

# Sexual Misconduct Information

## How to File a Title IX Complaint against Sexual Misconduct

### Atlanta Metropolitan State College

#### What is Title IX?

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities. "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." **20 U.S.C. § 1681 & 34 C.F.R. Part 106**

- Sex discrimination encompasses all forms of sexual harassment, including verbal sexual harassment and sexual violence by employees, students, or third parties against employees, students, or third parties.
- Sexual harassment and sexual violence can threaten a student's physical and emotional well-being, and may impact how a student performs academically.
- Title IX compliance involves having a clear and functional reporting channel to the Title IX Coordinator and training the campus community about how to recognize sex discrimination and how to report it.

#### How to Report

**Faculty, Staff and Student Employees** who receive complaints of sexual harassment or sexual violence are obligated to report complaints to their supervisor or department head and/or the Title IX Coordinator as follows:

- If the accused individual is a student, the complaint should be reported to • Dr. Kimberly Grimes-Solomon, Vice President for Student Affairs, 404.756.4585 or via E-mail at [kgsolomon@atlm.edu](mailto:kgsolomon@atlm.edu).
- If the accused individual is an employee or a visitor, the complaint should be reported to Ms. Mitzi Williams, Chief Human Resources Officer, 404.756.4047 or via E-mail at [mwilliams@atlm.edu](mailto:mwilliams@atlm.edu).

**Students** filing a complaint of sexual harassment or sexual assault on their own behalf or for another student may report to any of the following:

- Title IX Coordinator, Mr. James Altemus, Executive Director of Title IX and Judicial Affairs 678.623.1271 or via E-mail at [jaltemus@atlm.edu](mailto:jaltemus@atlm.edu).
- Office of Public Safety 404.756.4040.
- Title IX Deputy Coordinator, Ms. Lisa Mallory, Professor of English, 404.756.4700 or via E-mail at [lmallory@atlm.edu](mailto:lmallory@atlm.edu).
- Title IX Deputy Coordinator, Dr. Dorothy Williams, Director of Counseling and Disability Services, 404.756.4016 [dwilliams@atlm.edu](mailto:dwilliams@atlm.edu)

**Employees** who have been sexually assaulted may also file a report with the Office of Public Safety.

#### WHY should you file a report?

The College has a duty to promptly respond to all complaints of sexual harassment and sexual violence; whether on or off campus incidents. The purpose is to prevent sex discrimination on campus, promptly address reported incidents, limit the effects of harassment on the educational environment, and prevent its recurrence.

**Retaliation** against ANY participants in the process — accused, victim, witnesses, reporting individuals — is prohibited. Additionally, the College is strictly prohibited from any form of retaliation on the complainant and/or any participant involved in the process.

**Sexual harassment** is unwelcome conduct of a sexual nature that is sufficiently severe, persistent or pervasive that it unreasonably interferes with, denies, or limits someone's ability to participate in or benefit from a program or activity. Unwelcomed advances or inappropriate touching are examples of sexual harassment.

**Sexual violence** is defined as physical sexual acts perpetrated without consent or where a person is incapable of giving consent due to the use of drugs or alcohol. Sexual violence is defined in the Code of Student Conduct as non-consensual sexual contact and non-consensual sexual intercourse. Sexual assault and rape are examples of sexual violence.