



CP – 3.12.1

STUDENT TITLE IX

(SEX DISCRIMINATION & HARASSMENT)

Related Board of Trustees Policy: 3.12
OPR: Vice President for Administration
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STUDENT TITLE IX (SEX DISCRIMINATION & HARASSMENT)

Craven Community College, in compliance with and as required by Title IX of the Education Amendments Act of 1972 and its implementing regulations (“Title IX”) and other civil rights laws, as well as in furtherance of its own values as a higher education institution, does not discriminate in any Education Program or Activity that it operates on the basis of race, color, national origin, sex, sex stereotypes, sex characteristics, sexual orientation, gender, gender identity, gender expression, pregnancy or related conditions, disability, age, religion, veteran status, or any other characteristic or status protected by applicable local, state, or federal law in admission, treatment, access to, or employment in, its programs and activities.

Inquiries about Title IX may be referred to Craven Community College’s Title IX Coordinator. Craven Community College’s Title IX Coordinator is Denise Salerno, Associate Vice President for Administration/HR, Brock Building Room 237, salernod@cravencc.edu, 252-638-7225.

Reporting

Any person may report sex discrimination or sex-based harassment in person, by mail, by telephone, or by electronic mail, using the contact information for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person’s verbal or written report. Such a report may be made at any time (including during non-business hours).

Craven Community College will address allegations of sex discrimination and sex-based harassment appropriately no matter the length of time that has passed since the alleged conduct. However, Craven Community College strongly encourages prompt reporting to preserve evidence for a potential legal or disciplinary proceeding. Delay may compromise the ability to investigate, particularly if the individuals involved in the alleged conduct are no longer Craven Community College students or employees.

Investigation

The College’s Title IX Coordinator shall investigate sex discrimination or sex-based harassment reports, in accordance with the *Title IX Policy Manual*. Students should use the *Anonymous Reporting* form or *Sexual Misconduct/Discrimination* form available on the College’s website.

Retaliation Prohibition

Retaliation is expressly prohibited. Retaliation is defined as intimidation, threats, coercion, or discrimination against any person by Craven Community College, a student, an employee, or other person authorized by Craven Community College to provide aid, benefit, or service under Craven Community College's Education Program or Activity, for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the person has reported information, made a Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Title IX regulations.

Reports of retaliation will be investigated by the Title IX Coordinator, and if substantiated, referred for appropriate disciplinary action.

Associated Manuals and Forms

- 3.12.1.1. *Title IX Policy Manual*
- 3.12.1a. *Anonymous Reporting Form* (web-based)
- 3.12.1b. *Sexual Misconduct/Discrimination Form* (web-based)