What is Title IX?
Title IX of the Civil Rights Act of 1964 provides that “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance...”

Millsaps College Title IX Policy Statement:
This policy applies to all members of Millsaps College community, and includes, but is not limited to: staff, faculty, students, applicants for College employment and academic admission, vendors, contractors, and third parties. Millsaps College does not discriminate or permit discrimination by any member of its community against any individual on the basis of sex in matters of admissions, employment, housing, or services in the educational programs or activities it operates. Prohibited sex discrimination includes sexual harassment and sexual violence.

Examples of sex discrimination and sexual harassment may include:
- Refusing to hire or promote someone because of the person's sex
- Demoting or terminating someone because of the person's sex
- Jokes or epithets about a person's sex
- Teasing or practical jokes directed at a person based on his or her sex
- Displaying or circulating written materials or pictures that degrade a person's sex
- Verbal abuse or insults about, directed at, or made in the presence of an individual or group of individuals based on his or her sex
- Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that are sufficiently severe, persistent, or pervasive

Consent
Consent requires speech or conduct indicating a freely-given, un-coerced agreement to engage in sexual contact. It may not be inferred from silence or passivity alone.
- Consent may be withdrawn at any time prior to and during a specific sexual act by either person.
- To be valid, the person giving consent must be physically and mentally able to:
  - Understand the circumstances and implications of the sexual act;
  - Make a reasoned decision concerning the sexual act; and
  - Communicate that decision in an unambiguous manner.
- There are a number of factors which may limit or negate a person’s ability to consent to a sexual act, such as: age, impairment due to the influence of alcohol or other drugs (illegal or prescription), an intellectual or other disability, a person’s temporary or permanent mental or physical impairment, unconsciousness, fear and/or coercion.

Sexual Harassment is unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual behaviors, and other verbal, nonverbal, or physical conduct of a sexual nature, including sexual violence and sexual misconduct. Sexual harassment creates an intimidating and hostile learning and/or work environment.

Sexual Violence is a form of sexual harassment and includes rape, sexual assault, sexual battery, sexual coercion, sexual misconduct, dating/relationship violence, domestic violence, and stalking.
Title IX and Study Abroad

Protections and rights under Title IX still apply while abroad. While what Millsaps College may be able to do will vary from program to program, we will do what we can do to support all students while they are away. Our support includes, but is not limited to:

- Academic and personal support, and
- Assistance with filing and documenting a complaint.
  1. If the alleged violator is a member of the Millsaps community (faculty, staff, or student), we can utilize our established processes to address the report.
  2. If the alleged violator is not a member of the Millsaps community, we will still provide support and may be able to work with that person’s home college (if they have one) to file a complaint with that school.

Your program director is expected to be able to manage reports initially unless those reports are against them directly. If that is the case, please contact a member of the Millsaps Title IX team.


Responsibilities and Requirements

1. Faculty and staff members taking students abroad are considered mandatory reporters for sexual harassment/Title IX complaints. Faculty and staff are not a confidential resource but should try to maintain the privacy of the survivor while recognizing the need to balance their privacy with safety considerations and duty to report.
2. They must report all sexual harassment complaints as soon as possible to the Title IX Coordinator in accordance with college policy.

Possible Risk Factors for Students Abroad

- Lack of familiarity with local culture.
- Access to alcohol or other drugs (increased usage).
- Targeting by perpetrators who see visiting students as vulnerable/less likely to go to local authorities.

Pre-Departure Planning

- Prior to trip departure and upon arrival, educate yourself on how to report local incidents and where medical and mental health services can be accessed.

Retaliation

- Retaliation is conduct causing any interference, coercion, restraint, or reprisal against a person complaining of harassment or against a person assisting in any way in the investigation and resolution of a complaint.
- Retaliation is a violation of college policy and cannot be tolerated.
Please call or email one of Millsaps’ Title IX Coordinators to set up an initial informal meeting if you have an issue, or to make a complaint, involving sex discrimination, sexual harassment, or sexual violence. These coordinators will explain Millsaps’ policy and the options available to you under it.

Please Note: While the Title IX Coordinators will take into account any requests for confidentiality, the Title IX Coordinators must take appropriate steps to respond consistent with the requirements of Title IX.

For Students:
Demi Brown (he, him, his)
Associate Dean of Intercultural Affairs and Community Life, Title IX Coordinator
browndl@millsaps.edu
601.974.1225
Boyd Campbell College Center 322

For Faculty, Staff and Third Party Vendors:
Julie Daniels (she, her, hers)
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Academic Complex 144

For Athletic Compliance Issues:
Jaime Fisher (she, her, hers)
Head Women’s Volleyball Coach, Senior Women’s Administrator
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