



## What is Title IX?

Title IX of the Education Amendment of 1972 ("Title IX"), is a federal civil rights law. It prohibits discrimination on the basis of sex in educational programs and activities. Sex discrimination encompasses all forms of sexual harassment by or against students, employees, visitors, minors, or any other persons having dealings with the University.

## University Nondiscrimination Policy

Western New England University is committed to the principle of equal opportunity in education and employment. The University does not discriminate on the basis of sex, race, color, creed, national origin, age, religion, sexual orientation, genetics, gender identity, gender expression, veteran status, or disability in admission to, access to, treatment in, or employment in its programs and activities.

Visit [https://wne.edu/title-ix/sexual\\_misconduct\\_policy.pdf](https://wne.edu/title-ix/sexual_misconduct_policy.pdf) to read the full policy.

## Who Can I Talk To?

Students should tell someone who can help, such as faculty members, public safety officers, an advisor, coach, or staff member. Employees should speak to supervisors, human resources personnel, or a vice president.

Western New England University is committed to creating a safe environment in which to learn and work. Any report of sexual harassment is taken seriously. Any community member should report sexual misconduct to the Title IX Coordinator or Deputy Title IX Coordinators; employees who are not designated as Confidential may be required to do so.

Sexual harassment is defined as:

- Any instance of quid pro quo harassment or "this for that" harassment
- Any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access
- Any instance of sexual assault, dating violence, domestic violence, or stalking that is prohibited by Title IX

This type of behavior is not tolerated at Western New England University. If you or someone you know has experienced any form of sexual harassment, you are encouraged to report the incident and seek assistance.

## What is Consent?

Effective consent means that a person is able to make free, informed, and reasonable choices without the impairment of alcohol, drugs, disability, or fear.

- Consent is effective when it has been clearly communicated.
- Consent can never occur if a person is unconscious, unaware, or otherwise physically helpless.
- Consent can be rescinded at any time.
- Sexual behavior without effective consent can lead to discipline for sexual misconduct, sexual assault, and/or sexual harassment.

## Making a Report

While the confidentiality of a report to the University cannot be guaranteed, the University and Title IX Coordinator will work to maintain privacy to the extent possible under the law. Employees are required to share information that they learn about alleged instances of sexual harassment with the Title IX Coordinator. During the grievance process, the Title IX Coordinator will share relevant information with the parties, and will share information with administrators on a need-to-know basis. Community members who wish to discuss reporting options and resources on a confidential basis should contact the Confidential Resource Provider or another Confidential Employee.

The University has designated two individuals on campus as CRPs:

Lauren Dansereau, Director of Medical Services/  
Nurse Practitioner, Center for Sciences and Pharmacy, Room 235, 413-796-2308, [lauren.dansereau@wne.edu](mailto:lauren.dansereau@wne.edu).

Ryan Berthiaume, Licensed Staff Mental Health  
Counselor/Athletics Specialist, Center for Sciences and Pharmacy, Room 241, 413-796-2385, [ryan.berthiaume@wne.edu](mailto:ryan.berthiaume@wne.edu)

## Be Proactive

Western New England strives to provide a learning and living environment that is welcoming to all community members. If you have experienced unwanted, offensive, or inappropriate behavior, we encourage you to report it to the Title IX Coordinator. The University will review each report to determine if there is imminent danger or if we need to alert others. We then conduct an investigation in which we determine if it is more likely than not that a Sexual Harassment/Title IX violation has occurred. The outcome of the investigation determines if an educational conduct review will take place.