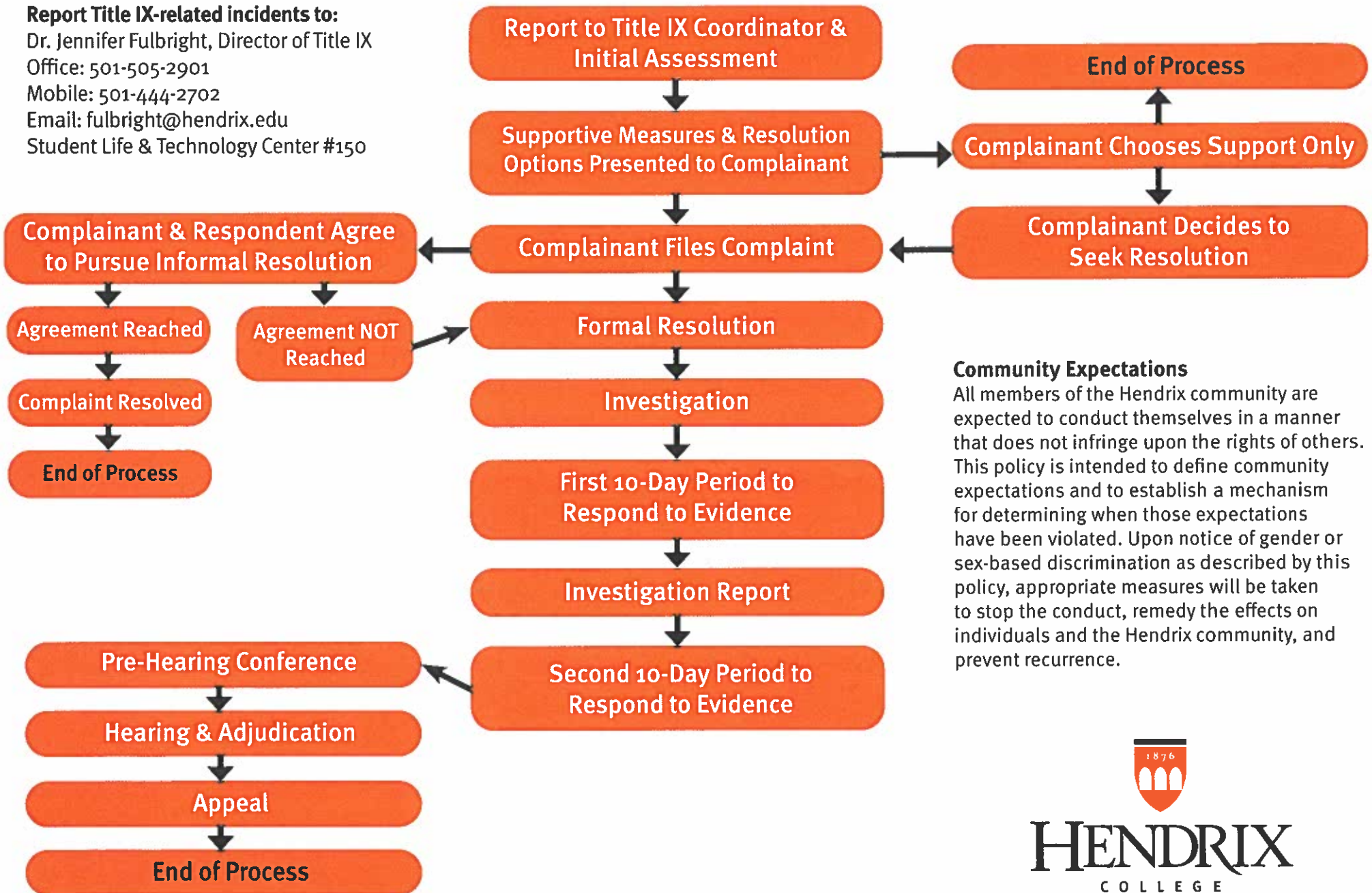


# Hendrix College Title IX Process

**Report Title IX-related incidents to:**  
 Dr. Jennifer Fulbright, Director of Title IX  
 Office: 501-505-2901  
 Mobile: 501-444-2702  
 Email: fulbright@hendrix.edu  
 Student Life & Technology Center #150



## Community Expectations

All members of the Hendrix community are expected to conduct themselves in a manner that does not infringe upon the rights of others. This policy is intended to define community expectations and to establish a mechanism for determining when those expectations have been violated. Upon notice of gender or sex-based discrimination as described by this policy, appropriate measures will be taken to stop the conduct, remedy the effects on individuals and the Hendrix community, and prevent recurrence.



# Hendrix College Title IX Process

## Rationale for Policy

Hendrix College is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities, that are free from discrimination and harassment based on a protected characteristic, and retaliation for engaging in a protected activity.

Hendrix College values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all involved.

To ensure compliance with federal, state, and local civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the education program or activity, Hendrix College has developed policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of a protected characteristic, and for allegations of retaliation.

## Applicable Scope

The core purpose of this policy is the prohibition of all forms of discrimination. Sometimes, discrimination involves exclusion from activities, such as admission, athletics, or employment. Other times, discrimination takes the form of harassment or, in the case of sex-based discrimination, can encompass sexual harassment, sexual assault, stalking, sexual exploitation, dating violence or domestic violence. When an alleged violation of this anti-discrimination policy is reported, the allegations are subject to resolution using "Process A" or "Process B," as determined by the Title IX Coordinator and as detailed below.

When the Respondent is a member of the Hendrix College community, a grievance process may be available regardless of the status of the Complainant, who may or may not be a member of the Hendrix College community. This community includes, but is not limited to, students, student organizations, faculty, administrators, staff, and third parties such as guests, visitors, volunteers, invitees, and campers. The procedures below may be applied to incidents, to patterns, and/or to the campus climate, all of which may be addressed and investigated in accordance with this policy.

Hendrix College recognizes that reports and/or Formal Complaints under this Policy may include multiple forms of discrimination and harassment as well as violations of other Hendrix College policies; may involve various combinations of students, employees, and other members of the Hendrix College community; and may require the simultaneous attention of multiple Hendrix College departments. Accordingly, all

Hendrix College departments will share information, combine efforts, and otherwise collaborate, to the maximum extent permitted by law and consistent with other applicable Hendrix College policies, to provide uniform, consistent, efficient, and effective responses to alleged discrimination and harassment or retaliation.

## Director of Title IX

The Director of Title IX has the primary responsibility for coordinating efforts related to the intake, initial assessment, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under this Policy at Hendrix College.

**Independence and Conflict-of-Interest:** The Director of Title IX manages the Title IX Team and acts with independence and authority free from bias and conflicts of interest. The members of the Title IX Team are vetted and trained to ensure they are not biased for or against any party in a specific case, or for or against Complainants and/or Respondents, generally.

To raise any concern involving bias, conflict of interest, misconduct, or discrimination by the Director of Title IX, contact the Vice President for Human Resources, Vicki Lynn, at [Lynn@hendrix.edu](mailto:Lynn@hendrix.edu) or 501-450-1494.

To raise any concerns of bias, potential conflict of interest, misconduct, or discrimination by any other Title IX Team member or Official With Authority (OWA) should be raised with the Title IX Director, Dr. Jennifer Fulbright, at [Fulbright@hendrix.edu](mailto:Fulbright@hendrix.edu) or 501-505-2901.

## Administrative Contact Information

Any member of the community who believes they have experienced gender or sex-based discrimination or misconduct that violates Hendrix College Title IX Policy should report that conduct in person, via email, or telephone to:

Dr. Jennifer Fulbright, Director of Title IX and Title IX Coordinator | Office: 501-505-2901  
Mobile: 501-444-2702 | Email: [fulbright@hendrix.edu](mailto:fulbright@hendrix.edu) | Student Life & Technology Center #150

