New Policies Related to Title IX

Title IX of the Education Amendments of 1972 requires all educational institutions (public and private) which receive federal funds to ensure non-discrimination on the basis of gender in educational services. The Office for Civil Rights (OCR) of the Department of Education enforces these provisions and has mandated that institutions take certain steps to protect their students and employees. This past summer the OCR of the Department of Education issued a "Dear Colleague" letter that explains the requirements of Title IX pertaining to sexual harassment; it covers sexual violence and lays out the specific Title IX requirements applicable to sexual violence.

The Cottey College Board of Trustees approved a revision to the existing non-discrimination policy (Equal Opportunity Statement) for students and employees that now covers protected rights and procedures associated with Title IX.

Below is the newly revised equal opportunity statement that incorporates the revisions. Student grievance procedures not included in this policy statement have also been developed. These will be disseminated to students and employees as appropriate.

Cottey has also adopted the following policy for reporting the abuse of a minor on campus:

**Policy on Reporting the Abuse of a Minor on Campus**

In addition to state reporting mandates, all employees and students who become aware of or suspect child abuse, sexual abuse of minors, and/or criminal acts against minors will report that information to her/his supervisor or the vice president for Student Life. The supervisor will immediately report said acts to the vice president for Administration and Finance, the director of Human Resource, or the vice president for Student Life who will contact local law enforcement and the Missouri Department of Social Services without delay.

**Equal Opportunity Employer**

Cottey College is committed to providing equal opportunity to its students and employees in all aspects of campus life. The College does not unlawfully discriminate in educational programs, recruitment and admissions of applicants, school-administrated activities or programs, or employment opportunities, policies, or practices on the basis of race, religion, color, national origin, citizenship, age, disability, veteran status, sexual orientation, or any other status protected by law.

In addition, and in accordance with Title IX of the Educational Amendments of 1972, Cottey College does not unlawfully discriminate on the basis of sex in its educational programs, school-administrated activities or programs, or employment opportunities, policies, or practices.

Cottey College has designated Title IX coordinators to handle all inquiries regarding its
efforts to comply with and carry out its responsibilities under Title IX of the Educational Amendments of 1972. As such, the coordinators are the best contact for employees and students who believe they have suffered discrimination or harassment on any protected basis, including sexual harassment and sexual violence. The Title IX Coordinators may be contacted as follows:

Employee Contact:  Betsy McReynolds  
Director of Human Resources  
Cottey College  
1000 West Austin Blvd.  
Nevada, MO 64772  
(417) 667-8181 ext. 2103  
bmcreynolds@cottey.edu

Student Contact:   Mari Anne Phillips, Ed.D.  
Vice President for Student Life  
Cottey College  
1000 W. Austin Boulevard  
Nevada, MO 64772  
(417) 667-8181 ext. 2126  
mphillips@cottey.edu

Inquiries concerning the application of Title IX may also be directed to: 
The Assistant Secretary  
U.S. Department of Education  
Office for Civil Rights  
Lyndon Baines Johnson Department of  
Education Building  
400 Maryland Avenue, SW  
Washington, D.C. 20202-1100

Cottey College seeks to provide an environment where every student and employee will have an equal opportunity to reach her/his full potential and contribute to the College’s success. To that end, Cottey College will not tolerate any form of unlawful discrimination, harassment, or retaliation. It is incumbent upon all students and employees to report any discrimination, harassment, or retaliation that exists so that it can be addressed. These reports can be made directly to your supervisor or the director of human resources (Title IX coordinator for employees) or to the vice president for student life (Title IX coordinator for students). Any alleged violation of this policy will be investigated, and disciplinary action will follow as appropriate.

For more information regarding Cottey College’s commitment to an environment free of discrimination and harassment and a full explanation of its grievance procedures for students, visit the Cottey College intranet. A copy of the student grievance procedure is attached to this email.