UNIVERSITY OF FLORIDA
OFFICE OF ADA AND TITLE IX COMPLIANCE

Guidelines for Addressing Sexual Misconduct

I. STATEMENT OF PURPOSE AND COMMITTMENT
The University of Florida is committed to providing all members of our community with fair and equitable treatment, regardless of their sex, gender, or sexual orientation. As such, the University strives to protect our students, employees and visitors from any form of sexual misconduct or gender-based harassment, including Sexual Harassment, Sexual Assault, Intimate Partner Violence, Sexual Exploitation, Stalking/Cyberstalking, Pregnancy Discrimination (students) and associated Retaliatory Actions. Consequently, these forms of behavior will not be tolerated at the University and any individual who engages in such conduct will be subject to disciplinary action.

The purpose of these guidelines is to identify behavioral expectations that will meet the goal of establishing and maintaining a safe and comfortable environment – free from all forms of sexual misconduct – for all individuals working, learning, residing and visiting our community. Implicit in this goal, is the expectation that all members of the University community act toward this commitment by promptly reporting any suspected violation of these guidelines.

II. SCOPE OF GUIDELINES
The scope of these guidelines is based on whether an individual is in any way affiliated with the University; it is not impacted by location. As such, these guidelines pertain to all individuals affiliated with the University of Florida who believe they have been subjected to any form of sexual or gender-based misconduct (as defined in Section III below).
III. DEFINITIONS AND TERMS

Defined below are the terms associated with Title IX and these guidelines.

**Advisor** – An individual designated as someone who will provide advice/consultation to either the Reporting Party or the Responding Party. The Reporting Party and the Responding Party are authorized to have one (1) Advisor present during any investigatory interview/meeting. The advisor can be anyone (friend, attorney, parent, advocate, etc.) but they cannot speak on the Party’s behalf and cannot have any other role in the investigation (for instance, an Advisor cannot also be someone who intends to serve as a Witness in the investigation or someone who also advises the opposing Party).

**Anonymity** – A state in which a person is not known or whose name is not provided. Individuals participating in a Title IX investigation cannot have the expectation of anonymity. However, in limited circumstances when an informal resolution is requested, the Title IX Coordinator may be able to address the unwanted behavior in general terms and without naming the Reporting Party.

**Bystander** – Individual who witnesses sexual misconduct, criminal or inappropriate behavior, etc. By their presence, bystanders have the opportunity to intervene in ways that can positively impact the outcome of an event and can become a means of support for the individual affected by the behavior/event.

**Character Witness** – Individuals who have background information regarding either the Reporting Party or the Responding Party but do not have any information associated with the specific allegations in the investigation. Character Witnesses are **not** authorized to participate in the investigatory process.

**Coercion** – Persuading or pressuring someone to do something they do not want to do through the use of threats, trickery, guilt, etc.
Confidentiality – A state in which information is kept secret or private and not shared without explicit authorization. To ensure the integrity of an investigation, it is preferable for those involved to avoid discussing any related information. However, the University cannot require confidentiality and individuals involved in the process cannot have the expectation of confidentiality.

Consent – Clear, voluntary, mutually understandable words or actions that indicate a person is willing to participate in a sexual activity. Consent to one form of sexual activity does not mean consent to all forms of sexual activity and consent given on one occasion does not imply consent to future occasions. Neither silence nor the lack of a verbal “no/stop”, equates to consent; additionally, a lack of resistance cannot be interpreted as consent (e.g., an individual is not required to resist or ‘fight off’ the sexual advances of another in order to show they do not consent, however, resistance is a clear indicator that an individual does not consent). Consent cannot be given when a person:

- is incapacitated from alcohol or drugs;
- is under the legal age of consent;
- is asleep or unconscious;
- has a disability that prevents him/her from having the capacity to consent.

Deputy Title IX Coordinators – Assist the Title IX Coordinator in identifying training needs and serve as a department’s direct resource for reporting Title IX related violations and general concerns/questions regarding sexual misconduct. (Click here for a list of all Deputy Title IX Coordinators).

Due Process – Formal proceedings that follow established rules and principles and require all parties to be in a fair and equitable manner. All parties in the Title IX process are afforded due process.

Florida’s Sunshine Law – A series of laws designed to guarantee that the public has access to the public records and meetings of governmental bodies in Florida. The University of Florida is a governmental body and therefore, accountable under the Sunshine Law. As such, the University must provide
copies of investigative reports/materials when such a request is made under this law.

**Gender-based Harassment** – A wide range of offensive behaviors (verbal or non-verbal actions of aggression, intimidation, hostility) based on gender, sex, sexual orientation, gender identity or gender expression. These behaviors do not need to be of a sexual nature but must place the receiving person in reasonable fear of physical harm, or objectively disrupt or interfere with their employment, education or other activities related to their role on the University of Florida campus.

**Incapacitation** – A state under which a person cannot give consent because their mental, physical, physiological and/or developmental abilities render them incapable of making a rational, reasonable decision. An individual can become incapacitated under a number of circumstances such as: consumption of drugs/ alcohol, being asleep/unconscious, having a physical/mental disability, etc.

**Incoherent** – Exhibiting confused, illogical, disjointed speech/behavior, sometimes as a result of alcohol, drugs or other medical conditions. An individual who is incoherent is not necessarily incapacitated.

**Informal Resolution** – One alternative to an investigation that may be used to address allegations of a Title IX violation(s). Types of Informal Resolutions include mediation, restorative justice, no contact order, apology, and other appropriate case specific actions requested by the Reporting Party.

**Interim Measures** – Reasonable and practical action necessary to support and protect participants in a Title IX Investigation from retaliation, unwanted contact, and other potential discriminatory/harmful behaviors. Examples of Interim Measures include (but are not limited to): ‘No Contact Orders’, altering academic schedules, residential reassignment, employment accommodations, etc. When identifying specific Interim Measures, the goal will be to minimize unnecessary or unreasonable burdens to either party while ensuring the safety of all community members.
**Intimate Partner Violence** – Abusive behavior between individuals who have a continuing intimate or romantic relationship with each other (married, dating or other intimate relationship). Intimate Partner Violence includes (but is not limited to): assault, stalking, kidnapping, psychological abuse, manipulation/coercion.

**Investigator** – An individual with extensive training in investigative interviewing and procedures to uncover information that will subsequently be used to identify whether a violation has occurred.

**Non-consensual Sexual Touching** – A category of sexual assault defined as deliberate touching of an individual’s private parts (genitalia, groin, breast, buttocks) or the clothing covering those parts with any object and without the expressed consent of the person being touched. Forcing, threatening or coercing a person to touch his/her own private parts with any object. Forceable kissing is also considered non-consensual sexual touching.

**Non-consensual Sexual Penetration** – A category of sexual assault defined as any anal, vaginal or oral penetration with an object or body part by a person(s) upon another person who does not consent.

**Person of Support** – An individual designated as someone who will provide comfort and care to either the Reporting Party or the Responding Party during the investigation. The Reporting Party and the Responding Party are authorized to have one (1) Person of Support present during any investigatory interview/meeting. The Person of Support can be anyone (a friend, counselor, advocate, parent, etc.) but they cannot speak on the Party’s behalf and cannot have any other role in the investigation (for instance, a Person of Support cannot also be someone who intends to serve as a Witness in the investigation or someone who provides support to the opposing Party).

**Pregnancy Discrimination** – Unjust or prejudicial treatment on the basis of pregnancy/parental status. Title IX prohibits the discrimination of a *student* based on pregnancy/parental status and requires that these *students* receive equitable treatment with other *students* (e.g., allowances for continued
participation in classes & extra-curricular activities; provisions for reasonable class/work assignment adjustments as needed; allowances for legitimate absences due to pregnancy/parental status; opportunities to make up missed work, etc.). Only students have recourse under Title IX for Pregnancy Discrimination; employees having concerns regarding these issues should contact Human Resources’ Office of Employee Relations via email at EmployeeRelations@hr.ufl.edu or via phone at (352) 392-1072.

**Preponderance of the Evidence** – The burden of proof required to find an individual responsible for a Title IX violation. This standard is identified as ‘more likely than not’ or ‘50% plus a feather’.

**Privacy** – A state in which an individual is afforded freedom from unauthorized intrusion or interference. Every effort is made to maintain the privacy of the individuals involved in the Title IX process when possible.

**Reporting Party** – Individual alleging they have been subjected to a Title IX violation.

**Responding Party** – Individual alleged to have violated Title IX and/or these Sexual Misconduct guidelines.

**Responsible Employee** – Any person employed by the University of Florida who has (or is reasonably perceived to have) the authority to initiate action in response to sexual misconduct. Responsible employees have the duty to report sexual misconduct to the Title IX Coordinator or designee and cannot provide confidential support in these matters. (Click here for a list of ‘Responsible Employees’ at UF)

**Retaliation** – Any adverse action or behavior (or attempted adverse action or behavior) imposed against an individual as a result of their participation/involvement in an investigation. To be retaliatory, the action or behavior must have a materially adverse effect on an individual’s employment, academics, living environment or mental well-being. Allegations of retaliation should be
immediately reported to the Title IX Coordinator; any individual responsible for retaliation will be subject to disciplinary action.

**Romantic/Intimate Relationship** – When individuals are emotionally connected by mutual feelings that are caring, affectionate and loving (e.g. not platonic).

**Sexual Assault** – A form of sexual misconduct that includes a broad range of sexual acts that are unwanted by one party and do not have the knowing consent of all parties involved. Sexual Assault can be categorized as either non-consensual sexual touching or non-consensual sexual penetration. Specific types of sexual assault include (but are not limited to): forcible touching/kissing, forcible fondling, intimate partner violence, forcible oral copulation.

**Sexual Exploitation** – Taking non-consensual sexual advantage of an individual for the purpose of sexual gratification, financial gain, retribution, personal advantage or any other illegitimate purpose. Examples include (but are not limited to) the following:

- Observing, photographing, recording or streaming another individual’s identifiable nudity, private parts or sexual activity without their knowledge or consent — or — allowing another to observe, photograph, record or stream consensual sexual activity without the knowledge or consent of those in the act.
- Causing or attempting to cause the incapacitation of another for the purpose of taking sexual advantage.
- Distributing sexually explicit materials of another without his/her consent and/or the consent of the recipient.
- Knowingly exposing another to a sexually transmitted infection/disease without their knowledge/consent.

**Sexual Harassment** – A form of sexual misconduct that can include unwelcome sexual advances or physical conduct of a sexual nature, requests for sexual favors made as an implicit or explicit condition of employment or education, or other verbal or physical conduct of a sexual nature that places the receiving
person in reasonable fear of physical harm, or objectively disrupts or interferes with their employment, education or other activities related to their role on the University of Florida campus on the basis of their sex.

**Sexual Misconduct** – The overarching term that refers to a broad range of sexually discriminatory behavior and other unwanted conduct of a sexual nature committed without consent or with the use of force, coercion, threats, intimidation or manipulation. Behaviors defined as sexual misconduct include, but are not limited to: sexual harassment, sexual assault, intimate partner violence, non-consensual sexual touching, non-consensual sexual penetration, stalking, sexual exploitation.

**Stalking** – Multiple, unwelcome acts directed at a specific person that (by a reasonable person’s standard) cause that individual to fear for his/her (or others’) safety and cause him/her considerable emotional distress. Specific types of stalking include (but are not limited to): monitoring, following, surveilling, harassing, pursuing, threatening, repeatedly contacting a person without consent, interfering or damaging a personal property.

**Title IX** of the Education Amendments Act of 1972 – A U.S. federal civil rights law that states: *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 Coordinator** – The Title IX Coordinator provides leadership for all aspects of Title IX compliance including the Title IX team, the investigatory process, resources & training. The Assistant Vice President of Title IX and ADA Compliance, Dr. Russell Froman, is the University’s Title IX Coordinator. Inquiries regarding the Title IX process and reporting violations can be directed to Dr. Froman at: inform@titleix.ufl.edu.

**Witness** – Individual(s) who have information material to the investigation and can speak to their knowledge of the reported allegations.
IV. COMMUNICATING WITH OFFICE OF TITLE IX COMPLIANCE

Once notified of an alleged Title IX violation, the Office of Title IX Compliance communicates with involved parties to provide them with the information and support they need to decide the best options for them moving forward. Reporting Parties will identify whether to choose a formal investigation, request an informal resolution, or defer further action in the matter. In some circumstances, interim measures may be identified to provide immediate relief to parties as they move through the process; the Title IX Coordinator will assist/oversee the implementation of these measures.

The Office of Title IX Compliance oversees the University’s process of addressing alleged Title IX violations; this process has no relationship to the criminal justice system and will not result in any arrest or sentencing. Parties have the right to report their allegations through the criminal court system in addition to, or in lieu of, the University’s Title IX process, however, if both processes are initiated, they will be completely separate and will result in separate outcomes. The ultimate goal of the University’s Title IX process will be to eliminate the unwanted behavior, prevent its recurrence and address its effects on the Reporting Party and the University community overall.

V. REPORTING OPTIONS

A wide variety of mechanisms are available to report an alleged Title IX violation (see below), however, the first step for a Reporting Party is to decide if he/she simply wants to seek out confidential support or officially report the violation(s). It is important to understand the majority of employees at the University of Florida are identified as ‘Responsible Employees’ and, as such, have the duty to inform the Office of Title IX Compliance of any reports they receive alleging sexual misconduct. It is equally important to know that, should a Reporting Party report an incident of alleged sexual misconduct to a Responsible Employee or to the Office of Title IX Compliance, they will not be required to move forward with an investigation if that is not their desire (see Section V below for further information on the Title IX Process) a.
Employees in the following areas are identified as confidential resources and not obligated to forward allegations of sexual misconduct to the Title IX Coordinator:
- Office of Victim Services (OVS): http://www.police.ufl.edu/victim-services/
- Counseling & Wellness Center (CWC): http://www.counseling.ufl.edu/cwc/

All employees (TEAMS, OPS, USPS, Faculty) working in areas other than those identified above are considered ‘Responsible Employees’ and are obligated to report all allegations of sexual misconduct communicated to them. Failure to do so could result in disciplinary action.

Reporting Parties (or others) who want to report allegations of sexual misconduct may communicate this information to any Responsible Employee or via any of the alternative options listed below.

**Options for Reporting Title IX Violations**
- Title IX Information Form: https://titleix.ufl.edu/title-ix-reporting-form/
- Title IX Coordinator: (352) 273-1094
- Deputy Title IX Coordinators: [insert link]
- UFPD: (352) 392-1111
- Gainesville Police Department: (352) 955-1818

**NOTE:**
- The Office of Title IX Compliance will always consider the Reporting Party’s requests/needs as paramount throughout the process. However, when legitimate allegations are so severe as to pose a serious threat to the Reporting Party or the community in general, the Title IX Coordinator may determine it is necessary to move forward with a case independent of the Reporting Party’s participation; these circumstances are extremely rare.

**VI. REPORTING PROCESS**

**A. STUDENTS** directly involved in sexual misconduct allegations (Reporting Party/Responding Party) will be guided through the following process (click here to view the flowchart for the student Title IX Process):
1. **Intake/Declaration of Intent** – A meeting will occur with the Title IX Coordinator or designee and a form will be thoroughly reviewed that outlines the process, student rights & responsibilities, available resources, requests for interim measures, etc. All questions will be answered, and at the culmination of the meeting, the Reporting Party will choose how he/she would like to move forward (investigation, informal resolution, defer decision, etc.). If the Reporting Party decides to move forward with an investigation, the Title IX Coordinator or designee will contact the Responding Party to meet and thoroughly review the same information and answer all questions. The case will then be forwarded for investigation and, from this point forward, the Reporting Party will no longer be able to maintain anonymity.

Alternatively, if an informal resolution is requested, the Reporting Party will identify how he/she would like the matter to be resolved (mediation, restorative justice, no contact order, apology, etc.). If the suggested resolution is appropriate and, if the Responding Party agrees to move forward with an informal resolution, the Title IX Coordinator will oversee this process with both parties. In the event that the Reporting Party wishes to remain anonymous, it may be possible for the Coordinator to address the issue with the Responding Party in general terms, thereby putting him/her on notice that the behavior must stop.

If the Reporting party chooses to defer his/her decision about moving forward, this will be documented, and further action will be discontinued unless the Reporting Party subsequently decides to move forward.

**NOTES:**

a. Give the numerous constraints associated with initiating an investigation after significant time has lapsed, allegations reported more than one year after the precipitating event(s) may not be able to be adjudicated through the Office of Student Conduct and Conflict Resolution. However, this does not preclude the Office of Title IX Compliance from providing support services and resources to the involved parties.
b. As noted in Section IV, the Title IX Coordinator may determine in rare cases that it is necessary to move forward if there exists a serious threat to the Reporting Party or the community in general.
c. The same time restriction as noted in ‘a.’ above also applies in this circumstance.

2. **Investigation** – The assigned investigator will begin by interviewing the Reporting Party to better understand the allegations and to obtain details of the interactions leading to the alleged violation(s). The investigator will document all material information reported, accept related documents/materials, as available, and obtain a list of requested witnesses, if any.  

Typically, the Investigator will then interview all/most of the Reporting Party’s witness(es) to obtain their insight/information on the allegations and collect documentation, as available. 

After Reporting Party witness interviews conclude, the Investigator will contact the Responding Party to arrange a time the two can meet. During this interview, the specific allegations will be reviewed, the Responding Party will be asked to provide his/her perspective on the matter and answer questions intended to clarify details of the case. The Responding Party will also be asked to provide documents/materials, if available, and requested witness contact information, if any. Interviews with the Responding Party’s witnesses will occur next and material information will be collected as available. 

**NOTES:**

a) Witnesses who do not have information associated with the specific allegations (i.e. Character Witnesses) will not be approved. Witness lists should include: a) full name of witness, b) witness email address (preferred) or cell phone number and, c) a brief statement describing how the witness was involved/made aware of the allegations. The investigator has the ultimate decision-making authority on what evidence/witnesses are material to the case. 

b) Each investigation is handled individually and, therefore, might not follow the exact order outlined above. However, the process will be maintained in every investigation even when the order of interviews is adjusted.
Throughout this process, the investigator will typically follow up with parties/witnesses to make additional inquiries as new information is reported.

3. **Report** – At the culmination of a student investigation, the investigator will compile all information into an Investigative Report. This report will: a) identify the allegations reported, b) outline all parties interviewed and the material information they reported and, c) present all supporting documents submitted as evidence. Both the Reporting Party and the Responding Party will have the opportunity to review the finalized report. This Title IX Investigative report does not determine an outcome or decide if the Responding Party is responsible for the allegations reported; that decision falls under the purview of the Office of Student Conduct and Conduct Resolution (SCCR).

4. **Outcome** – Once the Title IX Investigative Report is reviewed by both parties, it will be forwarded to SCCR and, from this point forward, the Office of Title IX Compliance will no longer have jurisdiction over the case. However, Title IX will continue to maintain a supportive relationship with both parties. The leadership in Student Conduct and Conflict Resolution will be solely responsible to determine whether the information identified in the Investigative Report supports charging the Responding Party with a conduct code violation. SCCR will inform both parties of their decision and will oversee any further adjudication/resolution associated with the case, including hearings, appeals, etc.

**B. EMPLOYEES** directly involved with sexual misconduct allegations (Reporting Party/Responding Party) will be guided through the following process (click here to view the flowchart for the employee Title IX Process):

1. **Intake/Declaration of Intent** – The Title IX Coordinator or designee will contact the Reporting Party to review the process, identify available resources, determine the need for interim measures, etc. All questions will be answered, and at the culmination of this review, the Reporting
Party will choose how he/she would like to move forward (investigation, informal resolution, defer decision, etc.). If the Reporting Party decides to move forward with an investigation, the Responding Party will be notified of the pending investigation, the process, available resources, etc. The case will then be forwarded for investigation and, from this point forward, the Reporting Party will no longer be able to maintain anonymity.

Alternatively, if an informal resolution is requested, the Reporting Party will identify how he/she would like the matter to be resolved (mediation, restorative justice, no contact, apology, etc.). If the suggested resolution is appropriate and, if the Responding Party agrees to move forward with an informal resolution, the Title IX Coordinator will oversee this process with both parties. In the event that the Reporting Party wishes to remain anonymous, it may be possible for the Coordinator to address the issue with the Responding Party in general terms, thereby putting him/her on notice that the behavior must stop.

If the Reporting party chooses to defer his/her decision about moving forward, this will be documented, and further action will be discontinued unless the Reporting Party decides to subsequently move forward.

NOTE:

a. Depending on a number of factors (seriousness of the alleged conduct, length of time since precipitating incident, current impact of the reported conduct, etc.), the Title IX Coordinator may determine a full formal investigation is not an appropriate option moving forward. However, this does not preclude the Office of Title IX Compliance from assisting the employee with alternative resolutions and/or support services.

b. In the event the employee is a member of the United Faculty of Florida, this notification will be made in writing as outlined in Article 11.3(a)(2) of the ‘Collective Bargaining Agreement’.

2. Investigation – University regulations require employees to participate in a Title IX investigation when contacted by the Office of Title IX
Compliance. Additionally, employees have the duty to cooperate and be honest and are prohibited from withholding information, impairing or obstructing the process. Failure to comply with these guidelines could result in disciplinary action.

At the onset of the investigation, the assigned investigator will interview the Reporting Party to better understand the allegations and obtain details of the interactions leading to the alleged violation(s). The investigator will document all material information reported, accept related documents/materials, if available, and obtain a list of requested witnesses, if any. a

Typically, the Investigator will then interview all/most of the Reporting Party’s witness(es) to obtain their insight/information on the allegations and collect documentation as available.

After Reporting Party witness interviews conclude, the Investigator will contact the Responding Party to arrange a time the two can meet. During this interview, the specific allegations will be reviewed, the Responding Party will be asked to provide his/her perspective on the matter and to answer questions intended to clarify details of the case. The Responding Party will also be asked to provide related documents/materials, if available, and requested witness contact information, if any. Interviews with the Responding Party’s witnesses will occur next and material information will be collected as available. b

NOTES:

a. Witnesses who do not have information associated with specific allegations (i.e. Character Witnesses) will not be approved. Witness lists should include: a) full name of witness, b) contact email (preferred) or cell phone number and, c) a brief statement describing how the witness was involved/made aware of the allegations. The investigator has the ultimate decision-making authority on what evidence/witnesses are material to the case.

b. Each investigation is handled individually and, therefore, might not follow the exact order outlined above. However, the process will be maintained in every investigation even when the order of interviews is adjusted. Throughout this
process, the investigator will typically follow up with parties/witnesses to make additional inquiries as new information is reported.

3. **Report** – At the culmination of an employee investigation, the investigator will compile all information into an Investigative Report. This report will: a) identify the allegations reported, b) outline all parties interviewed and the material information each reported, c) present all supporting documents submitted and, d) summarize the findings. Using the *Preponderance of the Evidence* standard, one of the following findings will be determined for each allegation:

- **Substantiated** – The information determined through the investigation supports a finding that the Responding Party has violated the specified Title IX violation(s); UFHR will likely recommend corrective action in these cases.

- **Unsubstantiated, Inconclusive** – The information determined through the investigation does not allow for the establishment of facts or supported conclusions necessary to render a finding that misconduct occurred (i.e., a lack of information prevents the investigator from making a conclusive finding).

- **Unsubstantiated, No Misconduct** – The information determined through the investigation supports the finding that no violation of Title IX occurred (i.e., sufficient information exists for the investigator to conclude that the alleged misconduct did not occur).

5. **Outcome** – Once the Title IX Investigative Report is reviewed/finalized, it will be forwarded to the leadership of the Responding Party’s department/college. If a violation has been identified, the leadership will consult with the Office Employee Relations regarding the report findings to determine the need for appropriate employee action. Copies of the report will also be provided to the Reporting and Responding Parties. Upon distribution of the finalized report, the Office of Title IX Compliance will no longer be involved in the case and will have no decision-making authority regarding employee action/follow up.
VII. OVERSIGHT/ENFORCEMENT

The oversight of Title IX guidelines falls under the Office of ADA and Title IX Compliance; this office is responsible for directing/coordinating all aspects of this process through completion of the investigatory report as outlined above.

Retaliation against any person participating in the investigation of a Title IX complaint is strictly prohibited. Any party who suspects retaliation has occurred as a result of an investigation should immediately inform the Investigator, the Title IX Coordinator, and/or their immediate supervisor. Allegations of retaliation or intimidation of anyone involved in the investigative process are taken very seriously by the University and it is entirely possible that retaliation can result in more serious action than the underlying alleged misconduct.

Failure to comply with these guidelines and/or any disciplinary actions resulting from this process will be addressed through the Office of Student Conduct and Conflict Resolution (for students) or the Office of Employee Relations (for employees) and could result in separate disciplinary action, up to and including suspension/expulsion (for students) or termination (for employees).

VIII. SUPPORT AND RESOURCES

The University of Florida is committed to providing support and resources to all members of our community affected by circumstances surrounding sexual misconduct.

A. STUDENT RESOURCES

Confidential Resources Include:

- Office of Victim Services (OVS): http://www.police.ufl.edu/victim-services/
- Counseling and Wellness Center (CWC): http://www.counseling.ufl.edu/cwc/

Non-confidential Resources Include:

- Student Ombuds: https://www.ombuds.ufl.edu
- STRIVE: http://gatorwell.ufsa.ufl.edu/programs/strive#TakeBackTheNight
• Dean of Students: https://www.dso.ufl.edu
• Student Conduct and Conflict Resolution (SCCR): https://sccr.dso.ufl.edu/
• Disability Resource Center (DRC): https://drc.dso.ufl.edu/
• Student Health Care Center: http://shcc.ufl.edu/
• UMatter We Care: https://www.dso.ufl.edu/scr

NOTE:
  a. Under all other circumstances except allegations of sexual misconduct, the Student Ombuds holds student communications in strict confidence.

B. EMPLOYEE RESOURCES
Confidential Resources Include:
• Employee Assistance Program (EAP): http://eap.ufl.edu/
• Office of Victim Services (OVS): http://www.police.ufl.edu/victim-services/

Non-confidential Resources Include:
• Human Resource Services (HR): http://hr.ufl.edu/working-at-uf/support/title-ix-at-uf/
• Faculty Ombuds: https://faculty.ombuds.ufl.edu/
• Staff Ombuds: https://www.ombuds.ufl.edu/staff/

IX. RELATED POLICIES/INFORMATION
• Title IX of the Education Amendments Act of 1972 – 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. US Department of Education, Office for Civil Rights Website

• Prohibited Consensual Relationships – University of Florida requires faculty to adhere to their proper role as teacher, researcher, intellectual mentor and counselor and not engage in conduct that calls into question the integrity of the evaluative or other academic processes related to students. Additionally, faculty must refrain from exploiting or coercing students or creating the appearance of exploitation or coercion. Regulation 1.0065 of the University of Florida identifies those romantic or
sexual relationships between faculty and students that are prohibited.  
**Prohibited Consensual Relationships Policy**

- **Breastfeeding in the Workplace** – *The University of Florida supports and encourages breastfeeding for nursing mothers upon their return to work. Supervisors of such employees are responsible for making appropriate accommodations to allow employees the flexibility and privacy to express (pump) breastmilk, as needed.*  
**Breastfeeding in the Workplace Policy**

- **Workplace Violence** – *The University of Florida is committed to creating and maintaining an environment that is safe and free from violence. To foster a positive working and learning environment, UF prioritizes the physical safety of anyone engaged in UF activities. University employees share the responsibility and are expected to maintain conduct that does not incite acts of violence, threats, and aggression.*  
**Workplace Violence Policy**

X. **Further Information/Clarification**

For further information or clarification regarding these guidelines or any other Title IX related issues, contact the University’s Title IX Coordinator:

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