

## CONTACT THE OFFICE OF EQUITY & TITLE IX



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Coordinator

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## ADDITIONAL SUPPORT

- Title IX Coordinators can explain all the resources available to you on- and off-campus for additional support.
- You can also reach out to confidential resources such as the
  - **Counseling Center**
  - **Chaplain's Office.**

## WEBSITE

Visit the Office of Equity & Title IX website [www.redlands.edu/titleixandequity](http://www.redlands.edu/titleixandequity) to learn more about the University's *Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, and Retaliation* and the process to report Title IX sexual harassment matters as well as non-Title IX equity matters.

## UNIVERSITY OF REDLANDS MOBILE APP

Office of Equity & Title IX information and resources can be found on the University's free mobile app.

Search for **University of Redlands** on the Apple App Store or Google Play.



## NEED-TO-KNOW PHONE LIST

### U OF R WEEKDAY RESOURCES

Office of Equity & Title IX | 909-748-8916  
Student Health Center | 909-748-8053  
Student Affairs Office | 909-748-8368  
Counseling Center | 909-748-8108  
Chaplain's Office | 909-748-8257  
Campus Diversity & Inclusion | 909-748-8297  
GST Interfaith Counseling Ctr. | 415-256-9701  
GST - Lucas Walker, Pastoral Care/Counseling  
415-451-2840

### 24-HOUR RESOURCES

UR Public Safety | 909-748-8888  
UR Counseling Ctr. Crisis Line | 909-748-8960  
Emergency Assistance | 911  
Redlands Hospital | 909-335-5500  
Redlands Police | 909-798-7681  
Marin Campus Crisis Line | 415-451-2866  
Marin General Hospital | 415-925-7000  
Marin General Hospital Psychiatric Svcs.  
Crisis Line | 415-499-6666  
Kaiser San Rafael Medical Ctr. | 415-444-2000  
Central Marin Police Authority | 415-927-5150  
Marin Sheriff's Office | 415-473-7282

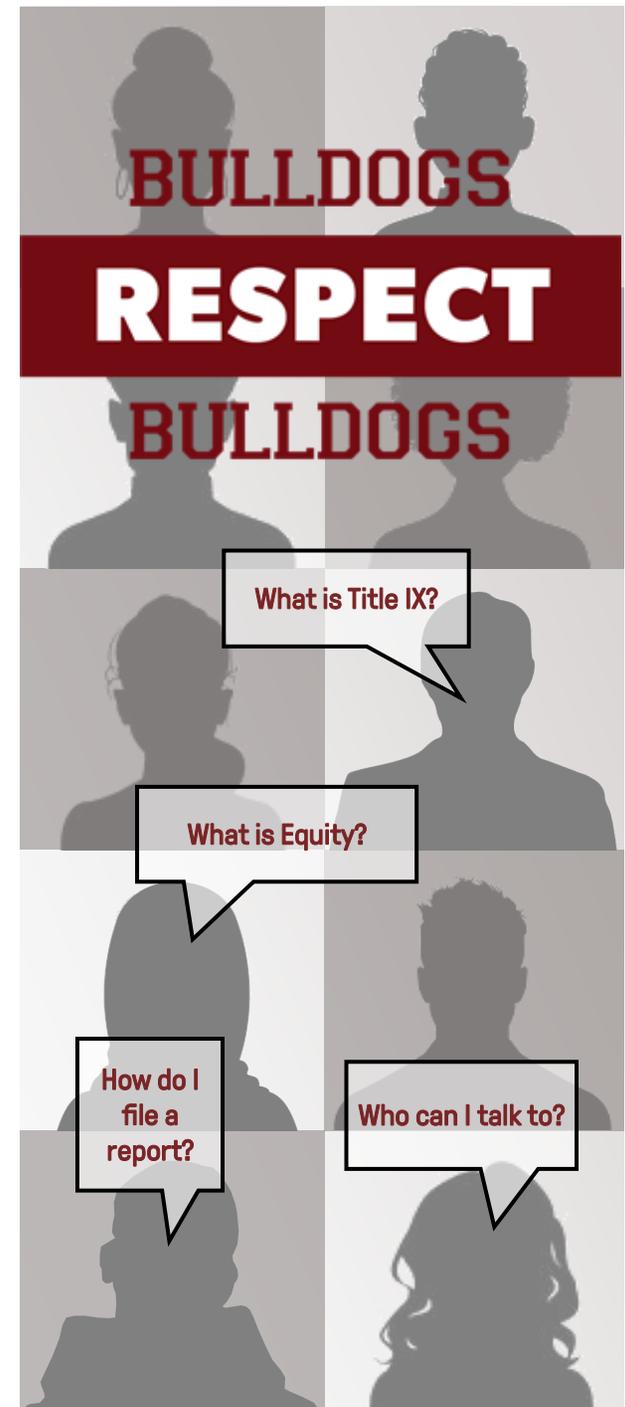
### SEXUAL ASSAULT RESOURCES

Redlands | 909-335-8777  
San Bernardino | 909-885-8884  
National Sexual Assault Hotline | 800-656-4673  
Community Violence Solutions (Marin) | 800-670-7273

### OTHER RESOURCES

Nat'l Domestic Violence Hotline | 800-799-7233  
Suicide & Crisis Intervention | 800-784-2433  
LGBT National Hotline | 888-843-4564  
Ctr. for Domestic Peace (San Rafael, CA) | 415-924-6616

University of Redlands  
Office of Equity & Title IX  
1200 East Colton Avenue, Redlands, CA 92374  
909-748-8916  
[www.redlands.edu/titleixandequity](http://www.redlands.edu/titleixandequity)



U OF R OFFICE OF EQUITY & TITLE IX  
RESOURCE GUIDE



## WHAT IS THE OFFICE OF EQUITY & TITLE IX?

The University's Office of Equity & Title IX provides resources, support services, and reporting options for students and employees who experience discrimination, harassment, sexual misconduct, or retaliation.

Title VII of the Civil Rights Act of 1964 is a federal law that prohibits discrimination in employment. Title IX is a federal law that prohibits discrimination on the basis of sex in education programs and activities. It includes, but is not limited to, sexual misconduct.

## WHAT IS DISCRIMINATION?

Discrimination is any action taken against someone on the basis of a class or characteristic protected by law. This includes discrimination based on age, color, race, ethnicity, national origin, ancestry, sex, marital status, pregnancy, status as complaining partner of domestic violence, sexual orientation, gender, gender identity or expression, physical or mental disability, genetic information, religion/creed, citizenship status (except to comply with legal status for employment), or military/veteran status. Examples of discrimination include:

- Derogatory or sexist remarks
- Gender discrimination in an activity, athletic program, classroom, office, etc.
- Denied promotion because of pregnancy

## WHAT IS HARASSMENT?

Harassment involves behavior that affects a person because of a legally-protected characteristic which includes harassment on the basis of sex. It typically takes two forms.

**"Quid pro quo harassment"** takes place when a supervisor or authority figure offers or hints that something (e.g., a raise) can be obtained in return for a sexual favor or submitting to harassing behavior.

**"Hostile environment harassment"** takes place when a person is subjected to severe or pervasive behavior, that is unwelcome, and which unreasonably interferes with that person's ability to carry out their job functions or otherwise meet their responsibilities or creates an intimidating, hostile or offensive work environment. Harassing behaviors include:

- Threats about unwelcome physical contact
- Demeaning comment about an individual's body, clothing, or protected characteristic

## WHAT IS SEXUAL HARASSMENT?

The definition above includes harassment on the basis of sex. For Title IX purposes, however, sexual harassment is defined as (a) *quid pro quo* harassment by a University employee, (b) any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access, and (c) any instance of sexual assault, dating violence, domestic violence, or stalking. Examples of sexual harassment include:

- Stalking, obscene texts, phone calls, or emails
- Sexually suggestive jokes or catcalls
- Intimidation

## WHAT IS SEXUAL MISCONDUCT?

Sexual misconduct occurs when a person is forced, coerced, manipulated, and/or threatened into any unwanted sexual contact, whether attempted or completed. Examples include:

- Inappropriate touching or sexual advances
- Recording or distributing private acts or images (including, but not limited to, Snapchat or screenshots)

## WHAT IS RETALIATION?

If someone retaliates against someone who in good faith makes a report or participates in an investigation, the University will take swift and serious action. Retaliation includes:

- Derogatory social media posts\*
- Threatening or demeaning comments\*  
\* *even if used by a third party*

## HOW TO FILE A REPORT

File **ONLINE** at [www.redlands.edu/titleixandequity](http://www.redlands.edu/titleixandequity) or **CONTACT** the Office of Equity & Title IX and speak to the Director of Equity & Title IX.

## ONCE A REPORT HAS BEEN FILED

- You will be contacted within one business day to discuss support, resources, and options of how to move forward.
- The University will take all appropriate steps necessary to investigate the matter, stop harassment, prevent its recurrence, and remedy its effects.



The University of Redlands is committed to equality of opportunity and maintaining an academic environment and workplace that is free from unlawful discrimination, harassment, sexual misconduct and retaliation. To learn more visit [www.redlands.edu/titleixandequity](http://www.redlands.edu/titleixandequity)