



## Florida State University Title IX Statement

“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.” Title IX of the Education Amendments of 1972, and its implementing regulations at 34 C.F.R. Part 106 (Title IX).

In accordance with Title IX, as a recipient of Federal financial aid, FSU does not discriminate on the basis of sex/gender in education programs and activities. In 2020, the US Department of Education adopted new Title IX regulations defining sexual harassment and specifying procedures for the investigation and adjudication of allegations of sexual harassment. FSU has created a new policy (2-2a) to supplement current policy (2-2) in order to implement the new regulations; both policies can be found at: <https://regulations.fsu.edu/policies/office-president>.

Effective 8/14/2020, under the Title IX Compliance Policy, sexual harassment is defined as: sexual assault (including forcible rape, forcible sodomy, sexual assault with an object, forcible fondling, incest, and statutory rape); dating violence; domestic violence; stalking; quid pro quo; and unwelcome, severe, and pervasive conduct of a sexual nature. Additionally, other forms of sex discrimination and sexual misconduct not included in this definition are prohibited by law and continue to be included in the [Anti-Sexual Misconduct Policy](#).

Furthermore, the Florida Educational Equity Act prohibits discrimination in schools based on race, ethnicity, national origin, gender, disability, or marital status. FLA. STAT. § 1000.05 (2019). FSU’s commitment to addressing and eliminating all forms of discrimination on the basis of sex is reaffirmed in FSU’s [Anti-Sexual Misconduct Policy](#), which is applicable to all faculty, staff, students, visitors, applicants, and contractors.

The University’s Title IX Coordinator/Director is the designated University authority responsible for overseeing the development of sexual misconduct policies, ensuring compliance with Title IX and relevant federal and state regulations, and investigating Title IX complaints alleging **student** sexual misconduct.

The Human Resources Deputy Coordinator will oversee investigations of alleged sexual misconduct by **employees and third parties**.

The Athletics Deputy Coordinator will accept Title IX incident reports to forward to the Title IX Director and will ensure **athletics** equity compliance.

The FSUS Deputy Coordinator(s) will oversee investigations of alleged sexual misconduct by **K-12 students**.

Reports regarding Title IX, as well as concerns about and complaints of non-compliance (including complaints of sexual harassment, sex discrimination, or other sexual misconduct), should be submitted to [report.fsu.edu](https://report.fsu.edu).

Additionally, any questions may be directed to the Title IX Director/Coordinator or a Title IX Deputy Coordinator.

Complaints will be addressed following the University's discrimination complaint procedures contained in its [Equal Opportunity, Non-Discrimination, and Non-Retaliation Policy](#), [Anti-Sexual Misconduct Policy](#), [Title IX Compliance Policy](#), and the [Student Code of Conduct](#). Some acts of sexual harassment or misconduct may also constitute violations of criminal law and require mandatory reporting to the FSU Police Department, e.g., sexual battery, indecent exposure, sexual abuse. In such instances, refer to the University's Anti-Sexual Misconduct Policy and contact the FSU Police Department at (850) 644-1234. Questions about the application of Title IX may also be directed to the Office for Civil Rights, US Department of Education.

<p><b>Title IX Coordinator/Director:</b> Terri Brown Title IX Director Health and Wellness Center, Suite 3501 960 Learning Way Tallahassee, FL 32306 850-645-2741 tsbrown@fsu.edu knowmore.fsu.edu</p>	<p><b>HR– Deputy Title IX Coordinator:</b> Michelle Brown Douglas Director HR – Equal Opportunity Compliance &amp; Engagement Office (EOCE) A6200 University Center, Tallahassee, FL 32306 mbdouglas@fsu.edu (850) 644-7950 hr.fsu.edu</p>
<p><b>Athletics - Deputy Title IX Coordinator:</b> Tasha Fisher Associate Athletics Director for Governance and Compliance tfisher@fsu.edu (850) 644-5932</p>	<p><b>FSUS – Deputy Title IX Coordinator:</b> Monica Broome Director of Exceptional Student Education Office 10-113D 3000 School House Road Tallahassee, FL 32311 mbroome@fsu.edu (850) 245-3800</p>

Additional information and resources can be found at: [Title IX Office](#); [Equal Opportunity Compliance & Engagement](#); [FSU Police Department](#); [Victim Advocate Program](#); [Counseling and Psychological Services](#); [Employee Assistance Program](#); and [University Health Services](#).

It is my expectation that all members of our community are provided equitable opportunities to succeed and enrich the strength, skill, and character of the University. It is also expected that all members of our community will help create a work, educational, and living environment that promotes fairness, respect, and trust, free from discrimination, harassment, or retaliation. Behavior that may be considered offensive, demeaning, or degrading to persons or groups will not be tolerated.



President Richard McCullough