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
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 the 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 Counseling and Psychological Services (CAPS), the Holzer Health Center 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:

- Investigation by law enforcement only (will still 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 disciplinary hearing.
- 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.

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 | 321-674-8090

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

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

Brian Lail, Ph.D.  Professor
blail@fit.edu | 321-674-8111

**Department of Security**
350 W. University Blvd., Shaw Hall, Bldg. 114, Melbourne, FL 32901
floridatech.edu/security

For emergencies: 321-674-8111
For nonemergencies: 321-674-8112

**Student Financial Aid**
150 W. University Blvd., L3Harris Commons, Bldg. 114, Melbourne, FL 32901
floridatech.edu/studentaid

For emergencies: 321-674-8070

**Confidential Support and Services On Campus**
Counseling and Psychological Services (CAPS)
floridatech.edu/counseling-and-psychological-services | 321-674-8050

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

Campus Chaplain—Catholic
floridatech.edu/religion | 321-674-8045

Victoria Follette, Ph.D.
Professor/Victims’ Advocate
vfollette@fit.edu | 321-674-8105

Rebecca Crook  Ombudsmain
bcrook@fit.edu | 321-674-8099

Off-Campus Support and Services

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

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
Phone: 321-242-3110

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

Circles of Care
(Mental Health Crisis Stabilization)
circlesofcare.org
Phone: 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

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

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.

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 | floridatech.edu/isss

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

Immigration Advocates Network
immigrationadvocates.org/nonprofit/legaldirectory

U.S. Citizenship and Immigration Services
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
brewardclerk.us/injunctions-for-protection

Melbourne Police Department
Domestic Violence Unit
melbournepolice.org/home/showdocument?id=8

Informational Links

For information and resources regarding Title IX, the complaint process, investigations, discipline/appeal process and grievance procedure, please visit the following sites:

Florida Tech Title IX Home Page
floridatech.edu/title-ix

Florida Tech Student Handbook—Disciplinary System
floridatech.edu/policies/student-handbook