

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) is an all-encompassing federal law that prohibits discrimination based on the gender of students and employees of educational institutions which receive federal financial assistance. Sex discrimination includes sexual harassment and sexual assault.

Title IX states that "[n]o 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..." 20 U.S.C. § 1681

Title IX Coordinator

Bethany Smith, Title IX Coordinator
Academic Support Center, Library, Box 7800
Dayton, TN 37321
Phone: (423) 775-7173
Email: bsmith6390@bryan.edu

The Title IX Coordinator is:

- Responsible for oversight of the investigation and resolution of all reports of sexual harassment, sexual assault, stalking and relationship violence involving students, staff and faculty;
- Knowledgeable and trained in College policies and procedures and relevant state and federal laws;
- Available to advise any individual, including a complainant, a respondent or a third party, about the courses of action available at the College, both informally and formally, and in the community;
- Available to provide assistance to any College employee regarding how to respond appropriately to a report of sexual harassment, sexual assault, or relationship violence;
- Responsible for monitoring compliance with all procedural requirements, record keeping and timeframes outlined in this policy; and
- Responsible for overseeing training, prevention and education efforts and regular reviews of climate and culture.

Retaliation

The U.S. Supreme Court has broadened the interpretation of Title IX to protect from retaliation whistle-blowers who accuse educational institutions of sex discrimination. The court is of the opinion that reporting incidents of discrimination is integral to Title IX enforcement and would be discouraged if retaliation against those who report it goes unpunished. Retaliation against a complainant, respondent or witnesses involved in a complaint under Title IX is prohibited at Bryan College and is a separate violation of policy.

Who Enforces Title IX?

The United States Department of Education's Office for Civil Rights (OCR) is in charge of enforcing Title IX. Information regarding OCR can be found at www2.ed.gov/about/offices/list/ocr/index.html

**Notwithstanding the noted designations and roles, the Title IX Coordinator will have the flexibility to address complaints of unlawful discrimination in the most appropriate, fair and effective manner to see that any such misconduct is stopped and prevented from recurring. Any Bryan College student, faculty, or staff member may bring a concern or complaint directly to the Title IX Coordinator.*