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

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!

Fanak Baarmand
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 and designated members of the clergy.

We can, however, promise you that if you 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:

- Investigation by law enforcement only (will be reviewed by university for campus safety considerations).
- Investigation by law enforcement and the Florida Tech Department of Security.
- Investigation by the Florida Tech Department of Security only (internal university code of conduct investigation) with no disciplinary hearing (information only report).
- University no-contact agreement with no disciplinary action.
- Court-ordered restraining order with no prosecution.
- 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
Fanak Baarmand
fbaarmand@fit.edu | 321-674-8885

Deputy Title IX Coordinators
Rodney Bowers
Dean of Students
rbowers@fit.edu | 321-674-8080

Jacqueline Hetherington
Director of Residence Life
jhetherington@fit.edu | 321-674-7742

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

Cat Nanney
Director of Student Involvement
 cnanney@fit.edu | 321-674-7371

Brian Lai, Ph.D.
Professor
blai@fit.edu | 321-674-8121

Kelsey Garrett
Administrative Assistant
kgarrett@fit.edu | 321-674-7153

Department of Security
312 Panther Place, Security Welcome Center, Bldg. 544, Melbourne, FL 32901
flordatech.edu/security
- For emergencies: 321-674-8111
- For non-emergencies: 321-674-8112

Student Financial Aid
150 W. University Blvd., L. Harris Commons, Bldg. 700FTC, Melbourne, FL 32901
flordatech.edu/financialaid
- For emergencies: 321-674-8111
- For non-emergencies: 321-674-8112

Confidential Support and Services On Campus
Student Counseling Center
flordatech.edu/student-counseling-center | 321-674-8050

Holzer Student Health Center
flordatech.edu/health | 321-674-8078

Campus Chaplain—Catholic
flordatech.edu/ccm | 321-674-8045

Rebecca Crook
Ombudsman
ombuds@fit.edu | 321-674-8099

Off-Campus Support and Services

Health First’s Holmes Regional Medical Center
1350 Hickory St., Melbourne, FL 32901
floridatech.edu/hosptals_services/hrmc | 321-434-7000

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

Serene Harbor
(Domestic Violence Center)
sereneharbor.org
- 24-hour help line: 321-726-8282

Women’s Center
womenscenter.net
- 321-242-3110

Circles of Care
(Mental Health Crisis Stabilization)
circlesofcare.org
- 321-914-0640 (24-hour intake services)

National Sexual Assault Hotline
rains.org
- 800-656-HOPE (800-656-4673)

Sexual Assault Victim Information
fcasv.org/information/victims

Sexual Assault Statistics
fcasv.org/information/sexual-assault-statistics

Victim Rights and Services
fcasv.org/publications/sexual-battery-victims-rights-and-services

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

The Trevor Project
thevorevproject.org
- Text START to 678678 | Call at 866-488-7386

GLBT National Help Center
glblt hotline.org
- 888-843-4564 | Email: help@GLBTHotline.org

How to File a Title IX Complaint

- Call the Florida Tech Department of Security (available 24 hours a day): 321-674-8111
- Fill out the online Title IX reporting form
- File in person with a Title IX coordinator.