




MEMORANDUM

TO: President Conway-Turner
Provost Perreault
Vice President Payne
Vice President LeVine
Vice President Bair
CIO Demers
COS Durand
Dean Benjamin Christy
Dean Mark Severson
Dean Jim Mayrose
Dean Wendy Paterson
Interim Dean Kevin Miller
Dean Scott Johnson

CC: Associate/Assistant Vice Presidents, Departmental Chairs, Directors, and Coaches

FROM: Karen A. Clinton Jones, Chief Diversity Officer 

DATE: September 7, 2016

RE: Title IX at Buffalo State

This memo serves as an annual notice to the Buffalo State community to provide information about Title IX. Please share with respective staff members.

Title IX protects students, faculty, and staff from gender discrimination, sexual harassment, sexual assault, domestic violence, dating violence, stalking, bullying (*based on gender*), cyber bullying (*based on gender*), and retaliation (*from participation in a Title IX investigation*).

The Title IX investigator for Buffalo State is Mr. William R. Sabio. He can be reached at (716) 878-3051, sabiowr@buffalostate.edu or Campbell Student Union 311.

The Title IX coordinator for Buffalo State is Dr. Karen A. Clinton Jones, chief diversity officer. She can be reached at (716) 878-6210, joneska@buffalostate.edu or Cleveland Hall 415.

Reporting guidance:

- If a student wishes to file a report against another student, contact Mr. Sabio, Title IX Investigator, sabiowr@buffalostate.edu, (716) 878-3051.

- If a student wishes to file a report against an employee, contact Dr. Clinton Jones, Chief Diversity Officer, joneska@buffalostate.edu, (716) 878-6210.
- If an employee wishes to file a report against another employee or a student, contact Dr. Clinton Jones, Chief Diversity Officer, joneska@buffalostate.edu, (716) 878-6210.
- When the concern involves a College employee, a victim may report the incident to the Human Resources Management where disciplinary proceedings will be conducted in accordance with applicable collective bargaining agreements.
- If you wish to discuss your situation confidentially with a counselor, contact Counseling in the Weigel Health Center 219, or at (716) 878-4436.
- If you wish to file criminal charges, contact University Police at 6333.

Additional Guidance

- For medical attention, go to the Weigel Health Center or call University Police at 6333.
- **For immediate concern for your physical safety, contact University Police at 6333.**
- Crisis Services, *Erie County 24 hour hotline*, (716) 834-3131, The Advocate Program
- NYS Office of Victim Services, *Victim Advocacy, Buffalo*, (716) 847-7996
- The Student Bill of Rights identifies the responsibilities of Buffalo State with Title IX, and the rights of students involved in a Title IX incident or investigation.

If you have reported an alleged sexual misconduct or otherwise believe you have been subjected to sexual misconduct on campus you are invited to provide to the Title IX coordinator with any recommendations about how to improve the effectiveness of the campus' implementation of its policies and procedures.

Information regarding Title IX, the Sexual Violence Response Policy, Student Bill of Rights, and the Confidentially Disclosing Sexual Violence Policy can be found on the Equity and Campus Diversity website, and with links on the Dean of Students and University Police websites.