



OFFICE OF EQUITY, DIVERSITY, INCLUSION AND COMPLIANCE (EDIC)

DEPARTMENT OF TITLE IX

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TITLE IX REPORTING REQUIREMENTS: MANDATORY REPORTERS

Ramapo College employees (with the exception of confidential resources¹) are Mandatory Reporters of sexual misconduct and relationship violence and are obligated to report any incidents they learn of to the Director of Title IX to ensure the safety of the reporting individual and the larger campus. A College employee is always a Mandatory Reporter when either the complainant or respondent is a student.

Exception: Public awareness events such as “Take Back the Night,” the Clothesline Project, candlelight vigils, protests, “survivor speak outs,” or other forums in which students, staff, or faculty members disclose incidents of sexual misconduct, are not considered a report of sexual misconduct or notice to the College of sexual misconduct. If you are unsure if an incident requires reporting or if you don’t have all the information to make that decision, please call the Title IX Director for help.

The Office of Title IX will be guided by the goal of empowering complainants, allowing them to retain as much control over the process as possible. Please be assured of students’ ability to influence how to proceed when reports are made to the Director of Title IX.

Mandatory Reporters should report as soon as they become aware of a Title IX-related incident or reported sexual misconduct. Additionally, any employee or person having reasonable cause to believe that a child has been subjected to abuse should immediately report this information to the State Central Registry (SCR) at 1-877 NJ ABUSE (1-877-652-2873). If the child is in immediate danger call 911 or Ramapo Public Safety at extension 6666, and then the Registry.

Contact Information for Reporting:

Kat McGee, Director of Title IX and Institutional Compliance Training (*available during regular business hours*)
Phone: (201) 684-7220 **Office:** D-104 **Email:** kmcgee@ramapo.edu

*In the event of an **emergency** contact the **Public Safety Department** (available 24 hours a day, 7 days a week)*
Phone: (201) 684-6666 **Office:** C-102

Mandatory Reporters **MUST** report the following sexual misconduct to the Director of Title IX:

1. Dating Violence: Threatened or actual physical or sexual violence committed by a person (a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (b) where the existence of such a relationship will be determined based on a consideration of the following factors: (i) the length of the

¹ Healthcare professionals in Health Services, Licensed Professional Counselors in the Counseling Services, and Pastoral Counselors are exempt from this reporting requirement and maintain a confidential status.

relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship. Dating violence includes the use or threat of physical force or restraint carried out with the intent of causing pain or injury to another within a dating relationship.

2. Domestic Violence: Threatened or actual physical or sexual violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, or by a person cohabitating with (or having cohabitated with) the victim who is or has been in a social relationship of a romantic or intimate nature with the victim.

3. Sexual Assault: An offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. (Sexual assault includes Rape, Fondling, Incest and Statutory Rape.) Since the College administrative process is not a criminal process, the terms that are used to describe rape, fondling, incest and statutory rape are non-criminal terms as stated and described below:

- Non-Consensual Sexual Contact (or attempts to commit) defined as any intentional sexual touching with any object(s) or body part that is without consent and/or by force. Sexual contact is defined as kissing or touching others intimate parts. Intimate parts may include, but are not limited to, a person's groin, buttocks, mouth or breasts.
- Non-Consensual Sexual Intercourse (or attempts to commit) defined as penetration, no matter how slight, of a person's vagina, anus or mouth with any object(s) or sex organ that is without consent and/or by force.

4. Sexual Exploitation: Occurs when a person takes sexual advantage (or attempts to take sexual advantage) of another without that individual's consent for the initiator's own advantage or benefit or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses.

5. Sexual Harassment: Unwelcome conduct of a sexual nature which has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, humiliating, or offensive working or learning environment. Sexual Harassment also exists when submission to conduct is made as express or implicit term or condition of an individual's employment, performance, appraisal, or evaluation of academic performance; or conduct that implies that a person will suffer adverse consequences from a person in an express or implied position of authority.

6. Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for their safety or the safety of others; or (b) suffer substantial emotional distress.

For full definitions of these terms, please see the [Sexual Misconduct Policy](#).

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Additional resources about supporting survivors and speaking to students about sexual assault or misconduct are available on the [Title IX website](#).

Thank you for being part of our College-wide effort to advance campus safety and end sexual violence.