

MCW General Title IX Frequently Asked Questions

What is Title IX?

Title IX of the Education Amendments Act of 1972 is a federal law that states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

Title IX prohibits all forms of sex discrimination, including sexual harassment, sexual violence, intimate partner violence, coercion, and stalking regardless of a person's gender. The Title IX law requires MCW to have a Title IX Coordinator, Title IX policies, a reporting process, a prompt resolution process, and education for faculty, staff and students.

Why is Title IX important?

Title IX was designed to help foster a safe and respectful environment to better support and protect faculty, staff and students from incidents of sex-based discrimination, harassment, violence, and abuse.

What is Title IX – Use Your Voice?

Use Your Voice is the name of MCW's Title IX branding focused on prevention and awareness. As a member of the MCW community, the branding encourages you to "Use Your Voice" to address issues of discrimination and violence.

MCW is committed to creating and sustaining a safe learning and working environment that recognizes and values the dignity of all members of the MCW community.

If you have any comments, questions, or further information you would like to share, feel free to contact Katie Kassulke at TitleIXCoordinator@mcw.edu.

MCW has developed a Use Your Voice Steering Committee that meets throughout the year to provide recommendations to the Title IX Coordinator regarding ongoing compliance, education and prevention measures relating to Title IX, the Clery Act, and the Violence Against Women Act. [View List of Members \(PDF\)](#).

How does MCW comply with Title IX?

The Medical College of Wisconsin (MCW) complies with **Title IX of the Education Amendments of 1972 (Title IX)**, **Violence Against Women Act (VAWA)**, and **The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act** (commonly referred to as the **Clery Act**). MCW prohibits sex discrimination, sexual harassment, sexual assault, domestic violence, dating violence, and stalking, and maintains procedures for reporting the same.

When an incident of harassment, discrimination, or sexual misconduct is reported to an appropriate MCW official, MCW will respond immediately to stop the inappropriate behavior, remedy its effects and prevent reoccurrence. Please review the MCW [Prohibition on Sex Discrimination and Related Misconduct Policy](#).

What is MCW's Policy about Title IX?

MCW is committed to creating and sustaining a safe learning and working environment that recognizes and values the dignity of all members of the MCW community, which includes faculty, staff, students and visitors. In furtherance of this commitment and as more fully described herein, MCW prohibits in all work, education and other programs, sex discrimination, domestic violence, dating violence, sexual assault and stalking. To be clear, sex discrimination includes sexual harassment, sexual violence, and discrimination on the basis of sex, sexual orientation and/or gender identity.

Retaliation against any individual making a report under this policy or any individual participating in an investigation in connection with this policy is prohibited.

Please review the MCW [Prohibition on Sex Discrimination and Related Misconduct Policy](#).

Who is MCW's Title IX Coordinator?

Katie Kassulke is MCW's Title IX Coordinator and can be reached by email at TitleIXCoordinator@mcw.edu or by calling 414-955-8668.

Who are mandatory reporters (responsible employees) at MCW?

All MCW faculty and staff are mandatory reports (also called responsible employees) except in cases where they are serving as a care provider to a survivor, where they must protect patient confidentiality.

What is a mandatory reporter (responsible employee)?

The main responsibilities of a mandatory reporter are to report all Title IX violations immediately to the Title IX Coordinator. Katie Kassulke, MCW's Title IX Coordinator, can be reached by email at TitleIXCoordinator@mcw.edu or by calling 414-955-8668. Mandatory reporters have a duty to report all details of the report or information they receive including the names of involved parties, and relevant facts such as the date, time and location of the alleged violation.

Why are mandatory reporters (responsible employees) required to report Title IX violations that they learn about?

All faculty, staff and students have a right to a safe learning and working environment that recognizes and values the dignity of all members of the MCW community, which includes faculty, staff, students and visitors. All reports of Title IX violations must be provided to the MCW Title IX Coordinator right away to:

- Assure assistance can be provided to the victim(s)
- Allow MCW to appropriately investigate and remedy any situations
- Ensure that no further instances of harassment and/or sexual misconduct occur by the same individual that is being reported
- To help ensure MCW has a respectful environment where harassment and sexual misconduct are not tolerated

If someone informs you or even if you hear rumors about someone who has been a victim of sexual harassment or violence, you must report it to the Title IX Coordinator. By not taking action you may:

- Leave person in danger of possible further abuse

- Leave impression that we condone the prohibited offenses
- Foster view that making complaint would be futile
- Subject MCW to potential litigation

Are there confidential resources at MCW?

All faculty, staff and students can contact the MCW Compliance Reporting line for the option to provide an anonymous report of any type of inappropriate conduct including a Title IX complaint. To make a report you can call 866-857-4943.

Students are also provided access to confidential mental health services, 24 hours a day, 7 days a week. For questions, call the Student Mental Health Service at 414-955-8933.

MCW provides all faculty, staff and students a free and confidential Employee Assistance Program. This is a confidential 24-hour counseling service that can be reached by calling 866-757-3271.

Employees can also contact the MCW Office of the Ombuds for confidential discussions by calling 414-266-8776.

Who will be made aware of a report of sexual misconduct if I report something to the Title IX Office?

The privacy of individuals involved in a report of sexual misconduct, relationship violence, or stalking will be protected to the extent permitted by law. All MCW employees who are involved in the response, including the Title IX Coordinator, investigators, and all other parties, receive specific instruction about respecting and safeguarding private information. Throughout the process, every effort will be made to protect the privacy interests of individuals involved in a manner consistent with the need for a thorough review of the report.

Privacy and confidentiality have distinct meanings. Privacy generally means that information related to a report of misconduct will only be shared with a limited number of individuals. The use of this information is limited to those individuals who “need to know” in order to assist in the review, investigation, or resolution of the report. All individuals will be discreet and respect the privacy of individuals involved in the process.

Information shared by an individual with designated campus or community professionals who are acting within the scope of their professional credentialing is considered confidential. These campus and community professionals include licensed health care professionals, clergy, and attorneys who are required to follow professional rules of conduct and laws that control the disclosure of confidential information. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, are directed to do so by court order, are given consent, or disclosure is provided for by the professional rule of conduct or the law. Additionally, when a report involves suspected abuse of a minor under the age of 18, or the elderly, these confidential resources are required by state law to notify the Department of Children and Families and/or local law enforcement.

Where can I find out more information about Title IX at MCW?

MCW maintains a [website](#) that includes information about Title IX activities at MCW, policies, reporting procedures, Assistance and resources, and additional information. MCW also maintains a [MCW Title IX](#)

[brochure](#) that includes information about MCW's commitment, reporting procedures, confidential services, and other resources.