

## Complaints Alleging Sexual Harassment or Discrimination

It is the policy of XULA that harassment or discrimination of any form is prohibited and will not be tolerated. Each student, faculty and staff member has a responsibility to maintain a collegial environment that is free of any form of harassment or discrimination. **Title IX, of the Education Amendments of 1972, prohibits discrimination on the basis of gender from an education program or activity receiving federal financial assistance, including athletics and sports**, sexual harassment, gender-based discrimination and sexual violence that occur on and off-campus.

The **Campus Sexual Violence Elimination (SaVE) Act** increases transparency on campus about incidents of sexual violence, guarantees victims enhanced rights, sets standards for disciplinary proceedings, and requires campus-wide prevention and education programs. The Campus SaVE Act amends the Clery Act, which requires campuses to provide annual statistics on incidents of campus crimes and broadens this requirement to mandate fuller reporting of sexual violence to include domestic violence, dating violence, and stalking.

Xavier University of Louisiana is committed to maintaining a learning environment that is free from discriminatory conduct based on gender. The University does not discriminate on the basis of sex in its education programs and activities, and it encourages any student or non-student who thinks that he or she has been subjected to gender discrimination, sexual harassment (including sexual violence) or sexual misconduct by another student, member of the faculty or staff, or campus visitor or contractor, to immediately report the incident to any of the individuals or offices listed below.

### TITLE IX COORDINATORS – WHERE TO REPORT

**For Complaints against a Xavier student** for sexual harassment, gender discrimination, or sexual assault, please contact:

**Institutional Title IX Coordinator**  
Kevin Wolk, Associate Vice President  
Human Resources

**Deputy Title IX Coordinator**  
Nedra J. Alcorn, Associate Vice President  
Office of Student Services  
University Center, Room 305  
504-520-7357 [nalcorn@xula.edu](mailto:nalcorn@xula.edu)

**For Complaints against Faculty or Staff** or individuals who do business with Xavier University) please contact: Larry Calvin, **Title IX Coordinator**

**Gender Equity in Athletics** programs, please contact:

Kevin Wolf, Title IX Coordinator

Ashley Baker, Associate Director  
Athletics & Senior Women's Coordinator  
Convocation Center Annex  
504-520-7329 [abaker12@xula.edu](mailto:abaker12@xula.edu)

**Investigations and Outreach**  
Deon Ridgell, Assistant Dean, Student Life  
504-520-7357 [dridgell@xula.edu](mailto:dridgell@xula.edu)

Judy Bracy, Director, Residence Life  
504-520-7321 [jbracy@xula.edu](mailto:jbracy@xula.edu)

Adicia Waddell, Assistant Director, Human Resources  
504-520-7537 [awaddel@xula.edu](mailto:awaddel@xula.edu)

**Clery Statistics Coordinator**  
Jacques Battiste,  
Chief, University Police

3801 S. Carrollton  
504-520-7490 [jbattis2@xula.edu](mailto:jbattis2@xula.edu)

The University provides resources to assist in addressing issues involving gender discrimination and sexual misconduct at [Counseling-Sexual Assault Resources](#) and [Safeguard Options - Guide to Reporting Sexual Assault](#). For more information, please contact the Dean of Students at 504-520-7357 or Director of Human Resources, at 504-520-7537.

## **Student Conduct Process**

Sexual violence, Sexual harassment, and Bullying are all a violation of the Student Code of Conduct as amended above. Anyone feeling he/she is a victim of any of the above conduct should take action; however, a student always has the option to decline to report to authorities and have identity remain confidential.

### **File a Report**

- A complaint of a suspected violation should be filed with the Office of Student Services or Campus Police as soon as possible, preferably within 10 calendar days of the incident. To submit a report of any concerning behavior or to allege that the Code of Conduct has been violated, the complaint must be in writing specifying the basis and details of the behavior, including individuals involved, date, time, location and any witnesses.

### **Request a No Contact Order or Accommodation**

- The Office of Student Services can assist in completing a “No Contact Order” between the complainant and the accused. This would prohibit contact between the parties through any means of communication. This would also prohibit others contacting the complainant on behalf of the accused. Interim changes in room, courses, transportation and work environments may be made.

### **Seek Out Assistance and Resources**

[Safeguard Options - Guide to Reporting Sexual Assault](#)  
[Counseling-Sexual Assault Resources](#)

### **Retaliation**

Taking adverse action against any individual on the basis of a good faith report made by such individual, or on the basis of such individual’s participation in an investigation, hearing, or inquiry by the University or an appropriate authority, or the individual’s participation in a court proceeding relating to suspected wrongful conduct is prohibited.

### **Consent**

Consent is a voluntary agreement. Someone who is incapacitated cannot consent. Consent is not transferrable to another person, is not silence or the absence of resistance, can be withdrawn at any time and coercion, force or threat invalidates consent. Past consent does not imply future consent.

### **How to Represent Yourself on Social Media Sites**

- Represent yourself professionally – would you want a future employer to see what’s out there
- Be aware of not only what you have posted but what others have as well – make sure there are not any embarrassing or inappropriate pictures of you, etc.
- Remember that once it’s out there, it is out there for good – think to yourself if you would be happy about reading a post or seeing a picture ten years from now
- Use your privacy settings – check them regularly to make sure the only people who are seeing your pages are those you approve of
- Note that the internet is not a private place – make sure you are represented in a way that you are proud of and do not have to regret later