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.

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/ccm 321-674-8045

Campus Chaplain—Protestant floridatech.edu/pccm 321-674-8076

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

Rebecca Crook
Counselor brcrook@fit.edu | 321-674-8099

Title IX Coordinator

Fanak Baarmand
Title IX Coordinator fbaarman@fit.edu | 321-674-8885 floridatech.edu/title-ix

Title IX Deputy Coordinators

Rodney Bowers
Dean of Students rbowers@fit.edu | 321-674-8080

Jacqueline Hetherington
Director of Residence Life/Deputy Title IX Coordinator jhetherington@fit.edu | 321-674-7742

Jennifer Mercurio
Associate Director, Athletics Compliance jmecurio@fit.edu | 321-674-8931

Brian Lail, Ph.D.
Professor/Deputy Title IX Coordinator blail@fit.edu | 321-674-8121

Off-Campus Support and Services

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

Serene Harbor (Domestic Violence Center) serenenharbor.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 rann.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/sites/default/files/English%20Sexual%20Battery%20Brochure.pdf

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

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

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.