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1. At any time, any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of sex discrimination), in person, by mail, by telephone, or by electronic mail to the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report, including:
 - a. Filing a report online at www.fortlewis.edu/TellSomeone;
 - b. Coming to the Title IX office during office hours at 230 Skyhawk Station;
 - c. E-mailing tellsomeone@fortlewis.edu;
 - d. Calling the Title IX office at 970-247-7241.
2. Any Mandatory Reporter who receives an allegation of Sexual Harassment must

- xi. Disciplinary suspension, including suspension from an academic program or discipline.
- xii. Delayed conferral of degree.
- xiii. Revocation of admission.
- xiv. Letter of Expectation/Reprimand.
- xv. Mandatory Training.
- xvi. Ineligibility for Promotion.
- xvii. Job Duty Modification.
- xviii. Reduction in Salary.
- xix. Ineligibility for Merit Increases.
- xx. Restriction from all or portions of campus.
- xxi. Termination of Employment.
- xxii. Ineligibility for Future

- written determination with a finding of “Not Responsible”, or issuance of any disciplinary sanction is sent to the Party.
- b. The Appeal Decisionmaker is
 - i. An Associate Vice President of Student Affairs (or designee), for students;
 - ii. The President (or designee) for faculty;
 - iii. The Appointing Authority or designee for classified staff;
 - c. The individual's Vice President, Associate Vice President, or President, for administrative staff. The written appeal must state with specificity:
 - i. The issues being appealed; and
 - ii. The bases for the appeal (see 8.12.2).
 - d. Timeframe for Completion of Appeal
 - i. Fort Lewis College will make a good faith effort to complete the appeal within 7 days.
 - ii. The timeframe for completion of appeal may be extended for good cause. If the timeframe for completion of appeal is extended, the Title IX Coordinator will notify both Parties in writing of the delay or extension and the reasons for the delay or extension.
 - e. Appeal Procedure
 - i. After receiving a timely written appeal, the Title IX Coordinator will notify the Parties in writing:
 1. That the appeal was filed;
 2. The process for submitting a written statement in support of, or challenging, the issues being appealed.
 - ii. The appeal, including any written statements submitted by the Parties, will be considered by the Appeal Decisionmaker. The Appeal Decisionmaker may also consider the investigative report, including any Party's written response to the investigative report, all relevant evidence presented at the hearing, and the recording of the hearing. Information provided exclusively for the purposes of sanctioning is not relevant to an appeal unless the sanctioning outcome or process is clearly being appealed.
 - iii. The Appeal Decisionmaker will issue a written determination of appeal, which will describe the result of the appeal and the rationale for the result.
 - iv. The Title IX Coordinator will provide the written determination of appeal simultaneously to the Parties.
 - f. The result of the appeal is final.

Retaliation

1. Retaliation is prohibited.
2. A report of alleged Retaliation may be made to the Title IX Coordinator in person, by mail, by telephone, or by electronic mail. The Title IX Coordinator is Molly Wieser. She may be contacted at 230 Skyhawk Station, (970) 247-7241, and/or TitleIX@fortlewis.edu.
3. Any Mandatory Reporter who receives a report of alleged Retaliation must promptly report the alleged Retaliation to the Title IX Coordinator.
4. Allegations of Retaliation may be investigated and adjudicated under the Fort Lewis College Grievance Procedure.

Sexual Harassment

The College has a responsibility to respond properly to sexual harassment so as to provide equal access to its educational programs, regardless of gender.

Sexual Assault

For following the policy: All students and employees regardless of their employment classification

For enforcement of the policy: Title IX Coordinator, Deputy Title IX Coordinator

