

Whitworth University Mandatory Reporting Policy

Enacted by Congress, Title IX seeks to reduce or eliminate barriers to educational opportunity caused by sex discrimination in institutions that receive federal funding. Title IX is concerned with institutional response and mandates reporting from “**responsible employees**,” which is defined to include:

- 1. Those with authority to address and remedy sex and gender-based discrimination and harassment; and/or**
- 2. Those with the responsibility to report sexual misconduct to a supervisor; and/or**
- 3. Those who a student would reasonably believe have such authority or obligation.**

All Whitworth employees, except those who are confidential employees (see definition below), are mandatory reporters. Reporting of sexual assault by employees is required by three different federal laws—Title VII, Title IX, and the Clery Act—and some state statutes.

If you are notified of an incident of possible sexual assault, sexual violence, domestic violence, dating violence, bullying, or stalking, please contact the Title IX Coordinator, Tim Caldwell, within 24 hours of learning of the incident. (TitleIXCoordinator@whitworth.edu) The obligation to report includes as many of the details as known at the time (i.e. the names of the alleged complainant and person(s) involved in the alleged incident, relevant facts regarding the alleged incident including the date, time, and location).

Confidential employees are those employees who **are not** mandated to report due to their **employment role** on campus. These persons are health center employees, mental health employees, and clergy. These employees fulfill their reporting mandate by making reports for statistical purposes and pattern tracking but do not divulge personally identifiable information without client consent.

Employees who are unsure of their duty to report or how much information to report should ask the Title IX Coordinator and will be advised accordingly.

Reports are private but not confidential (unless made to a confidential employee). As appropriate and required by law, the Title IX Coordinator will share information with campus law enforcement or public safety to satisfy the Clery Act.