RUTGERS POLICY

Section: 60.1.18

Section Title: Universitywide Human Resources Policies & Procedures

Policy Name: Title IX Policy for Employees

Formerly Book: New Policy

Approval Authority: Senior Vice President for Administration

Responsible Executive: Senior Vice President for Administration

Responsible Office: University Human Resources

Originally Issued: 7/1/2013

Revisions: 10/10/2013 (Updated Title)

Errors or changes? Contact: policies@hr.rutgers.edu

1. **Policy Statement**
   Rutgers University prohibits discrimination against employees on the basis of sex and/or gender.

2. **Reason for the Policy**
   To inform University employees, including student employees that the Policy applies to all areas of University operations and programs.

3. **Who Should Read This Policy**
   All members of the Rutgers University community.

4. **Related Documents**
      d. Workplace Violence Policy
      e. University Code of Student Conduct
      f. Reporting Sexual Harassment and Physical Sexual Misconduct: Title IX Grievance Procedures When Accused is a Student

5. **Contacts**
   a. University Human Resources: 848-932-3020
   b. Office of Employment Equity 848-932-3973
   c. employmentequity@hr.rutgers.edu
6. The Policy

60.1.18 TITLE IX POLICY FOR EMPLOYEES

As set forth in its Policy Prohibiting Discrimination and Harassment, Policy # 60.1.12, Rutgers University prohibits harassment and discrimination against employees on the basis of membership in any category protected by law. Rutgers also follows Title IX of the Education Amendments of 1972, which is a federal law that prohibits sex discrimination in education. It provides that no person shall, on the basis of sex, be excluded from participation in, denied the benefits of, or subjected to discrimination under any education program or activity receiving federal financial assistance. Sex discrimination includes sexual harassment and sexual violence. While it is often thought of as a law that applies to athletics programs, Title IX is much broader than athletics. It also applies to employment with the University.

While compliance with the law is everyone’s responsibility at the University, listed below are the staff members who have primary responsibility for Title IX compliance:

Title IX Coordinators

For Complaints Against Faculty, Staff, Individuals Who Do Business with Rutgers, and Students Acting in the Capacity of University Employees:

If you have a complaint against a University faculty or staff member, an individual who does business with the University, or a student who is acting in his or her capacity as an employee of the University, for sexual harassment, sex discrimination or sexual violence, please contact:

Title IX Coordinator
Office of Employment Equity
University Human Resources
57 US Highway 1, ASB II
Cook Campus
848-932-3979

Complaints under this Policy will be addressed as outlined in the Discrimination and Harassment Complaint Process.¹

For Complaints Against Students Arising from Their Conduct as Students:

If you have a complaint against a Rutgers student that arises from his or her conduct as a student, for sexual harassment, sex discrimination or sexual violence, please contact:

Title IX Coordinator
Office of Student Affairs
83 Somerset Street
College Avenue Campus
848-932-8576

Or:

Deputy Title IX Coordinator
Office of Student Conduct
115 College Avenue, Room 104
College Avenue Campus
848-932-9414 x 104

¹ The Discrimination and Harassment Complaint Process is available at: http://uhr.rutgers.edu/sites/default/files/userfiles/DiscriminationHarassmentComplaintProcess.pdf. An investigation of an alleged violation of Title IX should generally be completed within 60 days of the date the Complaint is filed.
Additional Resources

In instances in which the nature of the complaint includes sexual violence, in addition to filing a complaint with one of the offices listed above, you may also contact:

Rutgers University Police Department (RUPD)
Public Safety Building
55 Commercial Avenue
Douglass Campus
848-932-7111, or 2-7111 from any campus phone (non-emergency)
911 (emergency)
http://publicsafety.rutgers.edu/rupd/

Retaliation

The University prohibits retaliation against individuals who, in good faith, assert their rights to bring a complaint of discrimination, harassment or sexual violence, or participate in the investigation of a complaint of alleged discrimination, harassment or sexual violence. Faculty, staff members and student employees who have a complaint of retaliation under this Policy should contact the Office of Employment Equity at the address and phone number set forth above.