



## Office of Human Resources

# Title IX Legal Compliance: SPU Policies Regarding Sex Discrimination and Sexual Harassment

### Title IX Coordinator, Notice of Nondiscrimination, and Prohibition of Retaliation

Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. § 1681 et seq., is a federal civil rights law that prohibits discrimination on the basis of sex in education programs or activities operated by recipients of federal financial assistance. The Department of Education has issued regulations in 34 CFR 106 implementing Title IX's requirements. Programs and activities include, but are not limited to, recruitment, admissions, financial aid, athletics, course offerings, and employment. Sexual harassment, which includes acts of sexual violence, is a form of sex discrimination prohibited by Title IX. It is the policy of Seattle Pacific University not to discriminate on the basis of sex in its programs or activities, as required by applicable law.

Title IX and its implementing regulations require that Seattle Pacific University, as a recipient of federal financial assistance, designate at least one employee to coordinate its efforts to comply with and carry out its responsibilities under Title IX, including responding to reports and investigating formal complaints of sex discrimination. The name, title, and contact information for Seattle Pacific University's Title IX Coordinator and Deputy Title IX Coordinator are listed below.

- **Trista Truemper**, Title IX Coordinator: [truempert@spu.edu](mailto:truempert@spu.edu), 206-281-2358
- **Cheryl Michaels**, Associate Director of Safety and Security and Deputy Title IX Coordinator: [michac@spu.edu](mailto:michac@spu.edu), 206-281-2625

Individuals with questions or concerns about the University's compliance with Title IX, and/or those who wish to file a complaint of noncompliance, may contact Seattle Pacific University's Title IX Coordinator. Individuals may also contact the U.S. Department of Education's Office for Civil Rights with inquiries concerning the application of Title IX.

Seattle Pacific University prohibits retaliation against those who raise complaints or participate in the complaint investigation and resolution process. See the [Title IX Sexual Harassment and Related Conduct Policy](#).

### Reporting Sexual Harassment and Sex-based Offenses

All University employees (other than pastoral counselors, professional counselors, Health Center staff, and student employees) are required by the Policy to report suspected or alleged sexual harassment or sex-based offenses to the University's Title IX Coordinator. Reports can be made by contacting the Title IX Coordinator directly, or by submitting the online [Report a Concern form](#). Information about confidential resources and other support is available on [SPU's Title IX webpages](#).