

### **Protection Against Retaliation**

Retaliation is prohibited against any person by another employee or by the university for using this complaint procedure, reporting a violation of the equal employment opportunity policy, reporting harassment or for filing, testifying, assisting or participating in any manner in any investigation, proceeding or hearing conducted by a governmental enforcement agency. Prohibited retaliation includes, but is not limited to, termination, demotion, suspension, failure to hire or consider for hire, failure to give equal consideration in making employment decisions, failure to make employment recommendations impartially, adversely affecting working conditions or otherwise denying any employment benefit.

Source: [floridatech.edu/title-ix/policies-and-applicable-laws](http://floridatech.edu/title-ix/policies-and-applicable-laws)



#### **Title IX Coordinator**

Florida Institute of Technology  
150 W. University Blvd.  
John E. Miller Building, Room 135  
Melbourne, FL 32901-6975  
[floridatech.edu/title-ix](http://floridatech.edu/title-ix)

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# **Title IX Resource Guide**

## **Information from the Office of Title IX**



### **Introduction**

Every member of the Florida Tech community—students, staff, faculty and other academic personnel—has the right to learn and work in an environment free from sex and gender discrimination, including sexual assault, relationship or intimate partner violence, stalking, sexual harassment and/or other sexual misconduct. Sex and gender discrimination impacts individuals in different ways and can profoundly affect people of any gender, sexual orientation, race, religion, ability, citizenship or socioeconomic status. Knowing what options, rights and resources are available can help individuals determine their best path forward. This resource guide:

- Introduces the university's professional staff who assist students and employees with understanding and navigating the support and reporting options that work best for them
- Highlights confidential advocates because they can provide legally protected confidentiality, specialized expertise and ongoing support whether or not an individual chooses to make a formal complaint
- Emphasizes that individuals who have experienced harm have a right to choose their next steps, if any, including the right to seek support measures or to make a formal complainant

This guide was developed by the Office of Title IX in collaboration with a network of stakeholders—including students, employees and members of the broader community. Together, we are committed to preventing and addressing sexual harassment, sexual violence and other forms of sexual misconduct. Please contact me, any other staff or office included in this guide at any time.

Thank you, and Go Panthers!

Dennis Kwarteng  
Title IX Coordinator

## Complainant Confidentiality/Privacy

As a complainant, you have the right to confidentiality (if so desired), so, before you go any further, we need to stress that as employees of Florida Institute of Technology, we are required to report incidents of sexual violence to the university Title IX coordinator.

We want to empower you to determine what you would like to have happen with your information because we cannot keep anything you tell us confidential. The campus has designated certain offices and individuals who can provide confidentiality. Those offices are the Student Counseling Center, the Holzer Health Center, the Ombuds Office and designated members of the clergy.

We can, however, promise you that if you do tell us, the university will strive to keep the matter as private as possible and only inform those who have a valid need to know. If you would like to make a confidential report, we are happy to connect you with a CONFIDENTIAL SOURCE who is able to maintain confidentiality (except in cases involving minors or individuals who pose a threat to the campus community).

## Investigative Options

If you choose not to be directed to a confidential source for disclosure and want to officially report the incident, you have the following options:

- Implementation of supportive measures, such as university no-contact agreement.
- Informal resolution by the Florida Tech Title IX Office.
- Formal investigation by the Florida Tech Title IX Office with disciplinary hearing.
- Investigation by law enforcement and a separate, formal investigation by the Florida Tech Title IX Office.
- Investigation by law enforcement only (will still be reviewed by Title IX Office for campus safety considerations).
- No investigative action.

## Supportive Measures

What supportive measures might be implemented to restore or preserve equal access to education, protect your safety and deter further sexual harassment? On our campus, they could include:

- Academic accommodations
- Residence hall/apartment moves
- Counseling
- No-contact orders
- Leaves of absence
- Class schedule changes

Our Title IX coordinator and deputy coordinators are available to discuss these with you anytime (see next column for contact information).

## Florida Tech Resources

### Title IX Coordinator

**Dennis Kwarteng**  
titleixcoordinator@fit.edu  
dkwarteng@fit.edu | 321-309-3068

### Deputy Title IX Coordinators

**Kelsey Garrett**  
*Risk and Compliance Administrator*  
kgarrett@fit.edu | 321-674-7153

**Pat Francois**  
*Director of Human Resources*  
pfrancois@fit.edu | 321-674-7277

**Jennifer Mercurio**  
*Associate Director of Student Athletic Services*  
jmercurio@fit.edu | 321-674-8931

### Department of Security

3126 Panther Place, Security Welcome Center, Bldg. 544, Melbourne, FL 32901  
[floridatech.edu/security](http://floridatech.edu/security)  
For emergencies: 321-674-8111  
For nonemergencies: 321-674-8112

### Student Financial Aid

150 W. University Blvd., L3Harris Commons, Bldg. 710FTC, Melbourne, FL 32901  
[floridatech.edu/financialaid](http://floridatech.edu/financialaid)  
finaid@fit.edu | 321-674-8070

### Confidential Support and Services On Campus

**Student Counseling Center**  
[floridatech.edu/student-counseling-center](http://floridatech.edu/student-counseling-center) | 321-674-8050

**Holzer Student Health Center**  
[floridatech.edu/health](http://floridatech.edu/health) | 321-674-8078

**Campus Chaplain—Catholic**  
[floridatech.edu/ccm](http://floridatech.edu/ccm) | 321-674-8045

**Ombudsperson**  
Grace Gamage  
ombuds@fit.edu | 321-309-3038

## Off-Campus Support and Services

**Health First's Holmes Regional Medical Center**  
1350 Hickory St., Melbourne, FL 32901  
[hf.org/hospitals\\_services/hrmc](http://hf.org/hospitals_services/hrmc) | 321-434-7000

**Sexual Assault Victim Services (SAVS) of Brevard**  
[womenscenter.net/what-we-do/#OurPrograms](http://womenscenter.net/what-we-do/#OurPrograms)  
24-hour hotline: 321-784-4357

**Serene Harbor (Domestic Violence Center)**  
[sereneharbor.org](http://sereneharbor.org)  
24-hour help line: 321-726-8282

**Women's Center**  
[womenscenter.net](http://womenscenter.net)  
321-242-3110

**Circles of Care (Mental Health Crisis Stabilization)**  
[circlesofcare.org](http://circlesofcare.org)  
321-914-0640 (24-hour intake services)

**National Sexual Assault Hotline**  
[rainn.org](http://rainn.org)  
800-656-HOPE (800-656-4673)

**Melbourne Police (9-1-1)**  
[melbourneflorida.org/departments/police-department](http://melbourneflorida.org/departments/police-department)  
Nonemergency number: 321-608-6731  
Criminal investigations: 321-608-6443

**The Trevor Project**  
[thetrevorproject.org](http://thetrevorproject.org)  
Text START to 678678 | Call at 866-488-7386

**GLBT National Help Center**  
[glbthotline.org](http://glbthotline.org)  
888-843-4564 | Email: [help@LGBTHotline.org](mailto:help@LGBTHotline.org)

**Space Coast Pride**  
[spacecoastpride.org](http://spacecoastpride.org)  
317-800-1901 | Email: [president@spacecoastpride.org](mailto:president@spacecoastpride.org)

## How to File a Title IX Complaint

- Fill out the online [Title IX reporting form](#).
- File in person with a Title IX coordinator and/or any Deputy Title IX coordinator.
- File in person with a ResLife staff personnel.
- File in person with a mandatory reporter.
- Call the Florida Tech Department of Security (available 24 hours a day): 321-674-8111

**Spektrum Health**  
Local address: 1920 S. Babcock St., Melbourne, FL 32901  
[spektrum.health/locations/melbourne](http://spektrum.health/locations/melbourne)  
321-294-0400

**Trans Lifeline**  
[translifeline.org](http://translifeline.org)  
877-565-8860

Please contact the Title IX coordinator if you want to discuss other resources that may be available in the community.

## Legal, Visa and Immigration Assistance

**International Student and Scholar Services**  
150 W. University Blvd., L3Harris Commons, Bldg. 710FTC, Melbourne, FL 32901  
321-674-8053 | [isss@fit.edu](mailto:isss@fit.edu) | [floridatech.edu/isss](http://floridatech.edu/isss)

**Brevard County Legal Aid Inc.**  
1038 Harvin Way, Suite 100, Rockledge, FL 32955  
321-631-2500

**Immigration Advocates Network**  
[immigrationadvocates.org/nonprofit/legaldirectory](http://immigrationadvocates.org/nonprofit/legaldirectory)

**U.S. Citizenship and Immigration Services**  
[uscis.gov/about-us/find-uscis-office/field-offices](http://uscis.gov/about-us/find-uscis-office/field-offices)

## Restraining Orders

The following websites provide resources and guidance in filing a restraining order in cases involving domestic violence, dating violence, sexual violence and stalking:

**Brevard County Clerk of the Courts**  
[brevardclerk.us/injunctions-for-protection](http://brevardclerk.us/injunctions-for-protection)

**Melbourne Police Department Domestic Violence Unit**  
[melbourneflorida.org/home/showdocument?id=8](http://melbourneflorida.org/home/showdocument?id=8)