

# Title IX for Coaches and Athletic Staff

**Title IX Annual Training**



Where  
thought  
leads.

# Goals for the Day

- What is Title IX?
- Your Role as a Coach
- Reporting? What is it?
- Recruitment

# What is Title IX?



Where  
thought  
leads.

# Title IX: The Law

The law states that:

*“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 of the Education Amendments of 1972

Implementing Regulations at:

20 U.S.C. §1681 & 34 C.F.R Part 106

# What does Title IX do?

- The Title IX office is part of the Office for Civil Rights, Compliance, and Community Initiatives
- The office receives reports of discrimination, harassment, and sexual misconduct
  - Title VI (prohibits discrimination on the basis of race, color and national origin)
  - Title VII (prohibits employment discrimination)
  - Title IX (prohibits sex discrimination)
- Provides support and resources
- Facilitates academic adjustments and accommodations
- Provides education and training
- Conducts administrative investigations and resolutions

# What does Title IX Consider Sexual Misconduct?

Conduct must have occurred during a Wofford College educational program or activity, or have occurred on campus, or on property owned or controlled by Wofford, at a Wofford-sponsored event, or in buildings owned or controlled by Wofford's recognized student organizations.

Sexual Harassment

Dating Violence

Domestic Violence

Forcible Sexual Assault

Nonforcible Sexual Assault

Hostile Environment Sexual Harassment

Stalking

Quid Pro Quo

Sexual Exploitation



## Title IX and Athletics

- Ensures equitable opportunities within Athletics
  - Equal opportunities for participation (proportionality to student enrollment)
  - Equal quality in facilities, equipment, and scheduling
  - Equity in scholarships and funding

# Your Role as a Coach

- Reporting Responsibilities
- Supporting athletes on and off the "field"
- Encourage and maintain an environment free from discrimination and harassment.
- Monitor compliance with Title IX within your teams.
- Advocate for equitable resources and support for all athletic programs.



# What is a "Mandatory Reporter"?



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

- Includes all administrators, supervisors, faculty members, or other people in a position of authority
- Includes student employees in a supervisory, advisory, or managerial role.
- Must promptly and fully report complaints of or information regarding sexual misconduct to the Title IX Coordinator

# Utah State fires Blake Anderson: Aggies terminate coach for violations related to noncompliance with Title IX

Anderson and his attorney plan to legally contest the firing with cause



By [Will Backus](#) Jul 19, 2024 at 3:45 pm ET • 2 min read



## Utah State

- "Anderson contacted the girlfriend and roommate of a Utah State football player that was arrested for alleged domestic violence in April 2023,"
- Failed to immediately report the issue to the university's Office of Equity
- Placed Anderson on leave on July 2 and formalized its decision to fire him Thursday July 18
- Admits to having received the statement from the girlfriend but claims there are jurisdictional issues.
- Utah State University Policy

# Understanding Retaliation

It is prohibited for the College or any member of Wofford's community to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy and procedure.

- Any adverse action taken against a person participating in a protected activity because of their participation in that activity (i.e. filing a report or participating in an investigation).
- Must report retaliation as well as discriminatory behavior

# Reporting

## What is a report?

### Importance of reporting

Wofford College does not discriminate on the basis of race, color, creed, religion, sex, age, national origin, disability, veteran status, sexual orientation or any legally protected status.

### Nondiscrimination and Anti-Harassment Policy

Reporting sex- and gender-based violence, harassment, or discrimination to the Title IX Coordinator is an important step in preventing and addressing prohibited conduct.

Submitting a report **DOES NOT** automatically initiate an investigation. The primary goal is to :

- Inform the Title IX Coordinator of the incident
- Present options of support to individuals who may have experienced prohibited conduct
- Ensure campus-wide safety and integrity

The Title IX Office will work with individuals to identify the best way(s) to address their concerns.

# Barriers in Reporting



Didn't think it was serious enough to report



Didn't trust anything would happen



Wasn't sure harm was intended

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## BARRIERS TO REPORTING

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Didn't want the other person to get in trouble



Didn't want others to know



Blamed themselves



## TITLE IX MENU

Title IX

Make a Report

Mandatory Reporter Form

Nondiscrimination and Anti-Harassment Policy

Supportive Measures

Information and Resources

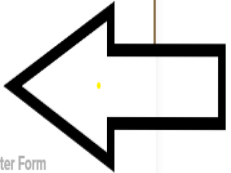
Defining and Facing Discrimination and Harassment

Campus and Community Support Resources

Preventing Harm and Misconduct

Training

FAQs



## About

### Statement of Nondiscrimination

Wofford College does not discriminate on the basis of race, color, ethnicity, ancestry, national origin, creed, religion, sex, sexual orientation, age, disability, predisposing genetic conditions, veteran status or any legally protected status.

### Compliance with Title IX

Wofford College is committed to providing an educational and work environment, including programs and activities, that is free from discrimination, harassment and retaliation. In compliance with Title IX of the Education Amendments of 1972, Wofford College does not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of sex.

Title IX also affords protections to pregnant and parenting employees and students. Title IX's nondiscrimination requirements specifically apply to those who are experiencing pregnancy, childbirth or termination of pregnancy, or are recovering from any of these conditions.

Jarvis Steele, JD  
864-597-4048

[titleix@wofford.edu](mailto:titleix@wofford.edu)

Individuals may also inquire externally to the Department of Education:

Office for Civil Rights (OCR)  
U.S. Department of Education  
400 Maryland Ave., SW  
Washington, D.C. 20202-1100  
800 421 3481

# WOFFORD COLLEGE

## Discrimination and Harassment Reporting Form

This form may be used to provide initial reporting information related to alleged sexual assault, discrimination or harassment or allegations of discriminatory harassment based on a person's membership in a protected class. Completion of this form does not constitute a Formal Complaint under Wofford's Nondiscrimination and Anti-Harassment Policy but will provide the College preliminary information prior to reaching out to the reporting party or Complainant.

Individuals who would like to make a report in person should contact Jarvis Steele at [steelej@wofford.edu](mailto:steelej@wofford.edu) or (864) 597-4048.

Please note that this form should not be used in emergency situations. If emergency assistance is required, please contact Campus Safety at (864) 597-4911.

### Reporter Information

Individuals may choose to submit a report anonymously, with the exception of individuals who are reporting as Responsible Employees. Please note that if you choose to submit a report anonymously, the College may be limited in its ability to respond.

[Enable additional features by logging in.](#)

Your full name:

Your affiliation to Wofford:

[Learn more](#)

Your preferred phone number:

Your email address:

Your mailing address:

Date of incident (Required):

# Discrimination and Harassment Reporting Form

# NCAA Policy on Campus Sexual Violence

- Annual Disclosure by Student-Athletes by **ALL** incoming students
  - Including incoming first years and transfers
  - Disclosure covers conduct resulting in discipline from Title IX proceedings or criminal convictions.
- Yearly Trainings for Staff
  - **Mandatory** annual training for coaches, athletic administrators, and staff
  - Covers Title IX policies, reporting responsibilities, and compliance
    - Reinforces commitment to maintaining a safe athletic environment
- Prevention Education Programming
  - Encouragement for attendance at or hosting of prevention education programs
  - Programs aim to educate on sexual and interpersonal violence prevention
  - Strengthens community understanding and proactive measures against violence



# Resources and Campus Partners

## Mandatory Reporter VS. CONFIDENTIAL RESOURCES

### CONFIDENTIAL RESOURCES

On Campus:

- Counselors in the Wellness Center (for students) (864-597-4370 or ext. 4371)
- Medical professionals in the Wellness Center (864-597-4370 or ext. 4371)
- Chaplain (864-597-4050 or ext. 4051)
- **Athletic Trainers (864-597-4114)**
- Ombudsperson (for faculty and staff) (864-597-4659 or ext. 4659)

### NON-CONFIDENTIAL (PRIVATE) RESOURCES

On Campus:

- Title IX Office
- Campus Safety
- Dean of Students Office



# Questions?



## Title IX Office

864-597-4048

[TitleIX@wofford.edu](mailto:TitleIX@wofford.edu)

Snyder House Annex  
429 N. Church St.  
Spartanburg, SC 29303

## *Title IX Coordinator*

Jarvis Steele, J.D.

[steelej@wofford.edu](mailto:steelej@wofford.edu)

## *Chief Equity Officer and Vice President for Community Initiatives*

Dwain Pruitt, Ph.D.

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