

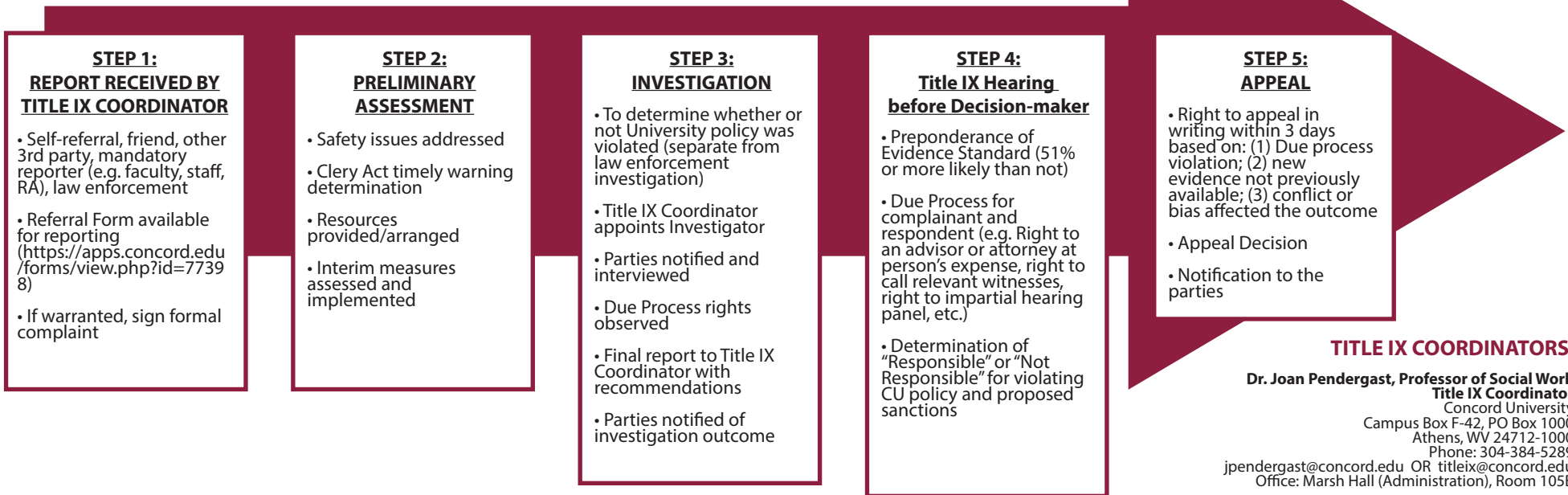


Title IX Process

Incident Occurs

- Gender-based harassment or discrimination
- Sexual Violence or Harassment
- Stalking
- Relationship Violence
- Quid Pro Quo

“We strive to create a safe and equitable learning, living, and working environment for all members of the campus community based on mutual respect and acceptance of differences.”



**STEP 1:
REPORT RECEIVED BY
TITLE IX COORDINATOR**

- Self-referral, friend, other 3rd party, mandatory reporter (e.g. faculty, staff, RA), law enforcement
- Referral Form available for reporting (<https://apps.concord.edu/forms/view.php?id=77398>)
- If warranted, sign formal complaint

**STEP 2:
PRELIMINARY
ASSESSMENT**

- Safety issues addressed
- Clery Act timely warning determination
- Resources provided/arranged
- Interim measures assessed and implemented

**STEP 3:
INVESTIGATION**

- To determine whether or not University policy was violated (separate from law enforcement investigation)
- Title IX Coordinator appoints Investigator
- Parties notified and interviewed
- Due Process rights observed
- Final report to Title IX Coordinator with recommendations
- Parties notified of investigation outcome

**STEP 4:
Title IX Hearing
before Decision-maker**

- Preponderance of Evidence Standard (51% or more likely than not)
- Due Process for complainant and respondent (e.g. Right to an advisor or attorney at person's expense, right to call relevant witnesses, right to impartial hearing panel, etc.)
- Determination of "Responsible" or "Not Responsible" for violating CU policy and proposed sanctions

**STEP 5:
APPEAL**

- Right to appeal in writing within 3 days based on: (1) Due process violation; (2) new evidence not previously available; (3) conflict or bias affected the outcome
- Appeal Decision
- Notification to the parties

TITLE IX COORDINATORS:

**Dr. Joan Pendergast, Professor of Social Work
Title IX Coordinator**
Concord University
Campus Box F-42, PO Box 1000
Athens, WV 24712-1000
Phone: 304-384-5289
jpendergast@concord.edu OR titleix@concord.edu
Office: Marsh Hall (Administration), Room 105B

**Chelsey Rowe, Chief Risk Management Officer
Deputy Title IX Coordinator**
Concord University
P.O. Box 1000-D126
Athens, WV 24712-1000
Phone: 304-384-5175 Fax: 304-384-5178
cmrowe@concord.edu
Office: Marsh Hall (Administration), Room A324

Dan Fitzpatrick, Director of Human Resources
Concord University
PO Box 1000
Athens, WV 24712-1000
Phone: 304-384-5276 Fax: 304-384-5178
dfitzpatrick@concord.edu
Office: Marsh Hall (Administration), Room 332A

RESOURCES:

Call 911 in Emergency.

CUPD (Concord University Police Department): 304-384-5357

Mercer County Rape Crisis Center (Family Refuge Center): 304-825-7867 or 1-866-645-6334

Women's Resource Center (Beckley): 24-hour hotline: 304-255-4066

National Sexual Assault Hotline (Free, confidential 24/7): 1-800-656-4673