



**Title IX:  
Sex and Gender-Based  
Discrimination,  
Harassment, and  
Retaliation  
Brochure**



**Privacy**

Information received by the office of Institutional Equity in connection with the filing, investigation, and resolution of allegations will be treated as private. The Institutional Equity office will disclose your information on a limited basis, and only as needed, to properly and thoroughly conduct an investigation for the purposes of addressing conduct or practices that are in violation of the policy, or when required to do so by state or federal laws.

*Western Kentucky University*

## Title IX Policy Overview

- Western Kentucky University (WKU) prohibits sex and gender-based discrimination, harassment, and retaliation in any educational programs and activities or employment situations.
- The Sex and Gender-Based Discrimination, Harassment, and Retaliation policy applies to all WKU operations and programs located on the main campus and all regional campuses.
- The Sex and Gender-Based Discrimination, Harassment, and Retaliation policy establishes a process for determining when sex and gender-based discrimination, harassment, and retaliation has occurred. It also authorizes the University to take actions to proactively stop the conduct, remediate its effects, and provide information related to sex and gender-based discrimination, harassment, and retaliation.
- Any person who believes they have been harmed by conduct prohibited by the Sex and Gender-Based Discrimination, Harassment, and Retaliation policy may file a complaint with the EEO office.
- Any person has a right to file a complaint anonymously, but it may make it more difficult for WKU to fully investigate and address the misconduct. Employees are required to report sex and gender-based discrimination, harassment, and retaliation.
- Third parties may file a complaint on behalf of a person whom they believe has been adversely affected by conduct prohibited by this policy.
- Sex and gender-based discrimination, harassment, and retaliation includes sexual harassment and sexual violence prohibited by Title VII of the Civil Rights Act of 1964 (as amended), Title IX of the Education Amendments of 1972, and Kentucky Revised Statute 510.140.

## Sex and Gender-Based Discrimination, Harassment, and Retaliation Defined

Examples include, but are not limited to, the following:

- Unwelcome physical contact such as touching;
- Persistent, unwelcome requests for sexual contact;
- Requests for romantic or sexual contact from someone who grades, advises, or supervises you;
- Sexualized behavior accompanied by rewards or threats of harm;
- Unwelcome sexual remarks about a person's clothing, body, sex, or sexual orientation;
- Offensive sexual questions, jokes, and stories;
- Displays of sexually offensive posters, pictures, words, or messages;
- Introduction of sexually explicit material into the classroom or workplace without an educational or work-related purpose;
- Sexual violence or rape;
- Retaliation for making a complaint of sexual misconduct.

## Duty to Report

In order to enable WKU to respond effectively and/or proactively stop instances of sex and gender-based discrimination, harassment, and retaliation involving students at the University, all WKU employees (e.g., part-time, full-time, temporary, intermittent) must report information they have about alleged or possible sex and gender-based discrimination, harassment, and retaliation to the office of Institutional Equity within 24 hours of receiving such information. Reports may also be filed with the Title IX Coordinator or with any of the Title IX Deputies.

## Title IX Coordinator and Deputies

### Title IX Coordinator

Ms. Ena Demir, Executive Director  
Institutional Equity  
(270) 745-6867

### Title IX Deputies/Investigators

Mr. Michael Crowe, Jr., Director  
Office of Student Conduct  
(270) 745-5429

### Title IX Deputies

Ms. Leisha Carr, Specialist, Academic Advising & Student Services  
School of Leadership and Professional Studies  
(270) 745-3198

Ms. Andrea Sherrill, Assistant Vice President and Chief Human Resources Officer  
Department of Human Resources  
(270) 745-5360

Ms. Gina Stoll, Senior Associate Athletic Director  
Department of Athletics  
(270) 745-5276

## Investigation

Western Kentucky University is required by law and University policy to investigate good faith complaints of sex and gender-based discrimination, harassment, and retaliation. The responsibility to investigate and ensure a fair, effective, and comprehensive response to complaints has been charged to the Title IX Coordinator. The University's goal is to determine if the policy against sex and gender-based discrimination, harassment, and retaliation was violated and if so, how to protect each individual effected, and prevent further sex and gender-based discrimination, harassment, and retaliation. Common steps in an investigation include, but are not limited to, the following:

1. Interview the individual who files a complaint (known as the "Reporting Party");
2. Determine if there is a duty to investigate;
3. If there is a duty to investigate, the Title IX Coordinator and/or investigators will interview the person(s) alleged to have engaged in sexual misconduct (known as the "Responding Party"). The Title IX Coordinator will also interview people who have first-hand knowledge of what is alleged to have happened, and what the direct effects may have been on the person(s) affected by the alleged conduct;
4. The investigator will issue a final report that summarizes the investigation, discloses facts about the situation, and identifies corrective measures;
5. The Title IX Coordinator and/or investigators will seek assistance from academic or administrative offices, supervisors, faculty, and other student services as needed to ensure implementation of corrective measures.

## Resources

In addition to the rights and responsibilities summarized in this brochure, you may seek assistance from the following offices, officials, and resources:

### Title IX Coordinator

Wetherby Administration Building (across from Potter Hall), Suite 317  
1906 College Heights Blvd. #11001  
Bowling Green, KY 42101-1001  
Phone: (270) 745-6867

### Psychological Assistance

The Counseling Center  
Potter Hall, Room 409  
(270) 745-3159

### Police Department

Parking Structure 1  
(across from the Downing Student Union)  
(270) 745-2548

### Title IX Policy and Procedure

<https://www.wku.edu/policies/docs/182.pdf>

### Student Code of Conduct

<https://www.wku.edu/studentconduct/student-code-of-conduct.php>

### Discrimination and Harassment Policy

<https://www.wku.edu/policies/docs/251.pdf>

### Consensual Relations Between Faculty and Students

<https://www.wku.edu/policies/docs/index.php?policy=360>

### Equal Employment Opportunity

<http://www.wku.edu/eeo>

## Role of Title IX Coordinator

The Title IX Coordinator is responsible for overseeing investigations related to complaints of sex and gender-based discrimination, harassment, and retaliation under this policy. The Title IX Coordinator will also monitor the response of other campus offices involved in sex and gender-based discrimination, harassment, and retaliation complaints, and review responses to complaints of retaliation connected to the reporting or filing of a complaint covered by the [Title IX Sex and Gender-Based Discrimination, Harassment, and Retaliation Policy #0.2070](#). In consultation with the Title IX Coordinator, other offices such as the office of Equal Employment Opportunity/Affirmative Action/University ADA Services (EEO), the Office of Student Conduct (OSC), and the WKU Police Department (PD) may handle certain aspects of the University's response to all alleged violations of Policy #0.2070.

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**To file a complaint of sex and gender-based discrimination, harassment, and retaliation, contact the Title IX Coordinator by using the following information:**

Western Kentucky University  
Wetherby Administration Building (across from Potter Hall), Suite 317  
1906 College Heights Blvd. #11001  
Bowling Green, KY 42101-1001  
Phone: (270) 745-6867

