



Responsible Employee Training Recap

Office of Institutional Equity and Compliance
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What is a “Responsible Employee” and Why am I Considered One?

Responsible Employee- OCR defines a responsible employee as one who:

1. Has the authority to take action to redress sexual violence; or
2. Who has been given the duty of reporting incidents of sexual violence; or
3. A student could reasonably believe had the authority to assist in addressing an allegation of sexual assault.



- As faculty member or as an University Staff member in the Office of Financial Aid, Admissions, Division of Student Affairs, member of the Athletics Department, Office of the Registrar, Office of Human Resources, etc. you are considered to be a “Responsible Employee” based on the fact that your job functions could require student interaction.
- Since you are considered a responsible employee, under Title IX you are required to report incidents of alleged sexual violence to the Title IX Coordinator.

Important University Definitions to Know

- **Sexual Assault-** occurs when a party engages or attempts to engage in a particular sexual act with another person against their will or when the person is unable to give consent.
- **Consent-** is the mutual assent by words or actions to participate in a particular activity that must be made voluntarily and competently by all parties.
 - ❖ In order to be made voluntarily it must be free from threat, force, intimidation, extortion, and undue influence.
 - ❖ In order for consent to be made competently all individuals must have the capacity to consent. If one of the parties is incapacitated due to, among other things, drug or alcohol use then that person lacks the necessary capacity, and thus the competency, to consent.

So What Should I Report and to Whom Should I Report it?

- If a student reports an incident of sexual violence, you should report it to the Title IX Coordinator as soon as possible.
- You should provide the Title IX Coordinator with any relevant details that you have (i.e. name of student(s) involved, location of incident, if physical violence was allegedly used, etc.)
- Once this information has been communicated to the Title IX Coordinator you have fulfilled your responsibility as a “Responsible Employee”
- The Title IX Coordinator will then involve the appropriate University officials and take steps to address the report.
- Again, the University only expects you to report what you have been told; you do not need to, and should not, mediate, investigate, or otherwise attempt to resolve the issue.

What Happens if I Don’t Report?

- Your non-reporting will put FGCU in violation of Title IX (which could ultimately cost FGCU its federal funding from the US-DOE).
- You could be subjecting a student to an unsafe learning environment.
- You could subject FGCU to major legal liability.
- You could face possible employment sanctions.
 - Note: If a University employee does not report information of a possible sexual assault or any other type of sexual misconduct and the person is under age 18, the University WILL face a fine of ONE MILLION DOLLARS PER OCCURRENCE OF NON-REPORTING.
 - You could also be **PERSONALLY** subjected to legal action for failure to report such conduct against a minor.



On-Campus Resources

Precious Gunter, Title IX Coordinator

Edwards Hall, Room 114
Phone: (239) 745-4366
Email: pgunter@fgcu.edu

University Police Department (UPD)

Campus Support Complex
Phone: (239) 590-1900
In an emergency, dial 911
Web link: <http://www.fgcu.edu/upd/>

Daniel Hoover, Student Affairs Case Manager

Cohen Center, Room 110
Phone: (239) 590-1866
Email: dhoover@fgcu.edu

Counseling and Psychological Services (CAPS)

(Confidential Counseling Available)
Howard Hall, 2nd Floor
Phone: (239) 590-7950; After Hours (239) 745-3277
Email: CAPS@fgcu.edu
Web Link: <http://www.fgcu.edu/caps/>

Dean of Students Office

Cohen Center, Room 288
Phone: (239) 590-7900
Email: doso@fgcu.edu
Web Link:
<http://studentservices.fgcu.edu/DOS/index.html>

Student Health Services

Modular Bldg Centrally located between the Music Building and Parking Garage 2.
Phone: (239) 590-7966
Web Link: <http://www.fgcu.edu/studenthelath/>

Prevention and Wellness

Howard Hall, 137
Phone: (239) 590-7733
Web Link: <http://www.fgcu.edu/wellness/>

Assault and Rape Information Support and Education (ARISE)

Web Link: <http://www.fgcu.edu/arise/>

Off-Campus Resources

Abuse, Counseling, and Treatment of Fort Myers

Phone: (239) 939-3112
Web Link: <http://www.actabuse.com/>

**Lee County Sheriff's Office
Victim Advocate Unit**

Web Link: <http://www.sheriffleefl.org/>
(239) 477-1050

Project Help of Naples

Phone: (239) 262-7227
Web Link: <http://projecthelpnaples.org/>

Florida Council Against Sexual Violence

Rape Crisis Hotline: 1-888-956-RAPE (7273)
Web Link: <http://www.fcasv.org/>

Other Helpful Resources

Know your IX (Empowering Students to stop sexual violence)

<http://knowyourix.org/>

Rape Abuse and Incest National Network (RAINN)

<https://rainn.org/>

Not Alone.gov

<https://www.notalone.gov/>