Welcome
JMU Faculty & Staff!

A.S.P.I.R.E. to know your IX....

**What is Title IX?**
The university is required by Title IX of the Education Amendments of 1972 and Department of Education regulations to implement Title IX, Prohibition of Sex Discrimination in Educational Programs and Activities Receiving Federal Financial Assistance. This requirement extends to employment and admission to the university. Sexual harassment is a form of sex discrimination and is covered under Title IX and Title VII.

**Sexual harassment** is a form of gender discrimination and is prohibited under Title IX. It includes conduct that:
- is sexual in nature;
- is unwelcome; and
- denies or limits a student’s ability to participate in or benefit from a JMU educational activity.

**Types of conduct** that may constitute sexual harassment:
- Physical assault or coerced sexual activity
- Demands or subtle pressure for sexual favors
- Obscene phone calls, texts, e-mails or gestures
- Inappropriate touching, patting, or pinching

Disability Harassment includes the intimidation or abusive behavior toward a person based on disability that creates a hostile environment by interfering with or denying a person’s participation in or receipt of benefits, services, or opportunities in JMU’s program.

**Racial Harassment** is harassment based on a student’s race, color, or national origin.

*If you have questions and you are a...*

**Student**, please contact Cannie Campbell, Director of the Health Center, at (540) 568-3532 or campbecg@jmu.edu

**Staff member**, please contact Diane Yerian, Director of Human Resources, at (540) 568-3825 or yeriandg@jmu.edu

**Student athlete**, please contact Jennifer Phillips, Assoc. Director of Compliance in Athletics, at (540) 568-8036 or philli2jr@jmu.edu

**Faculty member, affiliate, or a visitor**, please contact James Robinson, Director of the Office of Equal Opportunity, at (540) 568-6991 or robinsjr@jmu.edu

If you feel you are being harassed in any way...get to a safe place and tell someone. Incidents may be reported by any person (students, faculty, staff, or visitors) who have been witness to or been involved in discrimination or harassment. For more information visit us on the web at www.jmu.edu/titleix