



Title IX Information

What is Title IX?

Title IX of the Education Amendments of 1972 (20 U.S.C. S 1681) is a federal law that prohibits discrimination based on gender in educational institutions which receive federal financial assistance. Title IX also prohibits sexual harassment, which includes sexual assault and sexual violence.

Mitchell Community College is committed to maintaining a healthy and safe learning and working environment through our [Title IX Policy](#) [1] that promotes responsibility and respect among all students, employees, applicants and other members of the Mitchell Community College community (including vendors, visitors and guests) where*"no one is to be unlawfully excluded from participation in, denied the benefit of, or subjected to discrimination in any College program or activity on the basis of sex."* As a recipient of federal funds, Mitchell Community College is required to comply with Title IX of the Higher Education Amendments of 1972.

This applies to conduct occurring on campus, during any College program or activity or off-campus including academic programs (Distance Education) admissions, recruitment, financial aid and employment experienced by a Mitchell Community college student, faculty or staff member, or third-party member of the College community.

Mitchell Community College has designated Paul Santos, Director of Human Resources to serve as its Title IX Coordinator. He has been charged with monitoring compliance of Title IX and addressing Title IX concerns and complaints. Mr. Santos along with his Deputy, Ann Wright are responsible for receiving and investigating complaints of sexual harassment, including sexual assault and sexual violence.

If you believe you have been sexually harassed or have been the victim of sexual violence, you may [complete an Incident Report Form](#) [2] and/or contact the Title IX Coordinator, or Deputy Title IX Coordinator. During evening hours, contact Security at (704) 880-2569 to report.

Reporting an Incident

Mitchell Community College encourages individuals to report all gender-based misconduct immediately to the Title IX Coordinator or Deputy Title IX Coordinator. The College will promptly investigate all allegations of gender-based misconduct and will take appropriate actions. This allows the College community to quickly respond to allegations and offer immediate support. The College will work closely with those who wish to obtain assistance regarding an incident of sexual violence.

The College encourages individuals of sexual violence to talk to someone about what happened. To receive the support needed, the College has different employees on campus who have different abilities to maintain confidentiality.

- Some are required to maintain near complete confidentiality, they are called a "Confidential Employee" and talking to them is sometimes called a "privileged communication."
- Some employees are required to report all the details of an incident (including the identities of both parties) to the Title IX coordinator. A report to these employees (called "responsible employees") constitutes a report to the College and generally obligates the College to investigate the incident and take appropriate steps to address the situation.

Report an Incident To:

Title IX Coordinator

Paul Santos, Director of Human Resources
MB-306; psantos@mitchellcc.edu ;(704) 978-5409

Confidential Employee

Myra Lewis, Director of Academic Advising
SSC-100; mlewis@mitchellcc.edu; (704) 978-1309

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