

Title IX Sexual Assault /Harassment

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education and its implementing regulation, at 34 C.F.R. § 106.31 (a), which provide that no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any academic, extracurricular, research, occupational training, or other education program or activity operated by the university.

Sexual harassment is a form of sex discrimination prohibited by Title IX. Sexual Harassment includes: unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, including sexual misconduct. Sexual harassment, including sexual misconduct, can involve persons of the same or opposite sex. Sexual harassment occurs when the terms or conditions of employment, educational benefits, academic grades or opportunities, living environment or participation in a University program is conditioned upon, either explicitly or implicitly, submission to or rejection of unwelcome sexual advances or requests for sexual favors, or such submission or rejection is a factor in decisions affecting that individual's employment, education, living environment, or participation in a University program.

Sexual Harassment also includes hostile environment harassment based on sex which is severe, pervasive, or persistent and interferes with academic performance. Anyone with questions or concerns about sex discrimination or harassment or who believes they have been a victim can use the link below to contact Title IX Coordinator and review policy <http://www.montana.edu/policy/discrimination/>. The grievance procedure <http://www.montana.edu/policy/discrimination/procedures/>

Mandatory Employee Reporting: To enable the University to respond effectively and to stop instances of sexual harassment and sexual misconduct involving students at the University proactively, all University employees must promptly (normally within 24 hours) report information they have about alleged or possible sexual harassment and sexual misconduct involving students to the Title IX Coordinator. Employees, such as licensed health-care professionals and victim advocates who have a statutory privilege under Montana law, are exempt from these reporting requirements.

Upon receiving a report of alleged or possible sexual harassment, or sexual misconduct, the Title IX Coordinator will evaluate the information and determine what further action should be taken, following the procedures described in the [Discrimination Grievance Procedures](#). The Coordinator will take steps, either directly or through a reporting employee, to provide information about the University's Discrimination Grievance Procedures, as well as available health and advocacy resources, and options for criminal reporting

Title IX Coordinator

Janet Simon
Director, Human Resources/Title IX Coordinator
McMullen Hall 310
406-657-2221
discrimination@msubillings.edu

Or

Jody Stahl
Assistant Director, Human Resources/Deputy Title IX Coordinator
McMullen Hall 310
406-657-2117
discrimination@msubillings.edu

The Director of Human Resources is responsible for Title IX compliance for matters involving faculty and staff, including training, education, communication, and administration of the grievance procedure for all complaints against faculty, staff and visitors, including those complaints filed by students.

If you have a complaint against an MSUB faculty, staff member, student or visitor for sexual harassment, sex discrimination, or sexual assault, you should contact one of the individuals listed above.

For students:

Kathy Kotecki
Interim Dean of Student Life and Auxiliaries
MSU Billings
657-1696
Kkotecki@msubillings.edu

Or

Dr. Joe Oravec
Vice Chancellor for Student Affairs/Deputy Title IX Coordinator
McMullen Hall 201
406-657-2307
joe.oravec@msubillings.edu

The Vice Chancellor for Student Affairs is responsible for Title IX compliance for matters involving students, including training, education, communication, and administration of the grievance procedure for all complaints against MSUB students.

Gender Equity in Athletics

If you have a complaint about gender equity in MSUB athletics programs, you should contact the Athletics Director, Krista Montague, who is responsible for Title IX Compliance in matters related to gender equity in MSUB athletics programs.

Additional Resources

Sexual Assault / Harassment

To file a complaint of sexual misconduct or any form of discrimination that may also be a crime, you may contact the Title IX coordinator whose information is listed above. The entire Discrimination grievance procedures for Allegations of Violations of the Discrimination, Harassment, Sexual Misconduct, Dating Violence, Domestic Violence, Stalking and Retaliation Policy can be viewed at <http://www.montana.edu/policy/discrimination/procedures/>.

University Police

Located in the Southwest Corner of Parking Garage

406-657-2147(non-emergency)

406-657-2222 (emergency)

911 (emergency)

For immediate danger or need urgent medical or psychiatric care, call 911.

If you have been sexually assaulted:

For sexual assault medical services visit the emergency department at:

Billings Clinic
801 North 29th Street
Billings, MT 59101
406-238-2500

Student Health Services is located in 2nd Floor, Petro Hall or by calling 657-2153. Monday – Friday – 8:00 – 5:00.

The Phoenix Center 24 Hour Help Line

By calling 406-794-3829 you can also contact a 24-hour confidential MSU Billings Peer Advocate who can discuss your options for reporting and/or seeking medical or counseling help and may be able to accompany you to on- and off-campus resources.

If you are, male, female or transgender, in a relationship that is abusive, you can contact:

YWCA
909 Wyoming Ave
Billings, MT 59101
24-hour crisis line: 406-259-8100

Personal Safety

If you are being stalked, threatened, or have concerns about your personal safety, you can contact the MSUB University Police Department by dialing 2222 from any campus phone, or by calling 406-657-2222.