

Title IX Training 2026

Nebraska Wesleyan University Annual Employee Training

Welcome and Objectives:

- Rachel Pokora, Professor of Communication Studies and Title IX Investigator
- Understand the why, what, how, and who of Title IX at NWU

Why?

Federal Law:

Training in Title IX is mandated by federal law for all employees at institutions receiving federal funding.

Safe Community:

The more important reason: to create and sustain a safe environment for students, staff, faculty, and all visitors to our campus

Support Survivors:

We also want to support any community member who has experienced a Title IX violation.



[NWU Admin](#) [Tech Support](#) [Inside NWU](#) [Give](#) [Alumni](#) [Theatre](#) [NWU Sports](#) [Log out](#)

[About NWU](#)

[Academics](#)

[Admissions](#)

[Student Life](#)

[Visitors](#)



Apply

[ADMISSION APPLICATION](#)

Visit

[SCHEDULE A VISIT](#)

Inquire

[REQUEST INFORMATION](#)



5000 Saint Paul Avenue
Lincoln, NE 68504-2794
(402) 466-2371

[Apply](#)

[Request Information](#)

[Title IX](#)

[Privacy Policy](#)

[Digital accessibility](#)

[Schedule a Visit](#)

[Donate](#)

[Non-discrimination](#)

[Report a Concern](#)

[Contact Us](#)

Experiences that change you



What?

"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 Educational Amendments Act of 1972

Why it applies to NWU:

NWU receives federal funding through:

- Pell Grants
- Direct Student Loans
- Work-Study Programs
- Federal Grants

What Title IX Covers

Title IX prohibits sex-based discrimination in:

- Admissions
- Academics
- Athletics
- Housing

It also provides specific guidelines for handling:

- Gender-based violence
- Harassment, and
- Protects pregnant and parenting students from discrimination

Focus of today's training:

Freedom from sex-based discrimination and assault

- Current students
- Current employees

As either

- the complainant: the person making the complaint, or
- the respondent: the person accused of violating the policy

Scope and Jurisdiction

Location

Conduct must occur on NWU grounds or property owned/controlled by NWU.

Context

Must occur in the context of NWU employment, educational programs, or university-sponsored activities in the U.S.-- including school trips, online classes, and internships

Control

NWU must have substantial control over the respondent and the context OR the conduct occurs on property or buildings controlled by an officially recognized student organization

Prohibited Behaviors Under Title IX:

- 1. Quid Pro Quo Harassment

- 1. Severe and Pervasive Conduct

- 1. Sexual Assault, Dating Violence, & Stalking

Clery Act

Distinguishes between forcible and non-forcible sex offenses

Sexual Exploitation:

violates the sexual privacy of another person or takes sexual advantage of a person without consent

Outside Title IX:

Separate NWU Policy

See NWU website for definitions of:

- Sexual assault
- Dating violence
- Domestic violence
- A crime of violence
- Stalking
- Intentional falsification
- Sexual exploitation
- Retaliation

Consent:

Defined: “an affirmative and willing agreement to engage in specific forms of sexual contact with another person.”

The person giving consent:

- Must be free from coercion or force
- Not incapacitated (e.g., under the influence of alcohol)

Consent can be withdrawn at any time.

Title IX prohibits discrimination due to:

- Pregnancy
- Childbirth
- Termination of pregnancy
- Lactation, and
- Related conditions

How?

What to do if you become aware of a Title IX concern

Contact the Title IX Coordinator

Confidential Employees:

- NWU Counselors
- University Minister
- Campus advocates

What happens next?

- The Title IX Coordinator reaches out to the complainant
- The Title IX Coordinator: listens, asks questions, ensures the complainant understands their rights and the title IX process itself, and offers appropriate supportive measures
- If relevant, the Title IX Coordinator will provide information about reporting to law enforcement

Supportive Measures May Include:

- Counseling
- No-contact or limited contact orders
- Change of on-campus living space
- Change of class schedule
- Security walking service

What is a Title IX complaint and how do they work?

- Almost always up to the complainant
- A signed complaint initiates either a formal or an informal resolution process

Informal Resolution:

- Entered into voluntarily
- Neutral facilitator
- Involved parties: discuss the issues, explore solutions, reach a mutually agreeable resolution
- In some cases informal resolution is not allowed

Formal Resolution:

- Comprehensive, structured, and time-intensive
- Involves an investigation with dual investigators who
 - Gather evidence
 - Interview involved parties
 - Compile a detailed report
 - Report is sent to both complainant and respondent for written response

Difference between inside and outside Title IX

formal resolution process:

Inside Title IX: Decision Maker

- Reviews evidence
- Holds a hearing
- Decides if a policy violation occurred

Outside Title IX: Decision Maker

- Carefully reviews evidence
- Decides if a policy violation occurred

Who?

Required Reporters:

- All faculty
- All people who teach a class of any kind
- Coaches
- Student Life staff
- Supervisors

If you are a required reporter, you will receive an email alerting you.

Title IX Staff

Welcome to NWU, new Title IX Coordinator:

Jerrica Mannix



Director of Student
Integrity:

Kevin Bolinger



Decision Maker for
cases outside Title IX
and Title IX
Investigator:

Toni Jensen



Investigators:

Peggy Behrens:



Rebecca Czaja-Stevens:



Rachel Pokora:



Conclusion:

Each of us plays an important role in creating and sustaining a safe community for every student, staff, and faculty member.

