

# TITLE IX RESOURCES FOR YOU

## Office of Institutional Equity (OIE) Newsletter

[www.wku.edu/institutionalequity](http://www.wku.edu/institutionalequity)

### Need to File A Report?

- Please scan the QR Code or use this [form](#) to report incidents of sex discrimination (sexual assault, sexual harassment, dating/domestic violence, and stalking) and/or incidents of protected class discrimination, harassment, and retaliation.
- Protected Classes include race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, gender identity/expression, marital status, age, uniformed services, veteran status, pregnancy, childbirth or related medical conditions, or physical or mental disability.
- Reporters can utilize this form to file a report on their own behalf or on behalf of an impacted party.



*If you are currently in a dangerous situation, immediately call 911, the WKU Police Department at (270) 745-2548, or the Bowling Green Police Department (BYPD) at (270) 393-4000. For general inquiries and information, the BYPD can also be contacted at (270) 393-4244.*

### Need to Request Accommodations Due to Pregnancy or Pregnancy-Related Condition

Students  
Scan QR Code



or Click [Here!](#)

Student-Employees  
Scan QR Code



or Click [Here!](#)

### Need Supportive Services?

- For a list of Resources for Pregnancy and Pregnancy-Related Conditions click [here](#) or Scan the QR Code!
- A list of supportive resources available to any WKU community member who has experienced discrimination, harassment, sexual assault, and/or gender violence (e.g., stalking, intimate partner violence, sexual violence, misconduct) are online [here](#) or scan the QR Code!



# What's New with Title IX?

We are glad you asked!

Take the Title IX Training and see for yourself!

## The Catharsis Title IX Training is Available Online

\* All WKU students are strongly encouraged to complete the [Title IX Training for Students](#)!

### **Q: Does this mean I have to take the training?**

A: It depends. It may be required by your student organization. But taking the training is the best way for you to know your Title IX rights and responsibilities!

### **Q: What's Catharsis?**

A: Catharsis is the name of our training providers.

### **Q: I took it last year, do I have to take the training again?**

A. I would! The vibe is the same, but the content is enhanced to cover the things you need to know this academic year and remind you of the things you've learned!

### **Q: How do I access the Title IX training?**

A. Click this [Title IX Training for Students](#) link; after clicking the above link, you will be prompted to a Microsoft page that asks for your WKU credentials. In the 'Sign in' section, type in your topper.wku.edu email address. In the 'Enter password' section, type in the password you use to access your WKU account.

## Does your student organization need Title IX Training?

- OIE provides Title IX group training presentations by request both **in-person** or via **Zoom**!
- Click [Request OIE Trainings](#) or scan the QR Code below!



# 9 THINGS TO KNOW ABOUT TITLE IX

**1** Title IX is a civil right that prohibits sex discrimination in education.

**2** Title IX applies to all students regardless of gender identity.

**3** All schools receiving federal funding, including public K-12 schools and the majority of colleges, are subject to Title IX.

**4** Schools cannot discourage you from continuing your education.

**5** Schools can issue no-contact directives to prevent accused students from approaching or interacting with you.

**6** Schools must have an established procedure for handling complaints sexual of discrimination, harassment, and violence.

**7** Schools should ensure that no student has to share campus spaces (such as dorms, classes, and workplaces) with their abuser.

**8** Schools may not retaliate against someone filing a complaint and must keep complainants safe from other retaliatory harassment.

**9** Schools must be proactive in ensuring that your campus is free from sex discrimination.

LEARN MORE AT  
[KNOWYOURIX.ORG](http://KNOWYOURIX.ORG)



# MEET THE TEAM



*Photo of Ena Demir*

## Ena Demir

**Executive Director and Title IX Coordinator**

Ena is responsible for overseeing all OIE functions, including development of policies and processes, investigations, OIE trainings, EEO matters, and ADA Services. As Title IX Coordinator, she is also responsible for coordinating the university's response to all sex discrimination complaints and ensuring the university's Title IX compliance.

Email: [ena.demir@wku.edu](mailto:ena.demir@wku.edu)

Phone: 270-745-6867

## Rodney Stewart

**Investigator**

Rodney is responsible for conducting impartial investigations pertaining to allegations of discrimination, harassment, and retaliation in accordance with WKU policies and applicable federal and state laws.

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Phone: 270-745-4515



*Photo of Rodney Stewart*

## Cindy Smith

**Institutional Equity Administrative Specialist and Compliance Assistant**

Cindy is responsible for oversight of the University's OFCCP Affirmative Action Plan and ensuring all hiring is equitable. She also manages all OIE's administrative duties, specifically regarding investigations and ADA services. She also assists with budget questions and concerns.

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*Photo of Cindy Smith*

## Chantel Wilson

**Institutional Equity Specialist and ADA Coordinator**

Chantel serves as the point of contact for all employees and third-parties/visitors with disability accommodation requests and accessibility concerns. She also manages all OIE cases and databases, assists with OIE trainings, and maintains all aspects of OIE's websites, including incident forms, training requests, marketing materials, etc.

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*Photo of Chantel Wilson*