



Title IX Team: Officials with Authority and Mandated Reporting Title IX Sexual Harassment & Sexual Discrimination

Officials with Authority

The 2020 Title IX regulations clarify what triggers a response obligation. A response obligation means that Eastern must institute corrective measures, which can include initiating an investigation or offering supporting measures. The triggering event under the 2020 Title IX regulations centers on when Eastern receives actual knowledge of allegations of sexual harassment/discrimination. Actual knowledge means that the Title IX Coordinator or a designated Official with Authority of the College has received notice of sexual harassment/discrimination or notice of allegations of sexual harassment/discrimination.

The 2020 Title IX Regulations allow post-secondary institutions, such as Eastern, to decide which of its employees are Officials with Authority. An ***Official with Authority (OWA)*** means an employee who has the authority to implement corrective measures for Title IX Sexual Harassment on behalf of the College. The mere ability or obligation to report discrimination, harassment or retaliation or to inform an individual about how to report discrimination, harassment, retaliation or having been trained to do so, *does not* qualify an individual as an Official with Authority. Notice to any Official with Authority conveys actual knowledge to the institution.

The College has designated the following employees as **Officials with Authority** to implement corrective measures for sexual harassment/discrimination:

- Title IX Coordinator
- College President
- College Vice President
- Academic Deans

Notice results whenever an Official with Authority:

- witnesses sexual harassment;
- hears about sexual harassment or sexual harassment allegations from a complainant (i.e., a person alleged to be the victim) or a third party (e.g., the complainant's parent, friend, or peer);
- receives a written or verbal complaint about sexual harassment or sexual harassment allegations;
- or by any other means.

Mandatory Reporting

All College employees (faculty, staff, and student employees) are considered Mandatory Reporters and are mandated to report disclosures of sexual violence, including sexual harassment and sex or gender-based discrimination, stalking, retaliatory harassment, child abuse and neglect and criminal behavior that they become aware of occurring on College property, at a College event, or allegedly involving a member of the College community (faculty, staff, or student). Eastern expects all members of the campus community to share in the responsibility for ensuring that the College environment is free from any form of abuse, violence, verbal or physical intimidation. *Note: Employees who are specifically trained and licensed to be confidential are not mandatory reporters when they are acting in a confidential capacity. The following are confidential employees: Counselors, health providers and clergy.*