

Title IX is federal law that prohibits discrimination against any person on the basis of sex in any education program or activity; sexual harassment and gender-based discrimination are forms of discrimination under Title IX. The College's policy and procedures relating to sexual misconduct and sex discrimination include requirements under Title IX, Clery Act, Violence Against Women Act, and related laws are commonly referred to – collectively – as “Title IX”.

- Eastern's Sexual Harassment Policy and accompanying procedures comply with all legal mandates. All information related to Title IX compliance may be found on the Title IX webpage.
- Eastern prohibits sexual harassment and sex discrimination in all its forms.
- Sexual harassment is a general term that includes sexual assault, stalking, relationship violence, quid quo pro sexual harassment, and hostile environment sexual harassment.
- Eastern prohibits retaliation against any person involved in a Title IX matter.
- Any person with knowledge of sexual harassment and sex discrimination should make a report.

Listen, be kind, and urge the person to report what happened. Please refer to the Response Guide in the Title IX section on how to react.

Reports should be made to the Title IX Coordinator who is charged with managing and overseeing all of Title IX. Reports may be made to an administrator or other designated official who is required to forward the report to the Title IX Coordinator. Eastern strongly encourages all persons with knowledge of sexual misconduct to contact the Title IX Coordinator.

Human Resources Representative/Title IX Coordinator: Jaennae Snyder  
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The Title IX Coordinator will contact the Complainant with information about the policy and the process, gather preliminary information about what happened, determine what supportive measures are needed, and discuss options with the Complainant. Sometimes, matters can be resolved informally. Sometimes, matters require a formal investigation. If there is a formal investigation, all parties will be notified, interviews will be conducted, evidence will be collected, a findings report will be written, and a hearing will be held to determine if the Respondent violated the policy and, if so, what the appropriate sanction will be. There are specific rules and rights that apply to the investigation and hearing such as advisors, presumption of innocence, access to each side's statements/evidence, cross-examination by the other party's advisor who

