

Title IX and Equal Opportunity Resource Guide

Information
from the
Office of Title IX and
Equal Opportunity

Purpose

The Office of Title IX and Equal Opportunity at Florida Tech works to promote and realize the university's commitment to provide equitable access for all employees. We strive to ensure that equal opportunity is a reality at Florida Tech, and that our faculty, staff and students can work and study in an environment free from unlawful harassment and discrimination. The office also ensures students, faculty and staff can access reasonable accommodations within their work and study environment, and the university meets its obligations under applicable federal and state laws.

The Florida Tech Office of Title IX and Equal Opportunity oversees the university Title IX sexual harassment policy and the nondiscrimination policy and investigates claims of discrimination and harassment based on any individual's race, color, creed, national or ethnic origin, gender, gender identity or expression, religion, disability, age, sexual orientation, genetic information, marital status, citizenship status, veteran status, and any other legally protected characteristic. The Office of Title IX and Equal Opportunity is a neutral office at Florida Tech, ensuring fair, timely and prompt response to allegations of discrimination and harassment under university nondiscrimination policies and providing oversight of the university's compliance with Title IX, Civil Rights Act: Titles VI and VII, Americans with Disabilities Act (ADA) and any related laws that prohibit discrimination, in all its forms, in either the university's academic or workplace environments.

Title IX and Equal Opportunity Office

Complainant Confidentiality/Privacy

As a complainant, you have the right to confidentiality (if so desired), so, before you go any further, we need to stress that as employees of Florida Institute of Technology, we are required to report incidents of sexual violence to the university Title IX coordinator.

We want to empower you to determine what you would like to have happen with your information because we cannot keep anything you tell us confidential. The campus has designated certain offices and individuals who can provide confidentiality. Those offices are the Student Counseling Center, the Holzer Health Center, the Ombuds Office and designated members of the clergy.

We can, however, promise you that if you do tell us, the university will strive to keep the matter as private as possible and only inform those who have a valid need to know. If you would like to make a confidential report, we are happy to connect you with a CONFIDENTIAL SOURCE who is able to maintain confidentiality (except in cases involving minors or individuals who pose a threat to the campus community).

Investigative Options

If you choose not to be directed to a confidential source for disclosure and want to officially report the incident, you have the following options:

- Implementation of supportive measures, such as university no-contact agreement.
- Informal resolution by the Florida Tech Title IX and Equal Opportunity Office.
- Formal investigation by the Florida Tech Title IX and Equal Opportunity Office with disciplinary hearing.
- Investigation by law enforcement and a separate, formal investigation by the Florida Tech Title IX and Equal Opportunity Office.
- Investigation by law enforcement only (will still be reviewed by Title IX and Equal Opportunity Office for campus safety considerations).
- No investigative action.

Supportive Measures

What supportive measures might be implemented to restore or preserve equal access to education, protect your safety and deter further sexual harassment? On our campus, they could include:

- Academic accommodations
- Residence hall/apartment moves
- Counseling
- No-contact orders
- Leaves of absence
- Class schedule changes

Our Title IX coordinator and deputy coordinators are available to discuss these with you anytime (see next column for contact information).

Florida Tech Resources

Title IX Coordinator

David M. McMahan, J.D.

Vice President of Student Affairs
dmcmah@fit.edu | 321-674-7386

Deputy Title IX Coordinators

Kelsey Garrett

Equal Opportunity (EO) Investigator
kgarrett@fit.edu | 321-674-7153

Pat Francois

Director of Human Resources
pfrancois@fit.edu | 321-674-7277

Jennifer Mercurio

Deputy Athletic Director
jmercurio@fit.edu | 321-674-8931

Department of Security

3126 Panther Place, Security Welcome Center, Bldg. 544, Melbourne, FL 32901

floridatech.edu/security

For emergencies: 321-674-8111

For nonemergencies: 321-674-8112

Confidential Support and Services On Campus

Student Counseling Center

floridatech.edu/student-counseling-center
321-674-8050

Holzer Student Health Center

floridatech.edu/health
321-674-8078

Campus Chaplain—Catholic

floridatech.edu/ccm
321-674-8045

Campus Chaplain—Protestant

floridatech.edu/all-faiths-center/protestant-campus-ministry
352-460-7353

Student Ombudsperson

Kristen Nelson

ombuds@fit.edu | 321-309-3038

Off-Campus Support and Services

Health First's Holmes Regional Medical Center

1350 Hickory St., Melbourne, FL 32901
hf.org/hospitals_services/hrmc | 321-434-7000

Sexual Assault Victim Services (SAVS) of Brevard

womenscenter.net/what-we-do/#OurPrograms
24-hour hotline: 321-784-4357

Serene Harbor (Domestic Violence Center)

sereneharbor.org | 24-hour help line: 321-726-8282

Women's Center

womenscenter.net | 321-242-3110

Circles of Care (Mental Health Crisis Stabilization)

circlesofcare.org | 321-914-0640 (24-hour intake)

National Sexual Assault Hotline

rainn.org | 800-656-HOPE (800-656-4673)

Melbourne Police (9-1-1)

melbourneflorida.org/departments/police-department
Nonemergency number: 321-608-6731
Criminal investigations: 321-608-6443

The Trevor Project

thetrevorproject.org
Text START to 678678 | Call at 866-488-7386

GLBT National Help Center

glbthotline.org
888-843-4564 | Email: help@LGBT hotline.org

Space Coast Pride

spacecoastpride.org
317-800-1901 | Email: president@spacecoastpride.org

Spektrum Health

Local address: 1920 S. Babcock St., Melbourne, FL 32901
spektrum.health/locations/melbourne | 321-294-0400

Trans Lifeline

translifeline.org | 877-565-8860

Please contact the Title IX coordinator if you want to discuss other resources that may be available in the community.

Restraining Orders

The following websites provide resources and guidance in filing a restraining order in cases involving domestic violence, dating violence, sexual violence and stalking:

Brevard County Clerk of the Courts

brevardclerk.us/injunctions-for-protection

Melbourne Police Department Domestic Violence Unit

melbourneflorida.org/home/showdocument?id=8

Legal, Visa and Immigration Assistance

International Student and Scholar Services

150 W. University Blvd., L3Harris Commons,
Bldg. 710FTC, Melbourne, FL 32901
321-674-8053 | isss@fit.edu | floridatech.edu/isss

Brevard County Legal Aid Inc.

1038 Harvin Way, Suite 100, Rockledge, FL 32955
321-631-2500

Immigration Advocates Network

immigrationadvocates.org/nonprofit/legaldirectory

U.S. Citizenship and Immigration Services

uscis.gov/about-us/find-uscis-office/field-offices



How to File a Title IX Complaint

- Fill out the online [Title IX reporting form](#).
- File in person with a Title IX coordinator and/or any Deputy Title IX coordinator.
- File in person with a ResLife staff personnel.
- File in person with a responsible employee.
- Call the Florida Tech Department of Security (available 24 hours a day): 321-674-8111



How to File an EO Complaint

- Fill out the [online reporting form](#).
- File in person or via email with EO director and/or EO investigator.



How to Request Accommodation

Kelsey Garrett

Senior Deputy Title IX Coordinator

and Equal Opportunity Investigator

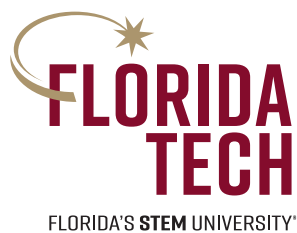
Denius Student Center (Second Floor, Room 214)

kgarrett@fit.edu or titleixcoordinator@fit.edu

Protection Against Retaliation

Retaliation is prohibited against any person by another employee or by the university for using this complaint procedure, reporting a violation of the equal employment opportunity policy, reporting harassment or for filing, testifying, assisting or participating in any manner in any investigation, proceeding or hearing conducted by a governmental enforcement agency. Prohibited retaliation includes, but is not limited to, termination, demotion, suspension, failure to hire or consider for hire, failure to give equal consideration in making employment decisions, failure to make employment recommendations impartially, adversely affecting working conditions or otherwise denying any employment benefit.

Source: floridatech.edu/title-ix/policies-and-applicable-laws



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Florida Institute of Technology
150 W. University Blvd.
Denius Student Center, Second Floor
Melbourne, FL 32901-6975
floridatech.edu/equality