POLICY ON DISCRIMINATION

General Information

It is the policy of Florida A&M University that each member of the University community is permitted to work or attend class in an environment free from any form of discrimination including race, religion, color, age, disability, sex, sexual harassment, sexual orientation, gender identity, gender expression, marital status, national origin, and veteran status as prohibited by State and Federal Statues. This commitment applies to all areas affecting students, employees, applicants for admission and applicants for employment. It is also relevant to the University's selection of contractors, suppliers of goods and services and any employment conditions and practices.

Questions concerning this policy and procedures for filing complaints under the policy should be directed to Ms. Latrecha Scott (EOP Director) or Ms. Letitia McClellan (University Title IX Coordinator), located in the Office of Equal Opportunity Programs. Please also see University Regulation 10.103 Non-Discrimination Policy and Discrimination and Harassment Procedures and University 10.112 Consensual Relationships.

The Affirmative Action Plan/Programs for Minorities and Women is available for review ONLY at the Office of Equal Opportunity Programs by anyone, upon request, during regular business hours (Monday through Friday, 8am-5pm).

The Affirmative Action Plan/Programs for Veterans and Persons with Disabilities is available for review by anyone, upon request, during regular business hours (Monday through Friday, 8am-5pm) at the following locations:

Office of Human Resources
Florida A&M University
211 Foote-Hilyer Administration Center (FHAC)
Tallahassee, FL 32307
(850) 599-3611

Office of Equal Opportunity Programs
Florida A&M University
674 Gamble Street
Tallahassee, FL 32307
(850) 599-3076; TDD (850) 561-2998

Copies of the Affirmative Action Plans will be provided pursuant to Chapter 119 of the Florida Statutes.

Signed: Larry Robinson
Larry Robinson, Ph.D.
Florida A&M University
Title IX Information

Eliminating Discrimination Against Students Based on Sex: Responses to Sexual Violence Against a Student “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 educational program or activity receiving Federal financial assistance.”

Title IX of the Education Amendments of 1972 to the 1964 Civil Rights Act

Florida Agricultural and Mechanical University (FAMU) promotes access to its educational programs and activities consistent with federal statutes; state regulations; and University regulations, policies and procedures. The University takes prompt action to investigate student complaints of sex discrimination pursuant to federal, state, and local statutes.

Background
Title IX of the Education Amendments of 1972 and its implementing regulations prohibits discrimination on the basis of sex in educational programs or activities operated by recipients of Federal financial assistance. Title IX protects students from sexual harassment, which is one type of sex discrimination, which is prohibited by Title IX. The United States Department of Education, Office of Civil Rights, issued a “The Dear Colleague Letter” dated April 4, 2011. As of August 14, 2020, the Department of Education implemented a new regulation which affords additional due process rights for both parties.

University Assistance Provided to FAMU Students
To faculty members, athletic coaches, administrators and staff who receive notice that a student has been the victim of sexual harassment, including sexual violence; the University’s practice is to offer the student six resources.

1) Affirmation. The student who discloses is sharing a confidence, perhaps for the first and only time. FAMU strongly encourages the following responses, “I am glad you shared this with me”; “I will do everything I can to assist you”; or “What would you like me to do next?” The University advises recipients of disclosure to avoid responses such as, “You should try to get over this” or “It is best to get on with your life.” The University prohibits employees who receive disclosures of sexual violence from withholding the information.

2) Safety. The goal is to ensure that the student has an opportunity to avoid contact with the alleged perpetrator. The University may need to prohibit contact with the student by the alleged perpetrator, if necessary. The student may need overnight shelter to avoid a residence hall or apartment where the alleged perpetrator also lives. The University may need to arrange within campus housing to separate the alleged perpetrator from the victim.

3) Health Services. A victim may need care for physical or mental injuries; testing for sexually transmitted diseases; or reproductive-related care, just as examples. If the student agrees, FAMU Student Health Services (Clinic) can provide such care at (850) 599-3777. For employees, the
University suggest that the victim seek medical treatment with their local physician or at a medical facility as soon as possible.

4) **Counseling and Victim Advocate Program.** The victim may need counseling or psychological services, whether the sexual violence was recent or long ago. If the student agrees, FAMU Counseling Services can provide individual and group counseling. It is available to students at no charge. The contact number is (850) 599-3145. Employees may consult with Human Resources at (850) 599-3611, regarding counseling services available through the Employee Assistance Program (EAP). The Victim Advocate Program serves as a confidential resource and support resource for anyone in the University community who has been a victim of a crime. For more information about Victim Advocate Program, please call (850) 412-5667.

5) **Academic Adjustments.** The goal is to ensure that the student has an opportunity to avoid contact with the alleged perpetrator. The student who experiences trauma or who must relocate for some period may need to miss one or more classes without the results being punitive. The student may request administration of an exam at a location unknown to an alleged perpetrator who attends the same class; completion of the class via online assignments; or a grade of Incomplete with a schedule for making up coursework. The Counseling Center or Student Clinic can document the student’s request(s) to professors.

6) **Criminal or Administrative options.** Students, who have been victims of sexual harassment, may choose one or more:
   - File a police report with FAMU Police Department at (850) 599-3256
   - File a police report with the Orlando Police Department, if the sexual harassment occurred off campus
   - File a complaint with the FAMU Office of Judicial Affairs at (850) 412-7223
   - File a discrimination complaint with the Office of Equal Opportunity Programs (850-5993076).

**Training Programs**
Florida A&M University will include the following in its training programs, but are not limited to:

- Title IX Regulations Training Requirements
- Title IX Recorded Training Sessions
- Title IX Training Video Zoom 1
- Title IX Training Video Zoom 2
  - training all university law enforcement personnel on the university’s Title IX responsibilities and handling of sexual harassment or sexual violence complaints;
  - training all employees who interact with students regularly on recognizing and appropriately addressing allegations of sexual harassment or violence under Title IX;
  - training the Title IX Coordinator and any other employees who are involved in processing, investigating, or resolving complaints of sexual harassment or sexual violence;
• informing students of their options to notify proper law enforcement authorities, and the option to be assisted by university employees in notifying those authorities;
• designating an individual from the university’s counseling center to be “on call” to assist victims of sexual harassment or violence whenever needed;
• offering counseling, health, mental health, or other holistic and comprehensive victim services to all students affected by sexual harassment or violence, and notifying students of campus and community counseling, health, mental health, and other student services;

**Applicable Regulations and Policies**

Title IX Sex Discrimination and Sexual Misconduct Prohibition and Formal Hearing Process  
*University Board of Trustees Regulation 1.022*

Non-Discrimination Policy and Discrimination and Harassment Complaint Procedures  
*University Board of Trustees Regulation 10.103*

Student Code of Conduct  
*University Board of Trustees Regulation 2.012*

Due Process, Other Rights and Responsibilities  
*University Board of Trustees Regulation 2.013*

Sexual Misconduct  
*Sexual Misconduct Policy*

For additional questions and resources for filing a report or complaint, please contact:

*Office of Equal Opportunity Programs*  
*674 Gamble Street*  
*Florida Agricultural and Mechanical University*  
*Tallahassee, FL 32307*  
*(850)599-3076*