



## TITLE IX NOTICE

In accordance with Title IX of the U.S. Department of Education's Education Amendments of 1972, Gadsden State Community College does not discriminate on the basis of sex/gender, including in any phase of its employment process, in admission or financial aid programs, or in other aspects of its educational programs or activities.

Gadsden State Community College's Title IX Coordinator and Title IX Deputies work with College administration, faculty/staff, and students, to ensure compliance with Title IX and to foster a college community free of illegal gender discrimination, sexual harassment and sexual violence.

Title IX incidents and concerns should immediately be reported to the Title IX Coordinator, or a Title IX Deputy. Incidents and concerns can also be reported by use of the **Bias Report Form** posted on the College's website.

### **Examples of issues that may violate Title IX are:**

- Gender discrimination
- Inappropriate language about a specific gender or sexual orientation
- Humor and/or jokes that target a specific gender or sexual orientation
- Discriminatory expressions discriminatory towards a specific gender or sexual orientation

### **Sexual Harassment**

- Displaying inappropriate sexual images that are offensive and unwelcomed
- Unwelcomed gender-based verbal or physical conduct
- Exchanging sexual images, sexual acts, or dating for grades or advancement

### **Sexual Assault**

- Non-consensual sexual contact
- Non-consensual intercourse
- Taking sexual advantage of a consensual or non-consensual person

### **Other Behaviors**

- Stalking – unwelcomed, continuous, and menacing pursuit of a person electronically or in-person
- "Sexting" – unwelcomed text messaging of sexual comments and/or images
- Cyber-bullying – use of an electronic medium to target and psychologically torment a person

## **Title IX Coordinator**

Michele G. Bradford, J.D.  
Director of Legal Affairs  
(256) 439-6822  
[mbradford@gadsdenstate.edu](mailto:mbradford@gadsdenstate.edu)

## **Title IX Deputies**

Carl Byers  
Valley Street Campus Director  
(256) 549-8671  
[cbyers@gadsdenstate.edu](mailto:cbyers@gadsdenstate.edu)

Michele Conger  
Director of Student Services/Campus Director, Ayers Campus  
(256) 835-5451  
[mconger@gadsdenstate.edu](mailto:mconger@gadsdenstate.edu)

Luanne Hayes  
Director of Economic Development-Cherokee/Campus Director  
(256) 927-1805  
[lhayes@gadsdenstate.edu](mailto:lhayes@gadsdenstate.edu)

Janekia Mitchell  
Director of Residence Life  
(256) 549-8369  
[jmitchell@gadsdenstate.edu](mailto:jmitchell@gadsdenstate.edu)

Kelley Haynes Pearce  
Computer Science Instructor/Coordinator of McClellan Center  
(256) 238-9357 8553  
[khaynes@gadsdenstate.edu](mailto:khaynes@gadsdenstate.edu)