

LOUISIANA STATE UNIVERSITY AGRICULTURAL CENTER

October 30, 2017

AGCENTER PS-19

Version: 3

TITLE IX AND SEXUAL MISCONDUCT POLICY

A. Purpose

To state the LSU Agricultural Center's policy and responsibility regarding Title IX and sexual misconduct and its commitment to providing an environment for programs and work that promotes integrity, civility, and mutual respect, free from discrimination on the basis of sex and sexual misconduct.

B. Policy

The AgCenter prohibits sexual misconduct and sexual discrimination, which includes sexual assault, sexual harassment, dating violence, domestic violence, stalking and retaliation. This policy is consistent with LSU Office of the President Permanent Memorandum No. 73. The AgCenter has implemented this policy and procedure and procedure to prevent acts of sexual misconduct and sexual discrimination and to take prompt and appropriate action to investigate and effectively discipline those found to have engaged in such conduct in a manner consistent with the law and due process.

The AgCenter will provide support and assistance to those who complain of sexual misconduct and shall report instances of sexual misconduct in accordance with law. This policy applies to all persons without regard to sexual orientation, gender identity and/or gender expression. Sexual misconduct violates an individual's fundamental rights and personal dignity. The AgCenter considers sexual misconduct in all of its forms to be a serious offense. This policy has been developed to reaffirm these principles and to provide recourse for individuals whose rights have been violated. This policy combined with PM-73 establishes mechanisms for determining when rights have been violated in all AgCenter functions.

C. Nondiscrimination Notice

In accordance with PM-73 and AgCenter PS-23, the AgCenter does not discriminate on the basis of race, creed, color, marital status, sexual orientation, gender identify, gender expression, religion, sex, national origin, age, mental or physical disability, or veteran's status in its programs and activities and provides equal access to its programs and activities.

D. Definitions, Procedures, Contacts, and Additional Policy Elements

PM-73 contains definitions and details processes for initiation of complaints, processing of complaints, resolution procedures, disciplinary actions, appeals, training, and other policy elements.

The AgCenter's Title IX Coordinators can be found on its Title IX web site at: www.lsuagcenter.com, About Us, Vice President and Dean's Office or by contacting the HRM Office. At the date of issuance of this policy, the AgCenter Title IX Coordinator is the Associate Vice President for Administration. Deputy Coordinators are the Director of Human Resource Management and the Manager of Employee Relations. The Title IX web site also contains information on reporting options, confidential advisors, and resources.

For issues related to 4-H programs, the 4-H Program Leader and 4-H Department Head may also be consulted.

All AgCenter employees are required to be trained annually on Title IX.

Volunteers and students may also have recourse under these policies if they feel they have been subjected to sexual misconduct or any other violation of this policy by an AgCenter employee or through an AgCenter program.

Any responsible person who receives actual notice of a complaint under this policy *shall* promptly notify the AgCenter Title IX Coordinator, who shall be responsible for notifying the LSU System Title IX Coordinator and any campus administrators who may be involved in the resolution process. Notice of a complaint may or may not come from a formal complaint. Any supervisor or other responsible party who witnesses or receives a report or complaint, shall notify the Campus Title IX Coordinator.

Retaliation against a person who has been subjected to sexual misconduct, or against one, who in good faith brings a complaint of sexual misconduct or who, in good faith, participates in the investigation of a sexual misconduct complaint, is prohibited; and shall be a violation of this policy and shall constitute misconduct subject to disciplinary or other action. The AgCenter will take steps to prevent recurrence and remedy the effects of any violation of this policy.

PS-19 and PM-73 in no way remove or delay the AgCenter's responsibility as a mandatory reporter. 4H agents are generally considered mandatory reporters under Louisiana law and must report suspected abuse, including sexual misconduct, and neglect. The statewide hotline for child abuse or neglect is **1-855-452-5437**. For more information about reporting child abuse or neglect in Louisiana and mandated reporters, visit www.dcfsls.gov/ReportChildAbuse.

Refer to PM-73 for additional information.