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## Title IX & Equal Opportunity

HOME / TITLE IX & EQUAL OPPORTUNITY

### ILLEGAL DISCRIMINATION AND SEXUAL MISCONDUCT Title VI, VII & IX

Non-Discrimination Statement:

Title VI, Civil Rights Act Of 1964

Title VII, Civil Rights Act Of 1964

Title IX, Education Amendments Of 1972

**Mr. Carl Mitchell, VP  
for Human  
Resources &  
Institutional  
Effectiveness/ Title  
IX Coordinator**

Thomas McLean Administration  
Bldg. Room 162-B Hrs: Monday -  
Friday 8 AM - 5 PM

910-678-8373

[mitchelc@faytechcc.edu](mailto:mitchelc@faytechcc.edu)

**Ms. Barbara Driscoll,  
Personnel Manager/  
Deputy Title IX  
Coordinator**

Thomas McLean Administration  
Bldg. Room 162-A Hrs: Monday -  
Friday 8 AM - 5 PM

910-678-8246

[driscolb@faytechcc.edu](mailto:driscolb@faytechcc.edu)

## Illegal Discrimination/Sexual Misconduct (Title IX) Compliance Officer And Reporting

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## Duties Of The Compliance Officer

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## Policy Statement

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The Trustees of Fayetteville Technical Community College is committed to providing a non-discriminatory and harassment-free environment for faculty, staff, students, and visitors at the College. Accordingly, it is the policy of Fayetteville Technical Community College (FTCC) to prohibit all forms of illegal discrimination and to foster a campus environment which empowers individuals to bring forth claims of illegal discrimination without fear of retaliation. No form of illegal discrimination shall be tolerated whether it arises in the employment environment or arises in some manner which impedes the ability of students, employees, and others to access any service offered by the College. FTCC shall place a special emphasis on providing training designed to help faculty, staff, and students recognize, intervene, prevent, and end illegal discrimination based on sex or gender, including sexual harassment, sexual violence, sexual assault, stalking, domestic violence, dating violence, or other forms of intimate partner violence.

In the event an allegation of illegal discrimination is made, FTCC shall:

Inform the alleged victim of options and assistance which may be available to them;

## After Business Hours Reporting

Public Safety and Security Office  
General Classroom Building,  
Room 102



910-678-8433

## How to File a Complaint

If you wish to file a complaint with the Title IX Coordinator, please use this form: [Illegal Discrimination/Sexual Misconduct Complaint Form](#)

**TITLE IX RESOURCES**

Maintain confidentiality to the fullest extent permitted by law;

Thoroughly and impartially investigate the allegation;

When reasonably necessary, provide interim remedy(ies) pending a final resolution;

Provide all parties involved in the allegation a prompt and equitable determination of the merits of the claim;

Decide whether the allegations are more likely than not to have occurred (preponderance of the evidence standard); and,

If it is more likely than not that the allegations occurred, resolve the allegations in a manner designed to end the discrimination, prevent its reoccurrence, remedy the effects upon the victim and the community, and impose reasonable sanctions on any party found to have engaged in behavior prohibited by this policy.

Illegal discrimination shall be defined as any action or decision that interferes or denies a person employment or participation in any educational program/activity at FTCC based upon race, color, national origin, religion, sex/gender, age, disability, political affiliation. Sexual harassment, sexual assault, stalking, domestic violence, dating violence, or other forms of intimate partner violence are prohibited and considered to be forms of sex/gender based discrimination.

FTCC faculty, staff, students, and visitors to the College shall be permitted to bring forth claims of illegal discrimination without fear of retaliation. It shall be a violation of this policy for any faculty, staff, student, or visitor to retaliate against an individual bringing forth such claims or defending themselves against an allegation of misconduct. It shall also be a violation of this policy to knowingly make false claims or statements regarding illegal discrimination.

The administration of FTCC shall establish appropriate procedures to implement this policy. The Administration of FTCC shall provide an

annual report to the Board of any alleged violation of this policy and a summary how the allegation was resolved. The report shall be due during the June meeting of the Board and will include only allegations that have fully resolved, including the exhaustion of all appeal rights.

### Illegal Discrimination & Sexual Harassment/Violence Prevention Policy

All members of this community are expected and instructed to conduct themselves so as to contribute to an atmosphere free of illegal discrimination, including sexual harassment or sexual violence. Illegal discrimination of an employee by another employee or student, or of a student by another student or employee is a violation of this College policy and will not be tolerated. Any employee or student violating this policy shall be disciplined in accordance with the procedures outlined below.

This policy is adopted to promote an atmosphere in which all members of the Fayetteville Technical Community College community may work and study free of illegal discrimination and to provide for the orderly resolution of complaints of illegal discrimination.

## The following definitions apply:

[Open All Tabs](#)

**Illegal Discrimination**

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**Hostile Environment**

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**Preponderance Of The Evidence**

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<b>Sex/Gender Discrimination</b>	<b>+</b>
<b>Sexual Harassment:</b>	<b>+</b>
<b>Sexual Violence</b>	<b>+</b>
<b>Dating Violence</b>	<b>+</b>
<b>Domestic Violence</b>	<b>+</b>
<b>Rape</b>	<b>+</b>
<b>Sexual Assault</b>	<b>+</b>
<b>Sexual Battery</b>	<b>+</b>
<b>Sexual Coercion</b>	<b>+</b>
<b>Stalking</b>	<b>+</b>
<b>Consent</b>	<b>+</b>

## **Counseling Services**

The [Employee and Student Assistance Program \(ESAP\)](#) is operated by Cape Fear Valley Health System and is a free service provided by the College for its students and employees. The ESAP staff can collaboratively work with you to resolve issues that have begun to affect your physical and mental health. ESAP counselors are dedicated individuals with the professional training and experience required to help you identify and resolve work issues, family concerns, affects from sexual violence, and/or academic crises that have disrupted your ability to reach your highest level of personal, professional, and life satisfaction desires. Whether it is stress, anxiety, depression, or relationship issues, ESAP counselors will listen and

provide unconditional acceptance of you as a person. They will collaboratively work with you to define problem structures, generate realistic goals, and implement action-based plans to bring about desired changes in your life. Concerns and interventions are designed to help both employees and students. ESAP counselors are exempt from reporting information discussed with Counselors back to officials working at the College. To contact ESAP during regular business hours, you may contact the Title IX Coordinator or Deputy Coordinator at (910) 678-8373 who will assist you with a referral to the ESAP. After regular business hours, students may contact the Public Safety and Security Office at (910) 678-8433.

### [Cumberland County Rape Crisis Center](#)

#### **Connect**

#### **Campus Maps**

Fayetteville Campus  
Fort Bragg Center  
Horticulture Center  
Santa Fe Drive Center  
Spring Lake Campus

#### **Resources**

Apply Now  
Blackboard  
Career Coach  
Security  
Request Transcripts  
Student Email  
Text Alerts  
WebAdvisor

#### **Other**

Contact Us  
Copyright Information  
Distance Education State Authorization  
Employment Opportunities  
Gainful Employment  
NC Military Business Center  
Password Reset  
SACS @ FTCC  
Title IX & Equal Opportunity

### Fayetteville Campus

