

## Employee Reporting Obligations under Title IX and the Clery Act

### Statement of Intent Regarding Federal Title IX Regulations

Nebraska Wesleyan University ("University") is committed to establishing and maintaining a community that does not tolerate unlawful discrimination or illegal harassment. The University seeks to create an environment in which the greatest academic potential of students and professional potential of employees may be realized. In order to create and maintain such an environment, the University recognizes that all who work and learn at the University are responsible for supporting a community that rejects sex discrimination and sex-based harassment. These behaviors threaten our learning, living, and work environments and are considered prohibited conduct for all University students and employees.

<b>Sex Discrimination includes:</b>	<b>Sex-based Harassment includes:</b>
<ul style="list-style-type: none"><li>• Assigned sex at birth</li><li>• "Biological" sex</li><li>• Sex stereotypes</li><li>• Sex characteristics</li><li>• Pregnancy and pregnancy-related conditions</li><li>• Sexual orientation</li><li>• Gender identity</li></ul>	<ul style="list-style-type: none"><li>• Quid Pro Quo Harassment</li><li>• Hostile Environment Harassment</li><li>• Sexual Assault</li><li>• Domestic Violence</li><li>• Dating Violence</li><li>• Stalking</li><li>• Retaliation related to reports of sex discrimination and sex-based harassment</li></ul>

For more information on sex discrimination and sex-based harassment, please visit the [Title IX webpage](#).

### Mandatory Reporting

I have a responsibility to report disclosures of abuse of a minor by an adult or abuse of a vulnerable adult under Nebraska State Law. In Nebraska, minors are considered all persons under the age of 19. This disclosure will be reported to a Title IX coordinator.

### Reporting Title IX Disclosures

As a faculty member at NWU, I have the reporting obligation to promptly report all disclosures of conduct that reasonably could be sex discrimination or sex-based harassment to a Title IX coordinator. My obligations under Title IX, including pregnancy-related conditions, are to ensure that students are given the Title IX coordinator's contact information (listed in Title IX Resources section). Once a student contacts the Title IX coordinator, the Title IX coordinator will offer assistance in coordinating specific actions to prevent sex discrimination and sex-based harassment and ensure equal access. The Title IX coordinator will also provide information regarding all

rights, options, and resources available. Students are empowered to choose whether or not to discuss additional information with a Title IX coordinator.

### **Reporting Clery Act Offenses**

Additionally, I have been identified as a Campus Security Authority (CSA). Due to my role as a CSA, I have the responsibility to report disclosures of Clery Act offenses to a Clery Compliance Administrator based on the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and corresponding guidance from the Department of Education.

It is my goal that you feel able to share information related to your life experiences in classroom discussions, in your written work, and in our one-on-one meetings. I will seek to keep information you share private to the greatest extent possible outside of information that I am required to report. Disclosures in these formats will still require me to report both Title IX and Clery Act Offenses.

For more information on Clery Act offenses, please visit the [Campus Safety Page](#).

### **Confidential Resources**

Confidential assistance is available for students. If you or someone you know has been harassed, assaulted, or discriminated against based on sex or gender, the following resources are available:

On-Campus Confidential Resources:

1. Campus Victim Advocate: Jenne Lozano, [advocate@nebrwesleyan.edu](mailto:advocate@nebrwesleyan.edu); (402) 465-2533
2. Campus Ministries: Maddi Baugous, [minister@nebrwesleyan.edu](mailto:minister@nebrwesleyan.edu); 402-465-2398
3. NWU Counseling Services (undergraduate students only): [counseling@nebrwesleyan.edu](mailto:counseling@nebrwesleyan.edu); 402-465-2224

Off-Campus Confidential Resources:

24-hour Crisis Line: 402-475-7273

Voices of Hope (Relationship violence, sexual assault, and abuse support center) – 2545 N Street, Lincoln, NE 68510; Office: 402-476-2110; [voicesofhopelincn.org](http://voicesofhopelincn.org)

### **NWU Title IX Resources**

Title IX Coordinator

Natasha Moreno

O: 402-465-2356

[titleix@nebrwesleyan.edu](mailto:titleix@nebrwesleyan.edu) or [nmoreno@nebrwesleyan.edu](mailto:nmoreno@nebrwesleyan.edu)

Director of Title IX Services

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