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).
- Court-ordered restraining order with no prosecution.
- No investigative action.

Off-Campus Support and Services

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.

Florida Tech Resources

Title IX Coordinator
Fanak Baarmand
fbaarmand@fit.edu | 321-674-8885

Deputy Title IX Coordinators
Rodney Bowers Dean of Students
rowers@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 | 321-674-8331
Brian Lai, Ph.D. Professor blai@fit.edu | 321-674-8112

Department of Security
350 W. University Blvd., Shaw Hall, Bldg. 114, Melbourne, FL 32901
florida-tech.edu/security
For emergencies: 321-674-8111
For nonemergencies: 321-674-8112

Student Financial Aid
350 W. University Blvd., 13 Harris Commons, Bldg. 700FTC, Melbourne, FL 32901
florida-tech.edu/financialaid
For financial aid questions: 321-674-8070

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

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

Campus Chaplain—Catholic
florida-tech.edu/office-of-religious-services | 321-674-8045
Victoria Follette, Ph.D.
Professor/Victims’ Advocate
vfollette@fit.edu | 321-674-8105

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

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