



Policy Title

Scope and Applicability

individuals regardless of such status or status as a Complainant, Respondent, or Witness. Individuals
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9Xi V'h]cb]g' C Z]W'Z'cf'7]j]' F][\hg'i g]b['V'bh'U']bZ'cfa U]cb'Uj U]'U'V'Y'U'h
<https://ocrcas.ed.gov/contact-ocr>.

Responsible Office/Executive

The Office of Legal Affairs and the Chief Diversity Officer/Title IX Coordinator have responsibility for the implementation and review of this Policy. Individuals with questions about this Policy should contact the Chief Diversity Officer/Title IX Coordinator for more information.

Definitions

For purposes of this Title IX Grievance Policy/Procedure, definitions of the following terms shall be in accordance with the Final Rule, as outlined below:

For the purposes of this Title IX Grievance Policy/Procedure

For the purposes of this Title IX Grievance Policy/Procedure, Complainant means any individual who has reported being or is alleged to be the victim of conduct that could constitute covered sexual harassment as defined in this policy/procedure.

For the purposes of this Title IX Grievance Policy/Procedure, Respondent means any individual who has been reported to be the perpetrator of conduct that could constitute covered sexual harassment as defined in this policy/procedure.

Making a Report Regarding Covered Sexual Harassment to the College

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX

Contact Information for the Title IX Coordinator is as follows and can also be found at www.sunysuffolk.edu/titleix:

Christina Vargas
Title IX Coordinator
Office of Legal Affairs, NFL Room 230
533 College Road, Selden, NY 11784
vargasc@sunysuffolk.edu
631-451-4950

Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address listed for the Title IX Coordinator.

The following Officials will provide privacy, but not confidentiality, upon receiving a report of conduct prohibited under this policy:

Title IX Coordinator

Deputy Title IX Coordinators

- Campus Associate Deans of Student Affairs
 - Ammerman Campus: Dr. Edward Martinez, 631-451-4716
 - Eastern Campus/Culinary Arts: Dr. Mary Reese, 631-548-2514
 - Michael J. Grant Campus: Dr. Meryl Rogers, 631-851-6521
- Affirmative Action Officer: Dr. Dionne Walker-Belgrave, 631-451-4051

Non-Investigatory Measures Available under the Title IX Grievance Policy

Complainants (as defined above), who report allegations that could constitute covered sexual harassment under this policy, have the right to receive supportive measures from Suffolk County Community College regardless of whether they desire to file a complaint. Supportive measures are non-disciplinary and non-punitive. Supportive measures may include but are not limited to:

- On- and off-campus counseling;
- Extensions of deadlines or other course related adjustments
- Modifications of work or class schedules;
- Escorts by Public Safety;
- Restrictions on contact between the parties (no contact orders)
- Changes in work location
- Increased security as appropriate.
- Referrals to community-based support and advocacy networks.

The College will maintain the confidentiality of any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability to provide supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

Consistent with the Final Rule, the College retains the authority to remove a respondent from the individualized safety and risk analysis and (2) determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of covered sexual harassment justifies a removal.

If the College determines such removal is necessary, the respondent will be provided notice and an opportunity to challenge the decision immediately following the removal. Student respondents should submit such appeals in writing within three (3) business days of the date of notification of

removal to the Campus Executive Dean/CEO. Employee-respondents should submit such appeals to the Office of Human Resources, or by following applicable procedures in the relevant collective bargaining agreement.

Consistent with the Final Rule, the College retains the authority to place an employee respondent on administrative leave during the Title IX Grievance Process, consistent and in accordance with any applicable policy, practice, or agreement and applicable law.

Retaliation

The College will keep the identity of any individual who has made a report or complaint of sex discrimination confidential, including the identity of any individual who has made a report or filed a Formal Complaint of sexual harassment under the Title IX Grievance Policy/Procedure, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except: (1) as permitted by the Family Educational Rights & Privacy Act (FERPA) and its implementing regulations; (2) as required by law; or (3) to carry out the purposes of the Final Rule, including the conduct of any investigation, hearing, or judicial proceeding under the Title IX Grievance Policy/Procedure.

No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or its implementing regulations.

No person may intimidate, threaten, coerce, or discriminate against any individual because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding or hearing under the Title IX Grievance Policy/Procedure.

Any intimidation, threats, coercion, or discrimination, for the purpose of interfering with any right or privilege secured by Title IX or its implementing regulations constitutes retaliation. This includes any charges filed against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but that arise from the same facts or circumstances as a report or complaint of sex discrimination or a report or Formal Complaint of sexual harassment. The [Policy on Alcohol and Drug Use Amnesty in Sexual and Personal Violence Cases](#) also applies to students utilizing this grievance procedure.

The [Equal Opportunity and Anti-Discrimination Policy](#).

Related Administrative Procedures

The College President, in consultation with the Office of Legal Affairs and the Title IX Coordinator, will approve and publish procedures consistent with this policy for responding to formal complaints of sexual harassment consistent with the Final Rule, including a grievance process compliant with the Final Rule. These related procedures and documents, as they may be updated from time to time, are outlined below:

[2110.1-P: Title IX Grievance Procedure for Addressing Formal Complaints of Sexual Harassment](#)

[Current Title IX Coordinator & Deputy Title IX Coordinators](#)

Cross-References

[Sexual and Romantic Relationships Policy](#)

[SUNY Sexual Harassment Response & Prevention Policy Statement](#)

[Student Code of Conduct](#)

[Equal Opportunity and Anti-Discrimination Policy](#)

[Sexual Harassment Policy and Grievance Procedures for Employees](#)

[Sexual Harassment Policy and Grievance Procedures for Students](#)