programs and extracurricular activities for individuals who are, have been, or might be pregnant (whether currently parenting or not).

Fair Treatment:

- Pregnant and parenting individuals should be treated the same way as other individuals who are similarly able or unable to participate in school activities.

Protection Against Harassment:

- Title IX requires schools to prevent and address sex-based harassment, which includes harassment based on pregnancy.

Access to Support:

- Depending on your situation, you may be entitled to reasonable modifications under Title IX. The Office for Civil Rights can work to identify appropriate modifications on a case-by-case basis.
- Reasonable modifications may include but are not limited to a larger desk, seating next to an exit, elevator access, incompletes, alternate assignments, flexible attendance, lactation space, or temporary parking changes.

Lactation Spaces

The University offers three private lactation spaces for individuals (students and employees) who are nursing, chest feeding or expressing breast milk.

The current lactation spaces available include:

The OC3 House (212 Howard St) | Old Main #306 | Brewer Center #222

For information regarding access to these spaces, please contact the Office for Civil Rights (civilrights@findlay.edu or 419-434-4739).

Open Arms Mobile Advocacy

As part of an ongoing commitment to providing comprehensive support services, University of Findlay has expanded its partnership with Open Arms Domestic Violence and Rape Crisis Services. The partnership aims to provide valuable assistance and support to members of the UF campus community.

Open Arms provides mobile advocacy services throughout Hancock County for survivors of domestic violence and sexual assault. Advocates will meet survivors where they are and connect them with resources, help, and safety. Services offered by Open Arms include safety planning, resources and referrals, medical and legal advocacy and accompaniment, and assistance in accessing emergency shelters.

UF campus community members who would like to talk with a mobile advocate can meet with them in Old Main 24.

Mobile advocates will be on campus Tuesday's & Wednesday's:
2 - 4 p.m. (with the exception of official University breaks and final exams).

Individuals wishing to talk with a mobile advocate are encouraged to reach out to the Office for Civil Rights (419-434-4739) or Open Arms hotline (419-422-4766).

Your Rights Under Civil Rights and Title IX

- **You have the right** to live and learn at UF free from discrimination.
- **You have the right** to file a complaint according to UF's Non-Discrimination Policy or University of Findlay's Title IX Policy.
- **You have the right** to make a police report and request a criminal investigation with law enforcement.
- **You have the right** to supportive measures to help you live and learn at UF, such as housing or academic accommodations.
- **You have the right** to request a no-contact order from UF or to pursue a Civil Protection Order from the courts.
- **You have the right** to utilize the services, support and processes at UF without fear of retaliation.
- **You have the right** to access on-campus and off-campus support services.
- **You have these rights** regardless of your race, color, ethnicity; national origin; age; sex; sexual orientation; gender identity or expression; physical or mental disability; religion; or any other protected class.

Additional Resources

National Resources:

The National Domestic Violence Hotline: 1-800-799-7233

National Sexual Assault Telephone Hotline: 800-656-4673

One Love: Live Chat: loveisrespect.org / Text: "loveis: to 22522

Trevor Project Crisis Text: Text START to 678-678

Crisis Text Line: Text HOME to 741-741

National Suicide Prevention Lifeline: Call or Text 988
suicidepreventionlifeline.org

Pregnant and Parenting Students:

The Pregnant Scholar: thepregnantscholar.org

OCR Know Your Rights:

www2.ed.gov/about/offices/list/ocr/docs/dcl-know-rights-201306-title-ix.html

US Department of Education:

www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf

National Woman's Law Center: 202-588-5180

<https://nwlc.org/resource/pregnant-and-parenting-students-rights-2/>

LGBTQ+ Resources:

UNITED: unitedlgbtcenter@findlay.edu

UF LGBT Resource Center: unitedlgbtcenter@findlay.edu

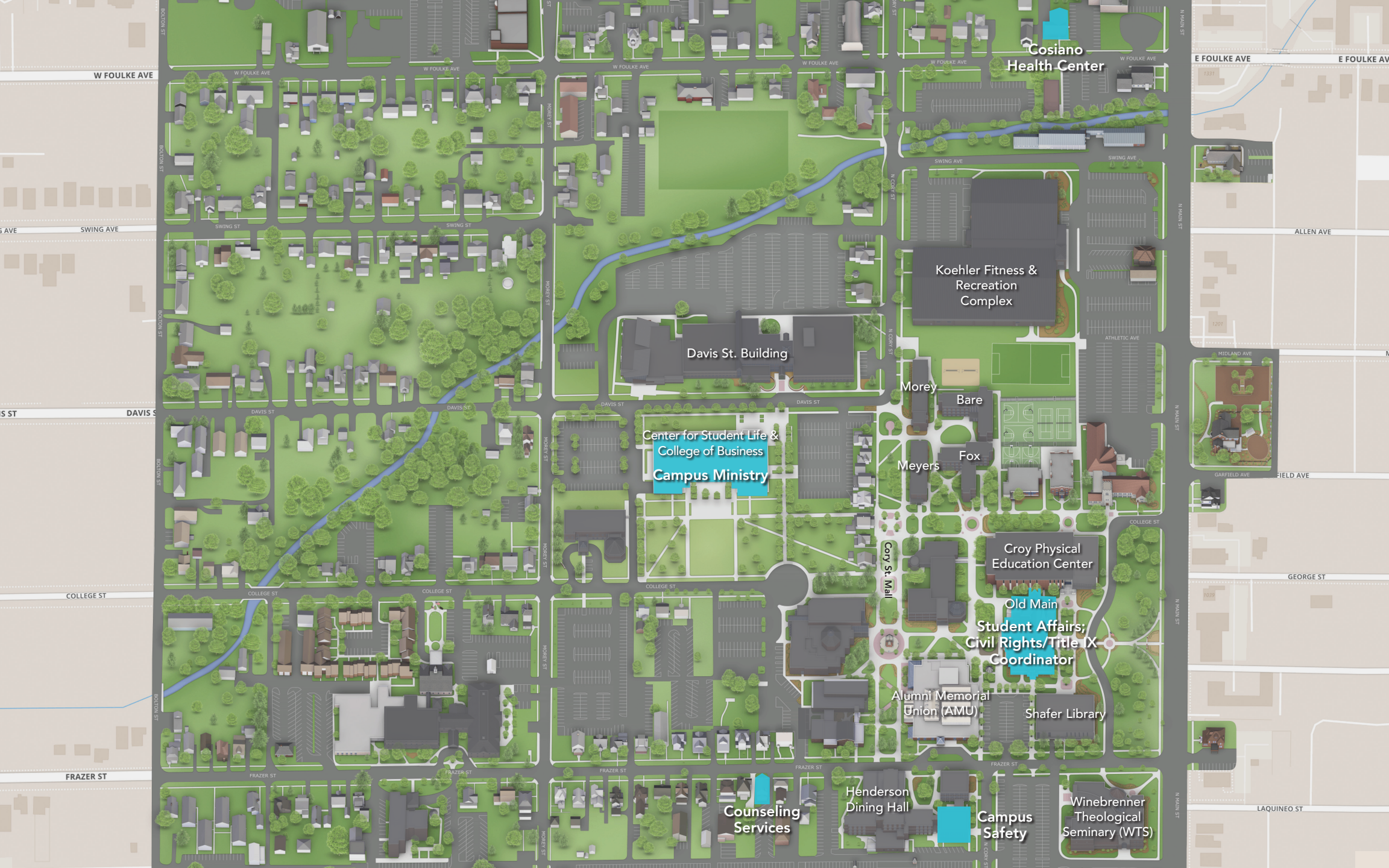
The Trevor Project: 1-866-488-7396 | thetrevorproject.org

Buckeye Region Anti-Violence Organization: 614-294-7867 or 1-866-862-7286
bravo-ohio.org

LGBT National Help Center: 1-888-843-4564 | glbthotline.org

Trans Lifeline: 1-877-565-8860 | translifeline.org

National Suicide Prevention Lifeline: 1-800-273-8255
suicidepreventionlifeline.org



Cosiano
Health Center

Koehler Fitness &
Recreation
Complex

Davis St. Building

Center for Student Life &
College of Business
Campus Ministry

Morey
Bare
Meyers
Fox

Croy Physical
Education Center

Old Main
Student Affairs;
Civil Rights/Title IX
Coordinator

Alumni Memorial
Union (AMU)

Shafer Library

Counseling
Services

Henderson
Dining Hall

Campus
Safety

Winebrenner
Theological
Seminary (WTS)



Office for Civil Rights

Old Main 45 | 419-434-4739 | civilrights@findlay.edu

Office for Civil Rights Staff

Skylar Tiell, Civil Rights/Title IX Coordinator
419-434-4739 | metters@findlay.edu

Abby Blinka, Deputy Civil Rights/Title IX Coordinator for Investigation
419-434-4739 | abigail.blinka@findlay.edu

Sarah Woods, Deputy Civil Rights/Title IX Coordinator for Prevention
419-434-4739 | sarah.woods@findlay.edu

Confidential Resources

Counseling Services, 307 Frazer St. | 419-434-4526
Cosiano Health Center, 120 W. Foulke Ave. | 419-434-4550
Campus Ministry Counseling, 1049 N. Main St. | 419-434-5624
Open Arms Domestic Violence & Rape Crisis Services
24 Hour Hotline 419-422-4766 | www.openarmsfindlay.com

Prevention and Education

Jodi Firsdon, Director of Counseling Services
419-434-6914 | firsdon@findlay.edu

Lauren Sinchok, Open Arms | 419-420-9261

Dr. Megan Gonyer, College of Health Professions
gonyer@findlay.edu | 419-434-4714

Dr. Kim Lichtveld, lichtveld@findlay.edu | 419-434-5945

Safety Resources

In case of emergency: 911
UF Campus Safety, open 24/7 | 419-434-4799
City of Findlay Police Department | 419-424-7150
Hancock County Sheriff | 419-424-7097