



Title IX and the Violence Against Women Act (VAWA) Accommodations and Support

Title IX of the Education Amendments of 1972 and the University Sexual Misconduct Policy prohibit discrimination on the basis of sex. While Title IX is a broad law, it specifically prohibits sexual harassment including sexual and relationship violence in federally funded education programs or activities. Title IX and the Violence Against Women Act Reauthorization of 2013 (VAWA) also provide certain rights to individuals who report sexual harassment and require the university to comply with a student's reasonable requests for accommodations after making a report. The following information provides guidance to faculty regarding their roles in providing support to students who have reported an incident to a "responsible employee," or mandated reporter at the University. At OSU, all employees are responsible employees for incidents of sexual assault; all faculty and supervisory employees are responsible employees for all incidents of sexual harassment, relationship violence, and stalking.

Title IX and VAWA at The Ohio State University

If a student reports to a responsible employee that they have experienced sexual harassment, sexual violence, relationship violence, stalking, or other prohibited behaviors in the [University Sexual Misconduct Policy](#), faculty may be asked to provide academic support. Providing reasonable accommodations supports students and ensures the University meets its mandated responsibilities. When a student requires support, instructors will be contacted by a university administrator to notify you that the student is seeking accommodations. Faculty can also provide supportive measures at the direct request of a student. Accommodations are provided when a student:

- Is experiencing the immediate impact of sex or gender-based harassment or discrimination
- Is engaging in safety planning, relocating, or attending court hearings
- Is participating in a criminal and/or university investigation

If a student discloses an incident of sexual violence directly to you, it is important that you meet your mandatory reporter obligations and [make a report](#) to the university Title IX Coordinator. You can also call the Title IX office at 614-247-5838 or email at titleix@osu.edu.

Academic Accommodations

After an instructor receives notification of a need from a support office, the student may follow-up directly with the instructor. In some circumstances, an instructor may be contacted by an appropriate university office on behalf of a student to help facilitate an accommodation. Accommodations are implemented on a case-by-case basis, with consideration to both the course design and the student's needs. Below are examples of accommodations that may be needed, but other accommodations may be requested as long as they do not fundamentally alter the essential course objectives:

- Exam Accommodations: Extended time and distraction reduced testing spaces, options to reschedule, retake, or reweight other course grades
- Deadline flexibility and the option for make-up work
- Creating alternative arrangements for completion of coursework
- Allowing an incomplete in the course
- Allowing a student to complete coursework remotely
- Making changes to a student's course, recitation, or lab section
- Attendance modification



Frequently Asked Questions

What information will I receive regarding a student's situation?

Due to the sensitive nature of sexual violence, instructors will only receive limited and general information about a situation. Re-telling their story or being asked to share details can be re-traumatizing for a student who has experienced sexual violence. There are times where based on a student's request, it might be helpful for an instructor to have additional timeline-related information to determine what is feasible – in these situations, the administrators in the various support offices can provide consultation.

Can I request additional documentation or validation of a student's situation?

Any student who reports an experience of sexual violence to a university official is eligible for reasonable accommodations regardless of their involvement or lack of involvement in any formal reporting process (criminal, university). Sometimes a victim might decide that notifying police or becoming involved in the campus conduct process is not the best decision for them, which means there may not be a police report or other formal documentation of their situation. Please consult directly with the administrator in the support office who made initial contact if you have questions about providing the requested accommodations(s).

What if a student in my class is accused of sexual violence?

You may be asked to provide support for accused students who are engaged in a university investigation. If you are asked to provide support to an accused student who is remaining in your class, it has already been determined that the student does not pose a safety risk. Occasionally an accused student may have restrictive measures taken against them for a period of time – an administrator in the Office of Compliance and Integrity or the Office of Student Conduct will contact you directly if it impacts your class.

What if I am asked to provide an accommodation that I believe is not reasonable with the expectations for my course?

Let the office that contacted you know if you have concerns about a request. While the university is required by law to comply with reasonable requests for accommodations, an instructor may have concerns about whether a particular request is reasonable or that it would fundamentally alter the essential elements or learning outcomes of a course. Options should be explored to find a reasonable alternative and to attempt to minimize the negative impact the situation is having on a student. This is a collaborative process between the instructor, support office, and student. If you have questions about your obligations under Title IX, VAWA, or the University Sexual Misconduct Policy, please reach out to the Title IX coordinator at titleix@osu.edu or 614-247-5838. The Title IX Coordinator may also reach out directly to an instructor to provide guidance or consultation.