



EMORY  
UNIVERSITY

# EMORY DEPARTMENT OF TITLE IX: TIX TRAINING

Miriam Smith, Assistant Director, Training and Education, Title IX



# Learning Objectives:

- 1) What is Title IX?
- 2) Responsibilities as an Employee
- 3) Title IX and Research
- 4) Resources

# Emory Title IX Team



**NICOLE BABCOCK**  
*Director and University Title IX Coordinator*



**DANIEL DELUCA**  
*Title IX Assistant Director*



**MIRIAM SMITH**  
*Title IX Education and Training Assistant Director*



**ARTEMIS AGHDASI**  
*Title IX Investigator*



**MATT HALL**  
*Title IX Investigator*



**CRYSTAL ANDERSON**  
*Title IX Case Manager*



**TAWANNA "TEE" THOMAS**  
*Administrative Assistant*



**Content Warning:**  
*The following presentation includes references to sexual misconduct, sexual assault, and possibly other uncomfortable topics.*

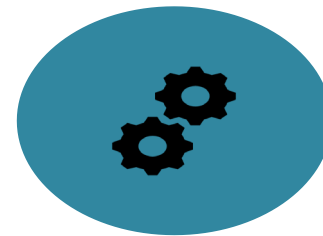


## Emory Policy 8.2 – Sex and Gender-Based Harassment and Discrimination Policy

### What is Title IX?



Protects individuals from discrimination based on sex in education programs or activities that receive federal financial assistance.



Sexual harassment, sexual violence, dating violence, domestic violence or stalking.



Requires a prompt and timely response by institutions that receive federal financial aid (title IV funds)





# Emory Policy 8.2:

Emory cannot and will not tolerate discrimination against or harassment of any individual or group based upon race, sex, color, religion, ethnic, or national origin, genetic information, age, disability, sexual orientation, gender identity, gender expression, veteran's status, or any factor that is a prohibited consideration under applicable law. The university recognizes its responsibility to increase awareness of sex discrimination, prevent its occurrence, and diligently investigate reports of misconduct.

# What Does Title IX Cover?

- Title IX protects individuals from sex/gender-based discrimination and harassment, which includes sexual misconduct.
- It ensures equal access to opportunities(i.e., athletics, educational, etc.) within programs or activities receiving federal financial assistance.



EMORY  
UNIVERSITY

**Title IX**  
Office of Institutional  
Equity and Compliance

---

# Title IX Sexual Harassment

(in US, in educational programs or activities)

- Quid pro quo sexual harassment of a student, faculty, or staff member
- Unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to University programs or activities
- Sexual assault, domestic violence, dating violence, and stalking (as defined by federal law)



EMORY  
UNIVERSITY

**Title IX**  
Office of Institutional  
Equity and Compliance



# Additional Prohibited Conduct

(not in US, not in educational programs or activities)

- Non-consensual sexual intercourse
- Non-consensual sexual contact
- Sexual exploitation
- Gender-Based Harassment
- Sexual Harassment
- Retaliation



EMORY  
UNIVERSITY

**Title IX**  
Office of Institutional  
Equity and Compliance

Your Role!



## You ARE A Responsible Employee

- What is a responsible employee?

An individual who is required to promptly report incidents of sexual harassment and discrimination to the University Title IX Coordinator and the Deputy Title IX Coordinator, or other mandatory reporters in order to invoke the university's Title IX process.

- Who is a responsible employee? (faculty or staff, including RAs and TAs)

- Emory University classifies ALL\*\* employees as mandated reporters

\*\*Not including employees designated as confidential resources

**Respect, CAPS, SHS, Ombuds, and OSRL are not responsible employees.**

# WHAT AND HOW?

## WHAT SHOULD I REPORT?

- Name of Complainant (affected party) and name of Respondent (accused party), if known
- Date, time, location information
- As many details as possible

## How to Report

- Contact University Title IX Coordinator: [Ncole.BABCOCK@EMORY.EDU](mailto:Ncole.BABCOCK@EMORY.EDU)
- Contact Department of Title IX: [titleix@emory.edu](mailto:titleix@emory.edu)
- Report via online reporting form on website





## Privacy vs. Confidentiality

Private resources: advisors,  
Title IX Deputies, other staff

Confidential resources:  
Counselors in CAPS,  
Chaplain in ORSL,  
Advocate/Office of Respect  
(ATL)

Knowing the difference is  
important; however,  
responsible employees  
(mandated reporters) are  
federally required to report  
if/when someone reports a  
Title IX related matter

# The Title IX and Research





## Title IX's Relevance to Research

- Ensures equitable access to research opportunities for all genders.
  - Prohibits discrimination in funding, hiring, and participation in federally funded research projects.
  - Promotes inclusive research environments, ensuring that gender bias does not affect peer review, publishing, or grant opportunities.
  - Institutional Obligations: Universities must ensure that research programs do not create or tolerate gender-based discrimination.
  - Funding Equity: Compliance offices must monitor and address disparities in grant distribution and research resources.
  - Harassment & Retaliation Prevention: Research settings, including labs and fieldwork, must be free from sexual harassment and discrimination.
  - Ethical research practices must ensure that study designs do not disproportionately disadvantage or exclude participants based on sex or gender.
- 



## Resources

**CAPS**

**Office of Religious & Spiritual Life**

**Student Health Services**

**Ombuds**

**ESAP**

**Office of Respect**

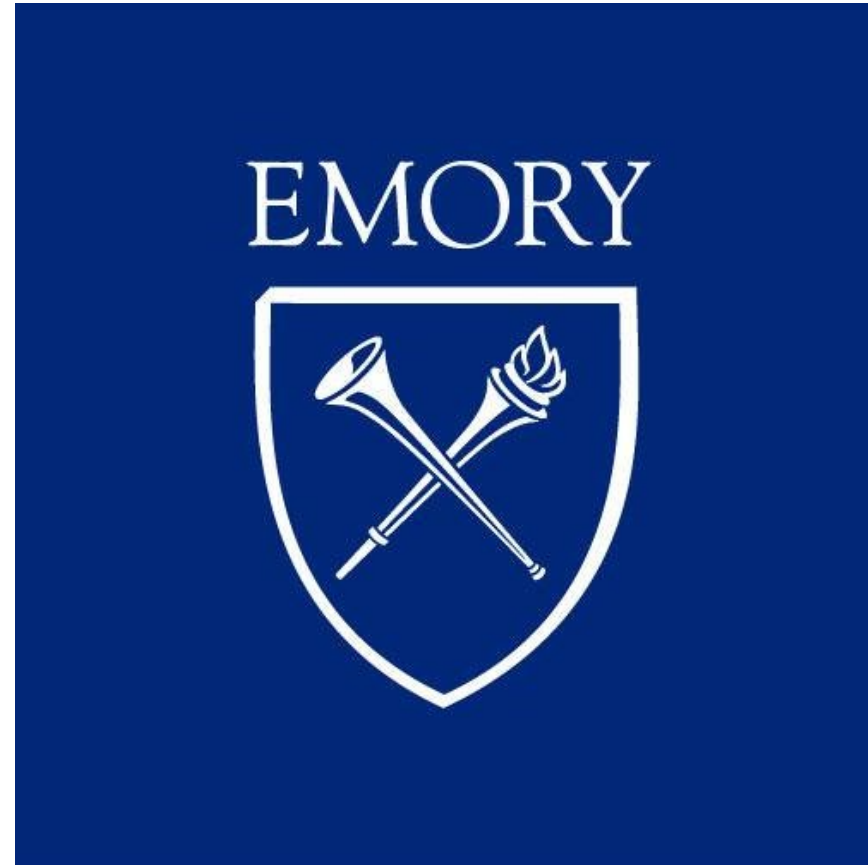
Advising Support Center

Student Case Management and Intervention  
Services

Emory Police Department

Title IX Deputies

***Confidential resources***



**EMORY**  
UNIVERSITY

**Title IX**  
Office of Institutional  
Equity and Compliance



# Contact Information

## Department of Title IX

**Nicole Babcock** | Director & University Title IX Coordinator

**Daniel DeLuca** | Assistant Director

**Miriam Smith** | Assistant Director Title IX and Training

**Artemis Aghdasi** | Investigator

**Matt Hall** | Investigator

**Crystal Anderson** | Title IX Case Manager

**Tawanna "Tee" Thomas** | Administrative Assistant

201 Dowman Drive Administration Bldg., Suite 305 Atlanta, GA 30322-4250

Mailstop: 1000-001-1AX

Voice: 404-727-0541

Fax: 404.712.9108

TTD: 404.712.2049



