

Sexual Misconduct & Title IX Overview

Office of Civil Rights & Title IX

Our Mission

“Our goal is—and always will be—to eradicate sexual assault and misconduct on campus and ensure that everyone feels safe, respected and supported as members of our university community. There is simply no other acceptable option—and no other vision for Pitt worth working toward.”

- Chancellor Gallagher, October 2019

University Sexual Misconduct & Title IX Policies Cover Gender Discrimination, including:

- Sexual Harassment
- Sexual Assault
- Dating Violence
- Domestic Violence
- Stalking
- Denial of access to benefits or services based on sex or gender identity
- Disparate treatment based on pregnancy

OCR's New Regulations

Spring 2020, OCR issued new Title IX regulations that will impact the way in which formal investigations may be handled.

Regulations already implemented at our University:

- Provide consistent, legal framework for reporting party, the accused, and school
- Offer clear, accessible options for any person to report sexual harassment
- Empower the reporting party to make decisions about how the school responds to reported incidents
- Respond promptly when any employee has notice of sexual harassment

Pitt's commitment to responding to reports of sexual misconduct and supporting campus does not change

New Title IX Policy requires:

- **Both parties:**
 - Must receive written notice of allegations
 - Be provided an advisor
 - Maintain the right to submit, cross-examine, and challenge evidence at a live hearing
- **Shield reporting party from having to come face-to-face with the accused during the hearing and from answering questions posed personally from the accused**
 - Reporting parties are also ensured “rape shield” protections and have no requirement to divulge any medical, psychological, or similar privileged records
- **Have the flexibility to use technology to conduct Title IX investigations and hearings remotely**

Office of Civil Rights & Title IX Jurisdiction

Applies to the entire Pitt community

- Faculty
- Staff
- Students



Responsible or Confidential

Who is a **responsible** employee?

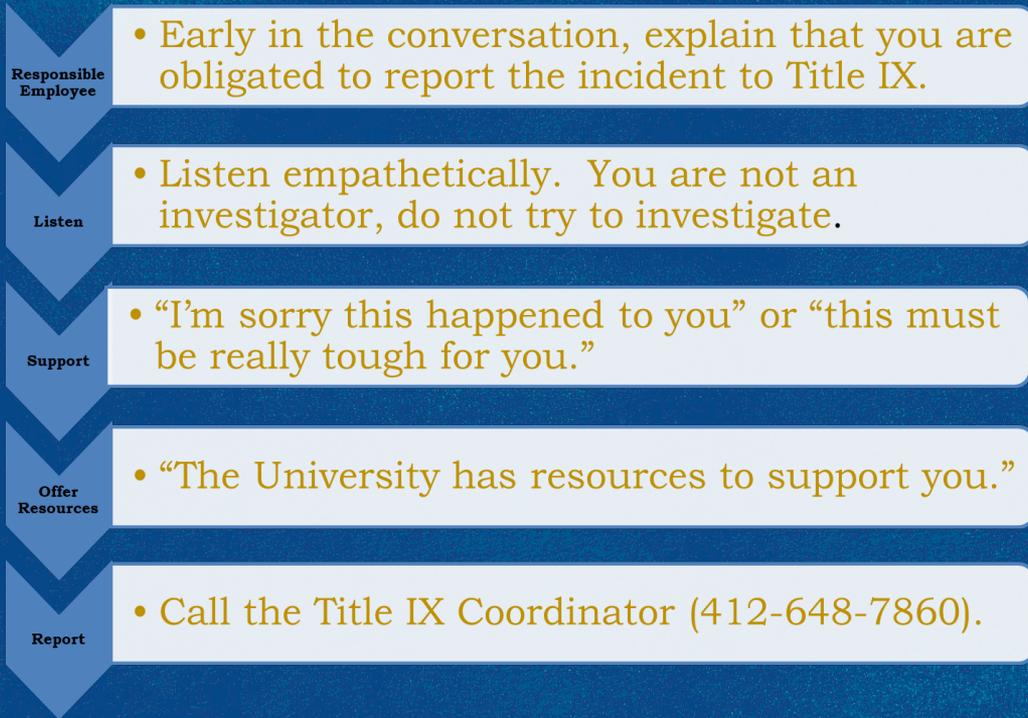
- Most University employees are classified as “responsible employees”
- Responsible employees have a duty to report any type of sexual misconduct to the Office of Civil Rights and Title IX
- A staff member will reach out to the reporting party

Who is a **confidential** employee?

- Licensed Professional Counselors
- Student Health Center
- Pastoral Counselors

**Note: Even confidential employees submit non-identifying reports under the Clery Act*

Responding to a Disclosure



Interim Measures & Accommodations

The University may impose Interim Measures or Actions in order to address the reported conduct regardless of any formal resolution or legal action.

Interim Measures & Actions offered may include:

- Work or Class Schedule Modifications
- Temporary Housing/ Living Accommodations
- No Contact Orders
- Access Restrictions (Pending Resolution)

Overview of Initial Intake

When a case comes to our office, no matter the source, we have a standard initial inquiry process:

1. Title IX Coordinator is notified of complaint
2. Outreach is offered to affected party
3. Safety assessment
4. Discussion of options with party
5. Interim measures applied
6. Meet with party to review options and determine resolution path

Standard of Evidence

University of Pittsburgh will continue to evenly apply the preponderance of evidence standard during all conduct proceedings for student, staff, and faculty alike.

Preponderance of the evidence means a particular fact or event was more likely than not to have occurred.

Retaliation

The University prohibits retaliation against anyone who makes an incident report or otherwise participates in the investigation process.

Retaliation should be understood to be adverse action taken as a result of engaging in such protected conduct or an action that would deter a reasonable person from participation.

Making a Report

Office of Diversity & Inclusion

[Online Bias Incident Report Form](#)

diversity@pitt.edu or titleixcoordinator@pitt.edu

(412) 648-7860

Pitt Police

[Online Anonymous Tip Form](#)

[Rave Guardian App](#)

police@pitt.edu

(412) 624-2121

Anonymous Reporting

All reporting mechanisms at the University permit anonymous reporting.

Alert Line (Non-University Entity)

- pitt.alertline.com
- 1-866-858-4456

Regional Campus Civil Rights & Title IX Liaisons

Bradford/Titusville

Eddie Buggie

ebuggie@pitt.edu

Greensburg

Mary Anne Koleny

mks59@pitt.edu

Johnstown

Amy Buxbaum

buxbaum@pitt.edu

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