

SEXUAL ACTIVITY REQUIRES AFFIRMATIVE CONSENT

Affirmative Consent is as an active, clear, and voluntary agreement by a person to engage in specific sexual activity with another person throughout a sexual encounter. Consent cannot be inferred merely from the absence of a “no.” A clear “yes,” verbal or otherwise, is necessary. Consent to some sexual acts does not constitute consent to others, nor does past consent to a given act constitute present or future consent. Consent must be ongoing throughout a sexual encounter and can be revoked by any participant at any time.

Consent cannot be obtained by threat, coercion, or force. Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated due to alcohol, drugs, or some other condition.

WHEN SUPPORTING A COLLEAGUE, STUDENT, OR FRIEND

Who shares that they have experienced sexual harassment, violence, or discrimination, a Title IX Coordinator can help you respond with care and provide access to information and resources.

The Equity & Title IX Office can help you **understand your options, rights, and resources.**

SEXUAL HARASSMENT & DISCRIMINATION

Federal law, state law, and/or Fairfield University policy prohibits sexual harassment, and discrimination, including:

- Stalking
- Dating Violence
- Domestic Violence
- Sexual Assault
- Sexual Exploitation
- Hostile Environment
- Quid Pro Quo
- Discrimination or Harassment based on sex, sexual orientation, gender expression, gender identity, or pregnancy
- Retaliation

POLICIES

Title IX and Fairfield University policies protect students, staff, faculty, and others at the University. Consult with the Equity Office to learn what resolution options may be available to address the behavior.

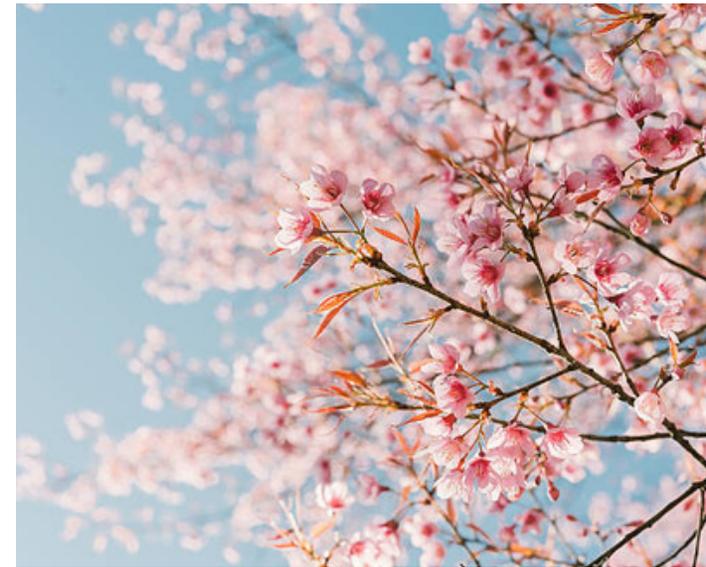
For more information on Fairfield University’s policy, visit: fairfield.edu/equity or contact:

EQUITY & TITLE IX

Fairfield University
1073 North Benson Road
Fairfield, CT 06824-5195

(203) 254-4357 (HELP)
equity@fairfield.edu
fairfield.edu

PREVENT RESPOND REMEDY



TITLE IX



Fairfield University

HOW CAN TITLE IX HELP?

SUPPORTIVE MEASURES

Are non-disciplinary, non-punitive individualized services offered as appropriate and as reasonably available? They are provided without fee or charge to the parties to restore or preserve access to the University's education program or activity, including measures designed to protect the safety of all parties and/or the University's educational environment and/or to deter harassment, discrimination, and/or retaliation.

These measures include academic accommodations (e.g. tutoring, deadline extensions, course changes), workplace accommodations (e.g. schedule changes, reassignments, leaves of absence), residential accommodations on campus (e.g. change in room assignments, residential college transfers), and no contact agreements.

TAKING ACTION AS AN EMPLOYEE

Staff & Faculty who are mandated reporters are required to make a Title IX report when they learn about conduct that may be considered sexual harassment, or discrimination under the University policies. Learn more at: fairfield.edu/equity



MAKING A TITLE IX REPORT

Email equity@fairfield.edu, use the online Title IX reporting form, or call 203-254-HELP to share information with the Title IX Coordinator.

WHY SUBMIT A REPORT?

- You have experienced violence, harassment, or discrimination and want to learn about your rights, resources, and supportive measures.
- You are seeking information about how to support a colleague, student, or friend.
- You want to inform the University of a situation you experienced or witnessed.
- You are an employee required to report.
- You want to explore alternative resolution options that do not require an investigation.
- You want to learn about formal complaints, which are requests that the University intervene and investigate.

WHAT HAPPENS AFTER REPORTING?

A Title IX Coordinator will:

- Review the details of the report and assess for immediate safety concerns.
- Identify what options may be available or necessary to respond to a report.
- Provide information on resolution options, including informal options or investigation.
- Coordinate supportive measures.
- Offer referrals to additional resources.

Making a report does not automatically initiate an investigation nor require an impacted individual to respond to an outreach.

Individuals always have a right to make a formal complaint, report to the police, do both, or neither.

ADDITIONAL RESOURCES

- Department of Public Safety
- Counseling and Psychological Services
- Clergy
- Center for Family Justice



Scan the QR Code for more information on additional resources.