

UNIVERSITY of NEBRASKA at KEARNEY

POWER OF KNOWING About Title IX and Clery Act

Sexual Misconduct Reference Guide

UNK's Commitment to Addressing Sexual Misconduct

The University of Nebraska is committed to creating a welcoming environment that is free of discrimination and safe for all members of our campus community. This brochure serves as a general overview and provides information on resources/supports that may be available. If you have any questions or concerns, please contact the Office of Compliance, (OC) at 308.865.8655 or visit our website at: **unk.edu/respect**

What is Sexual Misconduct/Title IX?

Title IX prohibits discrimination on the basis of sex in educational programs receiving federal financial assistance. The OC is responsible for investigating reports of sexual misconduct. Sexual misconduct includes sex discrimination and sexual harassment such as: quid pro quo harassment, hostile environment harassment, dating violence, domestic violence, sexual assault, and stalking.

The OC will ensure both parties due process and conduct an independent and impartial investigation to determine whether the University of Nebraska's Sexual Misconduct Policy was violated. For the OC to be fair, it's important to note that we do not take sides regarding matters brought to our attention.

Title IX Coordinator

Alex Straatmann
Office of Compliance
Warner Hall Suite 2134
Kearney, NE 68849-4310
308.865.8400
straatmanna2@unk.edu

Title IX Training

The University expects all students and employees to complete training each year. Students, staff, and faculty will receive an annual email notifying them that they have been enrolled or re-enrolled in training. To access training, login to: https://nebraska.bridgeapp.com and use your NU credentials.



Choosing to Report

UNK encourages all students and employees to report any occurrences of sexual misconduct to both the OC and the University of Nebraska Kearney Police Department (UNKPD). Filing a report provides the opportunity for the collection of evidence, investigation into the allegations, and makes legal action possible. The earlier an incident is reported, the easier it is to collect evidence. Reporting may also help with recovery, help you regain a sense of personal power and control, help provide additional support and services, and can also help to ensure the safety of others.

Privacy

When Complainants decide to make a report, their personal identifiable information will be treated as confidential and will only be shared with those that are investigating the incident or delivering resources/support services.

Please note that those entities have an obligation to report non-identifying and statistical information regarding incidents of sexual assault, dating violence, domestic violence and stalking to UNKPD for the purpose of annual crime statistic reporting. Medical providers have a responsibility to report certain crimes to law enforcement as required by state law.

What Behavior Constitutes Sexual Misconduct?

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity;

To be considered sexual harassment for the purposes of Title IX, the conduct must meet the additional requirements of occurring in the University's education program or activity and against a person in the United States. For employees, sexual harassment also means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment,

sufficiently severe or pervasive to alter the conditions of the individual's employment and create an abusive working environment. (In regulating sexual harassment conduct, the University will formulate, interpret, and apply its policies so as to protect academic freedom and free speech rights.)

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to

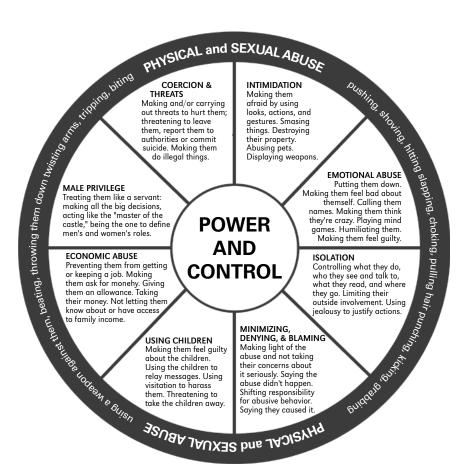
- fear for their safely or the safety of others; or
- suffer substantial emotional distress.

Sexual assault means an offense that meets the definition of rape, fondling, incest or statutory rape as used in the FBI's Uniform Crime Reporting system. A sex offense is any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of the victim's age or because of the victim's temporary or permanent mental incapacity.
- **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

<u>Sexual exploitation</u> includes, but is not limited to: prostituting another person; nonconsensual visual or audio recording of sexual activity; non-consensual display or distribution of photos, images or information of an individual's sexual activity or intimate body parts; non-consensual voyeurism; coercing someone against their will to engage in sexual activity, or; knowingly transmitting sexually transmitted disease (STD) without disclosing STD status.

Dating/Domestic Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse or the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. Domestic violence includes domestic assault. Under Nebraska law, a person commits domestic assault if the person (i) intentionally and knowingly causes bodily injury to their intimate partner; (ii) threatens an intimate partner with imminent bodily injury; or (iii) threatens an intimate partner in a menacing manner.



Retaliation

Intimidation, threats, coercion, or discrimination against any person by the university, a student, or an employee or other person authorized by the university to provide aid, benefit, or service under the recipient's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX 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, hearing, or an informal resolution process.

What is Consent?

Consent is an agreement, approval, or permission to some act or purpose, given voluntarily by a competent person. In the context of sexual activity, consent is an affirmative decision to engage in mutually acceptable sexual activity by using clear actions or words. It is an informed decision, freely made by both parties.

- Consent can be withdrawn at any time
- Do not assume that consent is given
- Silence does not equal consent
- Passivity or lack of active resistance does not equal consent
- A current or previous dating or sexual relationship does not constitute consent
- Consent to one form of sexual activity does not imply consent to other forms of sexual activity
- Consent cannot be given when a person is incapacitated due to drug or alcohol use or another mental incapacity
- Consent cannot be given when a person is passed out, asleep, unconscious, mentally or physically impaired, threatened, confined or coerced



What Should I do If I have Experienced Sexual Misconduct?

The University encourages individuals who have experienced any form of sexual misconduct to make a report. The University will follow its process and treat all parties involved with dignity and respect.

- You will be referred to as the Complainant in your case
- Do not contact the other party involved who will be referred to as the Respondent.
- You can file a police report by calling UNKPD at 308.865.8911 or call 911 for Kearney Police Department (KPD).
- If you want the University to respond, go to the OC and make a report.
- It's important to note that a criminal investigation with police is different than a university investigation
- The OC will ensure both parties due process and conduct an independent and impartial investigation
 - For the OC to be fair, it's important to note that we do not take sides
- You have the right to have support through this process
 - One person of your choosing such as: a parent, friend, roommate, advocate, attorney, etc. can attend matters with you
- You have the right to have the Title IX/Sexual Misconduct process explained to you
- You are encouraged to review the University Sexual Misconduct Policy and Procedures
- You have the right to choose whether you participate with the OC
- You have the right to request supportive measures regardless of whether you make a report to the OC
 - o Examples of supportive measures could include, (but are not limited to): A change in living arrangements, notification to instructors regarding possible absences and a plan to complete coursework, assistance with switching a class, help with requesting an extension, etc.
- You have the right to ask questions and have information clarified
- You have the right to have a support person/process advisor assigned to you on behalf of the University
 - This person can help answer general questions and can provide you with information on resources/supports that may be available
- You have the right to access supports and resources both on campus and in the community
- S.A.F.E. Center advocates can be made available upon request

What Should I do If I have been Accused of Sexual Misconduct?

The University wants individuals who are accused of alleged sexual misconduct to know that the University will follow its process and treat all parties with dignity and respect.

- You will be referred to as the Respondent in your case
- Do not contact the other party involved who will be referred to as the Complainant
- It's important to note that a criminal investigation with police is different than the university investigation
- The OC will ensure both parties due process and conduct an independent and impartial investigation
 - o For the OC to be fair, it's important to note that we do not take sides
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University's Sexual Misconduct/Title IX Process <u>Investigation Process:</u>

Incident – Intake/Assessment – Investigation – Hearing/ Determination – Appeal

You may utilize any or all of the following reporting options:

- Make a report to the OC -This begins an investigatory process that could result in university-related sanctions. This is not a criminal process.
- Make a report to law enforcement -This could result in criminal action being taken, such as criminal charges. This is not a university process.
- Discuss the matter with counseling or advocacy services This will not result in any criminal charges or university related sanctions. This does not limit your ability to report to law enforcement or the OC in the future.
 - Please Note: The OC is not a confidential resource, and we are required to investigate reports of Sexual Misconduct/Title IX.
 - o There is a presumption that the Respondent is not responsible for alleged conduct until a determination regarding responsibility is made at the conclusion of the University Investigatory Process.
 - The University prohibits retaliatory conduct taken against any person who reports concerns or participates in the investigatory process.

Office of Civil Rights

If you have gone through the Title IX Process at the University level and wish to pursue a complaint with the Office of Civil Rights, please contact:

Office of Civil Rights:

The OCR is under the U.S. Department of Education and enforces Title IX.

Email: OCR.KansasCity@ed.gov

Phone: 816.268.0550 or 800.421.3481

What Are My Options for Reporting Sexual Assault?

You have the option of reporting to the University or to law enforcement. Reports to law enforcement can still be made even if the assault happened in the past.

In July 2019, the Nebraska Attorney General's Office issued the following regarding Nebraska Medical Sexual Assault Protocol:

- If you are under the age of 18, it must be reported to law enforcement
- If you are 18 or older, health providers must report to law enforcement if you experienced serious bodily injury or if a deadly weapon was used to inflict injury
- If you are 18 or older and have not experienced serious bodily injury or a deadly weapon was not used, you have options for reporting the assault

Option 1: Full report to law enforcement. Evidence will be collected by a Sexual Assault Nurse Examiner (SANE) and law enforcement will respond to take a report and investigate.

Option 2: Partial report to law enforcement. Evidence will be collected by a SANE nurse and only the name of the person will be reported to law enforcement. You can choose to speak to law enforcement on a limited basis and will be notified if a potential match with any other case is identified. A person who makes a partial report can choose to later convert their case to a full report to law enforcement.

Option 3: Anonymous report. Evidence will be collected by a SANE nurse. The evidence will be preserved and tracked with a kit number, not your name. Law enforcement can preserve sexual assault kids for 20 years. At that time, law enforcement must contact the individual at least 6 weeks before the disposal of the kit and if requested, it can be preserved for up to another 20 years. A person who makes an anonymous report can choose to later convert their case to a full report to law enforcement.

Effects of Trauma

Sexual Misconduct/Title IX situations can be traumatizing. Each person's experience is unique and there may be a wide range of emotions that may be felt over the days, weeks, months, or even years following an incident.

These feelings can change over time, and it may be helpful to address them with the help of a trained counselor, advocate, trusted friend, or family member. It is important to talk to someone about these effects and your feelings.

Physical Effects may include:

- Pain and soreness
- Panic attacks
- Insomnia or sleeping more than usual
- Loss of appetite or change in eating habits
- Headaches
- General symptoms from illness or injury

Emotional Effects may include:

- Impaired memory
- Shock or denial
- Sadness or grief
- Irritability or anger
- Social withdrawal
- Difficulty concentrating
- Loss of trust in self or others
- Guilt, shame or embarrassment
- Thoughts of suicide or death
- Reduced interest in activities

Preservation of Evidence

It is important to preserve or save evidence as this will help you if you choose to make a report to the University or to law enforcement.

- Text messages, phone calls, social media posts, emails, pictures, or notes can all be pertinent for reporting sexual misconduct/Title IX incidents. The University encourages you to go to the police to assist with the preservation of evidence.
- Regarding incidents of <u>Sexual Assault</u> it's important that you:
 - o Do not shower or bathe
 - Avoid using the bathroom
 - Seek medical care even if you think you do not have any physical injuries
 - o Have a medical examination

SANE nurses are trained in the collection of forensic evidence and can check for injuries and exposure to sexually transmitted diseases or possible pregnancy UNK utilizes the Family Advocacy Network (FAN) for collecting evidence and conducting interviews in an environment that is safe and trauma informed. FAN will also review your options for reporting.

Seeking Medical Attention

You can receive medical attention at any medical facility; however, certain facilities have specially trained staff and can offer a sexual assault forensic exam (SAFE). Medical exams can also address other physical needs or trauma including addressing sexually transmitted infections or possible pregnancy.

On Campus

UNK Student Health

308.865.8218

2510 11th Avenue, Room 184

Kearney, NE 68849

Hours: Monday - Friday 8am-5pm

Off Campus

Kearney Regional Medical Center-Bryan Health

308.455.3600 804 22nd Avenue Kearney, NE 68845

CHI Health Good Samaritan Hospital

308.865.7100 10 E 31st Street Kearnev. NE 68847

Family Advocacy Network (FAN)

308.865.7492 106 E 31st Street Kearney, NE 68847

(If you are unable to reach FAN, please call CHI Health Good Samaritan Hospital)

Ongoing Prevention Efforts

The University has programs that promote awareness, prevention, intervention and educational training regarding sexual misconduct, bystander intervention and healthy relationships throughout the year to help promote a safe and inclusive campus environment for everyone.

What is a Protection Order?

A protection order is a court order from a judge to protect people from abuse, harassment, or sexual assault. There is no cost to file a protection order.



Types of Protection Orders

- **Domestic Abuse Protection Order:** This order is for people who have been in close relationships (relatives, spouses or former spouses, people who have lived or are living together, etc.). It is granted because someone attempted, threatened, caused bodily injury, or intimidated the other person.
- Harassment Protection Order: This order does not depend upon relationships but requires a number of telephone or personal contacts that seriously terrify, threaten, or intimidate the other person and serve no legitimate purpose.
- **Sexual Assault Protection Order:** This order does not depend on relationships and is granted because someone subjected or attempted to subject the other person to sexual penetration without consent.

Protection Order Forms:

supremecourt.nebraska.gov/self-help/protection-abuse For help with filling out a protection order go to: S.A.F.E. Center, Victim Witness or your local courthouse

What is the Clery Act?

What is the Clery Act? The Clery Act requires colleges and universities to disseminate an Annual Campus Security and Fire Safety Report (ASR) annually. This is a public document that includes campus crime statistics and campus safety policies and procedures.



UNKPD will:

- Contact the S.A.F.E. Center regarding reports of sexual misconduct
- Investigate and gather evidence
- Obtain statements from both parties
- Document the incident in a police report
- Inform both parties of the criminal justice process
- Provide safety planning for the Complainant
- Provide case updates to both parties

What is a Timely Warning?

Timely warnings are issued by UNKPD in coordination with University Administration to notify campus in a timely manner of specific crimes that occur within the University's jurisdiction that pose a serious or continued threat to our campus community. These warnings do not share the Complainant's personal information but provide information to help keep individuals within the campus community safe.

Bill of Rights

You have the right to be informed about the process and the right to determine your level of participation in the process. Both Complainants and Respondents have the right to seek their own legal advice or retain their own legal counsel.



For Complainants: You have the right to reach out to the S.A.F.E. Center or Victim Witness regarding advocacy services. Visit: nebraskacoalitionforvictimsofcrime.typepad.com

Nebraska Victims of Crime Alert Portal (NEVCAP)

Nebraska Victims of Crime Alert Portal is a free anonymous computer service that provides victims of crime the ability to check on the status of a specific offender and/or to be notified if the offender is released or transferred from a correctional facility. You may call 1.800.395.2110 or visit nevap.nebraska.gov



Crime Victim's Compensation

You may be eligible for financial assistance with bills related to crimes committed against you. To be eligible for limited reimbursement under the Nebraska Crime Victims Reparation Act, you must report the crime to law enforcement within 72 hours and apply for detailed compensation within 2 years from the date of the crime. Complainants can get help with completing the paperwork with the S.A.F.E. Center or Victim Witness. For more information call 402.471.2828 or visit ncc.nebraska.gov/crime-victim-reparations



The S.A.F.E. Center is a non-profit organization that provides free and confidential support and resources to empower those affected by dating and domestic violence, sex trafficking, sexual assault, and stalking while engaging community awareness and prevention education in our service area.

S.A.F.E. Center

620 E. 25th Street, Suite 14 Kearney, Nebraska 68847 308-237-2599

Office hours: Monday - Friday 9am-5pm

safecenter@safecenter.org

24 Hour Crisis Line: 877-237-2513

UNK Student Health & Counseling

Our mission is to cultivate holistic wellness through innovative programs and services to foster student growth.

Student Health: Monday – Friday 8am-5pm

MSAB, Room 184

Appointments: 308-865-8218

Counseling: Monday - Friday 8am-5pm

MSAB, Room 144

Appointments: 308-865-8248

Togetherall is a safe online community where UNK students can anonymously connect with others who understand what you're going through. Whether you want to get advice, tips or just want someone to listen outside of your friendship group, Togetherall is available to you. Lots of students find Togetherall helpful as you can continue exploring your feelings at your own pace, speak to others in similar situations and make use of different resources without a time pressure- all in the one platform.



Scan the QR code to register for a Togetherall account

CARE Team

Students exhibiting behaviors that are of concern in relation to their personal, physical and emotional well-being should be referred to CARE Team.

UNK's CARE Team is a group of professionals from across campus that receive referrals on students of concern, collects additional information, and identifies and enacts appropriate strategies for addressing the concerns.



■ Scan the QR code to report to CARE Team

Online Reporting Options

Please note that reporting anonymously may limit the University's ability to conduct a full investigation and take action.

Silent Witness Anonymous Crime Reporting unk.edu/silentwitness

University of Nebraska Reporting/Ethics Point unk.edu/ethicspoint

UNK Sexual Misconduct Incident Reporting Form unk.edu/titleixreport

Anonymous Resources

Do not have an obligation to act or initiate a campus investigation. They are confidential but have an obligation to report non-identifying statistical information to UNKPD to be included in the annual crime statistics.

Student Health 308.865.8218

S.A.F.E. Center 308.237.2599

Family Advocacy Network, (FAN) 308.865.7492

Confidential Resources

Do not have an obligation to act or to report information to law enforcement or to the University (only when the individual is acting in their confidential capacity). If you share information with only these individuals, the University will not investigate unless you take further action to inform campus authorities of your situation or if the University learns about your situation from another source.

UNK Counseling 308.865.8248 Licensed Counselor Pastor, Priest, Preacher, Minister Personal Attorney

University Policies and Procedures for Sexual Misconduct/Title IX Disciplinary Proceedings



University of Nebraska Sexual Misconduct Policy



Procedures for Sexual Misconduct Reports Against Students



Procedures for Sexual Misconduct Reports Against Employees

Parties Rights & Options

As a Complainant or a Respondent, you have the right to:

- A prompt, fair and impartial process from the initial report to the outcome of the process
- Have an advisor/support person present during any University meetings or hearings
- To receive simultaneous notification of results of a University hearing
- Be notified in writing of the appeals process
- Be aware that the people handling your report receive annual training in the field of Sexual Misconduct/Title IX

Requesting Supportive Measures

The University will provide supportive measures to Complainants and Respondents. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. The following supportive measures may be made available to the Complainant and the Respondent based on the facts and circumstances of the individual case:

- Transfer or re-assignment of living space within University residence halls:
- Assistance from the University in completing the relocation if transferred or re-assigned;
- Mutual restrictions on contact between the parties;
- Cancelling a university housing contract and/or adjusting a student account balance for refund;
- Coordinating course-related adjustments (e.g. excused absences, flexible attendance, revised deadlines, reschedules, substitutions, etc.);
- Endorsing or authorizing a grade change (e.g. incomplete, pass/ no pass);
- Transferring between class sections;
- Endorsing or authorizing a withdrawal after the deadline has passed with or without a refund of tuition and fees;
- Alternative course completion options (e.g. substitutions, independent study, correspondence);
- Arranging to complete a course or lectures via distance education methods with the assistance of technology;
- Providing increased security at location or activities (e.g. accompaniment or escort, surveillance, monitoring);
- Modifying work schedules, job responsibilities, supervision, or re-assignment to a different work site; and
- Counseling at a campus clinic or center.

The University will maintain as confidential any supportive measures provided to the Complainant or the Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the supportive measures. Any supportive measures offered to either party cannot punish, discipline, or unreasonably burden the other party.

UNK CAMPUS RESOURCES (including but not limited to):

UNK Police Department (UNKPD) 308.865.8911

Conducts investigations and offers resources such as safe walk program.

Office of Compliance (OC) 308.865.8655

Investigates sexual misconduct and addresses its impact on campus.

Residence Life 308.865.8519

Addresses housing concerns. Housing Staff are available after hours.

Student Affairs Office 308.865.8528

Delivers support and resources to help students.

Office of Financial Aid 308.865.8520

Helps all students learn and access options for financial aid.

International Student Services 308.865.8953

Serves international students and assists with visa/immigration questions.

Disability Services for Students (DSS) 308.865.8214

Offers support and services to students with disabilities.

Office of Intercultural Engagement & Leadership 308.865.8751

Provides support/resources for culturally and ethnically diverse students as well as members of the LGBTQIA community.

Athletics 308.865.8863

Assists student athletes with information on options/supports/resources.

Fraternity & Sorority Life 308.865.8057

Supports students involved in the Greek community.

OFF CAMPUS RESOURCES

Kearney Police Department (KPD) 308.237.2104

Responds and investigates reports; connects individuals to resources.

Family Advocacy Network (FAN) 308.865.7492

Conducts investigative interviews and medical exams for law enforcement.

Victim/Witness Assistance 308.233.5263

Assists individuals through the complex criminal justice system.

Legal Aid of Nebraska 877.250.2016

Non-Profit law firm in Nebraska offering advice, brief services and referrals.

Office of Civil Rights (OCR) OCR.KansasCity@ed.gov

OCR is under the U.S. Department of Education and ensures Title IX compliance.

National Resources

National Domestic Violence Hotline 1.800.799.SAFE (7233)
Rape, Abuse and Incest 1.800.656.HOPE (4673)

National Network (RAINN)

National Teen Dating Abuse Helpline 1.866.331.9474
Strong Hearts Native American Hotline 1.844.762.8483

National Suicide Prevention Hotline 1.800.273.8255

Nebraska's Network Resources and Support Programs

Ne	braska Coalition to End Sexual	402.476.6526
and	d Domestic Violence	nebraskacoalition.org
1	DOVES Program (Gering)	866.95.DOVES
2	SCIP (Ogallala)	308.284.6055
3	DA/SA Services (McCook)	877.345.5534
4	R/DAP (North Platte)	888.534.3495
5	Parent-Child Center (Lexington)	800.215.3040
6	Healing Hearts and Families (Broken Bow)	800.942.4040
7	SAFE Center (Kearney)	877.237.2513
8	SASA Crisis Center (Hastings)	877.322.7272
9	The Crisis Center (Grand Island)	866.995.4422
10	Center for Survivors (Columbus)	800.658.4482
11	Bright Horizons (Norfolk)	877.379.3798
12	Haven House (Wayne)	800.440.4633
13	The Bridge (Fremont)	888.721.4340
14	Hope Crisis Center (Fairbury)	877.388.4673
15	Voices of Hope (Lincoln)	402.475.7273
		en español 866.351.9594
16	Friendship Home (Lincoln)	402.437.9302
17	Project Response (Auburn)	800.456.5764
18	Heartland Family Service - Domestic Ab	use 800.523.3666
	Program (Papillion)	
19	Catholic Charities—The Shelter (Omaha)	402.558.5700
20	Women's Center for Advancement (Omah	402.345.7273



Scan the QR code to access this brochure online

Notes:			



University of Nebraska Kearney

OFFICE OF COMPLIANCE

2504 9th Avenue, Warner Hall 2138 Kearney, NE 68849 308.865.8655 unk.edu/respect



UNK POLICE DEPARTMENT

250119th Avenue, Facilities Building Kearney, NE 68849 308.865.8911 unk.edu/police



The University of Nebraska at Kearney does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities or employment. UNK Communications & Marketing. 24-0556