Title IX Resource Guide

Information from the Office of Title IX
# Table of Contents

Introduction........................................................................................................... 4  
Complainant Confidentiality/Privacy ................................................................. 5  
Investigative Options........................................................................................... 5  
Supportive Measures ......................................................................................... 6  
Florida Tech Resources ....................................................................................... 6  
Title IX Coordinator .......................................................................................... 6  
Deputy Title IX Coordinators ........................................................................... 6  
Department of Security ....................................................................................... 7  
Student Financial Aid ......................................................................................... 7  
Confidential Support and Services On Campus ................................................. 7  
Off-Campus Support and Services .................................................................... 8  
Legal, Visa and Immigration Assistance ........................................................... 9  
Restraining Orders ............................................................................................. 9  
Informational Links ............................................................................................ 9  
How to File a Title IX Complaint ....................................................................... 10  
Protection Against Retaliation .......................................................................... 10
Introduction

Every member of the Florida Tech community—

Students, staff, faculty and other academic personnel have 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; and

• 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 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 the Student Counseling Center, 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.
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
fbaarman@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-Athlete Services
jmercurio@fit.edu | 321-674-8931

Brian Lail, Ph.D.  Professor
blail@fit.edu | 321-674-8121

Kelsey Garrett  Administrative Assistant
kgarrett@fit.edu | 321-674-7153
Department of Security
3126 Panther Place, Security Welcome Center, Bldg. 544, 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. 710FTC, Melbourne, FL 32901
floridatech.edu/financialaid
finaid@fit.edu | 321-674-8070

Confidential Support and Services On Campus

Student Counseling Center
floridatech.edu/student-counseling-center | 321-674-8050

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

Campus Chaplain—Catholic
floridatech.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  
321-434-7000 | hf.org/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

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

**National Sexual Assault Hotline**  
rainn.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

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 | 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

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
brevardclerk.us/injunctions-for-protection

Melbourne Police Department Domestic Violence Unit
melbourneflorida.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
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.

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