WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 (“Title IX”), 20 U.S.C. §1681 et seq., is a Federal civil rights law that prohibits discrimination on the basis of sex in educational programs and activities. Sex discrimination encompasses all forms of sexual violence and sexual harassment by employees, students, or third parties against students, employees, or third parties.

Rutgers University - Camden provides equal employment and educational opportunity on the basis of merit without discrimination due to age, race, ethnicity, color, sex, religion, national origin, sexual orientation, veterans’ status, or disability.

A SERIOUS SITUATION

Rutgers University - Camden takes any complaint about sexual harassment or sexual violence very seriously. The University follows the guidelines published by the U.S. Department of Education and Office of Civil Rights, and has an official grievance procedure published online in the Interim Student Policy Prohibiting Sexual Harassment, Sexual Violence, Relationship Violence, Stalking, And Related Misconduct.

Each complaint is immediately assessed to determine imminent danger and duty to warn others. A preliminary investigation is conducted to determine reasonable cause that a violation has occurred, and if so, a full and thorough investigation is performed. Once an outcome has been determined based on the preponderance of evidence, the complainant and respondent are informed, and appropriate actions are taken based on that outcome.

WHERE TO BEGIN

In order to make informed choices when consulting campus resources, people that have been victimized need to be aware of confidentiality and mandatory reporting laws.

- Some resources may maintain your complete confidentiality, offering you options and advice without obligation to tell anyone, unless you want them to.

- Other resources are expressly there for you to report crimes and policy violations, and they are obligated to take action when you report your victimization.

- If you are unsure of someone’s duties and their ability to maintain your privacy, ASK THEM BEFORE YOU TALK TO THEM!

Students, faculty, and staff may report incidents to any trusted faculty or staff member of Rutgers University - Camden, Managers, supervisors, faculty, staff, and any other agent of the University ARE REQUIRED TO RESPOND promptly and appropriately to allegations of sexual harassment that are brought to their attention.

WORDS TO KNOW

CONSENT

Any non-consensual sexual activity is prohibited by this Policy. Consensual sexual activity requires clear and unambiguous communication and mutual agreement for the act in which the participants are involved.

Consent will be assessed objectively from the standpoint of a reasonable person.

SEXUAL HARASSMENT & SEXUAL VIOLENCE

Unwelcome, gender-based verbal or physical conduct which is sufficiently serious that it unreasonably interferes with, or deprives someone of, the ability to participate or benefit from the institution’s educational program.

The unwelcome behavior may be power differentials (quid pro quo), the creation of a hostile environment, or retaliation.

WORDS TO KNOW

DON'T BE AFRAID

Sometimes people are afraid to report sexual harassment or sexual violence because drugs or alcohol are involved. Rutgers University - Camden’s highest priority is the safety of everyone on campus. Any other rule violations will be handled separately from the sexual harassment or sexual violence complaint. The use of alcohol or drugs never makes the person who was victimized at fault for sexual violence.

COMPLAINT EXAMPLES

Displaying or distributing sexually explicit drawings, pictures, or written materials.

Engaging in sexual interactions without freely given consent.

Sexual violence or intimate partner violence.

Conditioning a benefit on submitting to sexual advances.

Touching of a sexual nature.

Gender-based stalking or bullying.

Repeatedly subjecting a person to egregious, unwanted sexual attention.

Attempting to coerce an unwilling person into a sexual relationship.

WHO TO CONTACT

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TAKE ACTION!

Don't Ignore It

Pay attention to cues, comments, instincts, and experiences. Address unwanted contact immediately.

Say No

Tell the person, that the contact they are exhibiting is not wanted!

Be Affirmative

Make sure to tell the person STOP, if you don’t give consent.

Tell Someone

If you are a student, tell an instructor, a counselor, campus security, a staff member, a coach, or anyone in a position of power. If you are an employee, tell your supervisor, an administrator, a Vice President, a staff or faculty member.

NO RETALIATION

Rutgers University - Camden prohibits any form of retaliation against a claimant. Any allegations of retaliation will result in an immediate investigation and appropriate action consistent with Rutgers University - Camden’s due process procedures. Examples of retaliation include:

- Pressuring a complainant to withdraw the complaint
- Sending unwelcomed messages directly, through acquaintances, or electronically
  - Lowering your grade
  - Stalking or threatening a claimant
- Failure to provide campus services, such as: housing, billing, registration
  - Removal from classes, team, activities