Title IX Resource Guide

Information from the Office of Title IX

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!

Grace Gamage
Title IX Coordinator

Source: floridatech.edu/title-ix/policies-and-applicable-laws
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 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 no disciplinary action.
- Investigation by law enforcement only (will still be reviewed by university for campus safety considerations) with a 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
Grace Damage
titleixcoordinator@fit.edu | 321-674-8885
grdamage@fit.edu | 321-309-3038

#### Deputy Title IX Coordinators
Kelsey Garrett
Compliance Support Specialist
gkarrer@fit.edu | 321-674-7153

Jacqueline Hetherington
Director of Residence Life
jhetterington@fit.edu | 321-674-7740

Jennifer Mercurio
Associate 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

#### 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
301 W University Blvd., L. Harris Commons, Bldg. 7D/FTC, Melbourne, FL 32901
floridatech.edu/financialaid

flmnia@fit.edu | 321-674-8070

#### Confidental 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

Ombudsperson
ombuds@fit.edu

#### Off-Campus Support and Services

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

Sexual Assault Victim Services (SAVS) of Brevard
womencenter.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
womencenter.net
321-242-3110

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

National Sexual Assault Hotline
1-800-656-HOPE (1-800-656-4673)

Melbourne Police (9-1-1)
melbourneflorida.org/departments/police-department
Nonemergency number: 321-808-6731
Criminal Investigations: 321-606-6443

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

GLBT National Help Center
glbthotline.org
888-843-4564 | Email: help@LGBThotline.org

Space Coast Pride
spacecoastpride.org
317-800-1901 | Email: president@spacecoastpride.org

Spectrum Health
Local address: 3120 S. Babcock St., Melbourne, FL 32901
spectrumhealth/locations/melbourne
321-294-0400

Trans Lifeline
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., L. Harris Commons, Bldg. 7D/FTC, Melbourne, FL 32901
321-674-8053 | iss@fit.edu | floridatech.edu/iss

Brevard County Legal Aid Inc.
1038 Harvin Way, Suite 100, Rockledge, FL 32955
321-633-2500

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
breavardclerk.us/judications-for-protection

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

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.