



A Guide for Responsible Employees to Report

Sexual Misconduct and Pregnancy under Title IX

As a Coppin State University (CSU) faculty or staff member, you are in a unique position to assist students and employees who have experienced sexual assault, dating/domestic violence, stalking, or other forms of sex discrimination. These individuals typically confide in people and colleagues that they trust. If you receive information relating to some form of sexual misconduct, please use this information to respond to and report the disclosure.

What is Sexual Misconduct?

Sexual misconduct is a broad term that encompasses sexual harassment, sexual assault, dating/domestic violence, stalking and other forms of sex discrimination. Sexual misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual misconduct can be committed by men or women and can occur between people of the same or different gender.

For the definition of consent and other terms related to sexual misconduct, please see the *Policy on Sex Discrimination and Other Sexual Misconduct* located at www.coppin.edu/Title9.

What Is Title IX?

Title IX is a federal civil rights law that prohibits all forms of *discrimination on the basis of sex*, including sex stereotypes, sex characteristics, sexual orientation, gender identity, pregnancy and related conditions, and *sexual misconduct behaviors* that include, but are not limited to, sexual harassment, sexual assault, dating/domestic violence, and stalking.

If a student or employee discloses sexual misconduct or pregnancy or related conditions:

Step 1: Care for the person

- Ensure they are safe.
- Inform them of your duty to report before they share.
- Listen and avoid judgmental questions—don't ask any questions that start with "why."
- Tell them that you believe them.

Step 2: Connect to resources

- Center for Counseling and Accessibility for students - 410-951-3939
- Employee Assistance Program-GuidanceResources 1-855-410-7628
- Additional resources at www.coppin.edu/Title9

Step 3: Contact Title IX Coordinator

Ms. Katsura Kurita
Title IX Office
Physical Education Complex (PEC)
Room 224
410-951-6543
TitleIXCoordinator@coppin.edu
or kkurita@coppin.edu

What do I say?

Sexual misconduct can be a difficult topic to discuss, particularly given your reporting responsibilities. Below is a suggestion for how you might respond to a student's disclosure:

"I appreciate what you have been able to share with me. Before you tell me more, I want to let you know that I will need to contact Ms. Katsura Kurita, Coppin's Title IX Coordinator. She helps to support students, can offer resources, and provide resolution options. She cares and will listen. "

Coppin State University Resources and Response

Title IX Office (410) 951-6543

- On-campus resource for anyone who has experienced sexual misconduct.
- Oversees the University's grievance process to resolve sexual misconduct complaints.
- Anonymous reporting is an option.
- Provides prevention education and training.

- Ensures that supportive measures are offered to address and respond to sexual misconduct.
- Offers reasonable modifications to help pregnant and parenting students.
- Provides referrals to counselors (on and off-campus).
- Shares medical evaluation and treatment option (on and off-campus).
- Encourages evidence preservation and collection.
- Available to take reports internally and assist with reports to local law enforcement.

Confidential Resources

Center for Counseling and Accessibility (On-campus)
(410) 951-3939 | Grace Hill Jacobs Bldg. Room 208

- Provides professional and confidential counseling for student survivors and other students impacted by sexual misconduct.
- Offers reasonable accommodation for students with disabilities.

Community Health Center (On-campus)
(410) 951-4188 | Health and Human Services Bldg. Room 131
Provides primary health care services.

Mercy Medical Center (Off-Campus)
Sexual Assault Forensic Exam: (410) 332-9494

House of Ruth (Off-Campus)

24 Hour Helpline: (410) 889-7884

- Provides confidential lifeline to victims.
- Counselors are trained in crisis intervention, safety planning, and proactive advocacy for victims.

Turn Around, Inc. Sexual Assault Crisis Response Center

(Off-Campus) Daytime: (410) 837-7000

24 Hour Helpline: (443) 279-0379

- Provides counseling and support services for victims of sexual assault and domestic violence.
- Offers emergency shelter and transitional housing.

For more information on the Coppin State University Sexual Misconduct Policy and for additional resources go to:
www.coppin.edu/Title9

Reporting Options (Non-Confidential)

Coppin State University's Title IX Coordinators

Ms. Katsura Kurita, J.D./M.S.

Title IX Coordinator for Students, Faculty, Staff & Visitors
Physical Education Complex (PEC) Room 224
(410) 951-6543 | TitleIXCoordinator@coppin.edu | kkurita@coppin.edu

Dr. Lisa Horne Early, Ph.D.

Associate Vice President HR & Title IX Deputy for Employees
(410) 951-3666 | learly@coppin.edu

Ms. Nichole Person, Ed.D.

Associate Athletic Director/SWA & Title IX Deputy for Student Athletes
(410) 951-3732 | nperson@coppin.edu

Coppin State Department of Public Safety

(410) 951-3911 (on-campus emergency) 911 (off-campus emergency)

- Assists with criminal action on and off campus.
- Offers transportation to local hospitals for medical services.
- Be aware - If a sexual assault is reported in the Residence Hall, Public Safety will take a report and ask the Sex Crimes Unit Baltimore Police to respond.

Office of Residence Life

(410) 951-6399

- Offers information to students about options through the conduct system and guidance for academic and housing concerns.
- Provides students with details for no contact orders and other immediate safety concerns.