



Sexual Discrimination Policy/Title IX/Child Maltreatment Policy

Pursuant to Arkansas State University Policy, I hereby certify that I have received and/or have access to information for the following:

- [Sexual Discrimination Policy](#) & [Video](#)
- [Title IX Brochure](#)
- [Child Maltreatment Policy](#) & [Video](#)

I understand that compliance with each and every provision of these policies is a term and condition of my employment. I understand that I may ask questions if I do not understand the information presented to me either in written or video form. I also acknowledge that these policies may be accessed on the ASUMH website at http://www.asumh.edu/current_students/title-ix.dot or, on the ASU System website at <http://www.asusystem.edu/about/policies.dot>. Additionally, I understand that I should report violations as follows:

- **Sexual Harassment.** Arkansas State University is committed to providing an educational and work environment for its students, faculty, and staff that is free from sexual discrimination including sexual harassment, sexual assault, and sexual violence. No form of sexual discrimination will be tolerated. Incidences of sexual discrimination or harassment may be reported to any Supervisor and to the Office of Human Resources.
- **Title IX.** Title IX is a comprehensive federal law that prohibits discrimination on the basis of sex in any federally-funded education program or activity. Title IX benefits both males and females, and is at the heart of efforts to create gender equitable schools. The law requires educational institutions to maintain policies, practices and programs that do not discriminate against anyone based on sex. Under this law, males and females are expected to receive fair and equitable treatment in all areas of public schooling including recruitment, admissions, educational programs, and activities, course offerings and access, counseling, financial aid, employment assistance, facilities and housing, health and insurance benefits, marital and parental status, scholarships, sexual, discrimination and athletics. Arkansas State University has designated a Title IX coordinator for each campus. Any incidence of sexual discrimination including sexual harassment or sexual violence should be reported to the Title IX coordinator who will take prompt action to secure a full and equitable review. In the event the sexual discrimination allegation is against the Title IX coordinator, the report should be made to the Office of University Counsel. **Arkansas State University-Mountain Home has three designated individuals for Title IX – William Kimbriel - Title IX Coordinator, Melissa Klinger - Deputy Title IX Coordinator, and George Truell – Deputy Title IX Coordinator.**
- **Child Maltreatment Policy.** All employees, and all volunteers participating in ASU conducted programs on ASU owned or occupied property, will immediately report known or suspected child maltreatment to the State of Arkansas Child Abuse Hotline and the police department having jurisdiction over that campus. Any employee or any volunteer participating in an ASU conducted program on ASU owned or operated property, must immediately report known or suspected child maltreatment by contacting both the Child Abuse Hotline and the police department having jurisdiction over that campus. Each campus will post the telephone numbers on their home web page under the heading Child Maltreatment Reporting.

Printed Name

Signature

Date