

## **What is Title IX?**

Title IX is a federal law passed in 1972 that states, “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.”

## **Definitions Covered by Title IX:**

- Quid Pro Quo
- Hostile Environment
- Sexual Assault
- Domestic Violence
- Dating Violence
- Stalking

## **What is Retaliation?**

Any adverse employment or educational action taken against a person because of the person’s participation, or perceived participation, in a complaint or investigation of discrimination and/or harassment. Retaliation includes acts to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege provided by applicable civil rights laws, policies, and procedures.

## **Title IX Coordinator:**

Mike Rager  
Title IX Coordinator  
720-858-2444  
Mike.rager@cccs.edu  
9101 E. Lowry Blvd, Denver, CO, 80230

## **Title IX Webpage:**

For more information regarding Otero’s policies and procedures regarding discrimination and harassment, including Title IX, please visit our policy at:

<https://otero.edu/about/policies-procedures/title-ix-sexual-misconduct/>

## **Incident Reporting Form:**

To submit an online incident report, visit the Title IX webpage or complete the report at the following link:

<https://otero.edu/campus-community/campus-safety/report-an-incident/>

## **Contact Information:**

### **Title IX Coordinator**

Mike Rager  
Title IX Coordinator  
720-858-2444  
Mike.rager@cccs.edu  
9101 E. Lowry Blvd, Denver, CO, 80230

### **Deputy Title IX Coordinator**

Kelsey Barbee  
Director of Human Resources  
719-384-6824  
Kelsey.barbee@otero.edu  
1802 Colorado Ave, La Junta, CO 81050

### **Deputy Title IX Coordinator**

Gary Addington  
Dean of Students  
719-384-6859  
Gary.addington@otero.edu  
1802 Colorado Ave, La Junta, CO 81050

# **Title IX Resource Guide**



# **Otero College**

### **Supportive Measures:**

“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 complaint has been filed. Such measures are designed to restore or preserve equal access to educational and employment programs and/or activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the educational/employment environment or deter sexual harassment. Supportive measures may include (not limited to):

- Counseling.
- Reporting to law enforcement.
- Extensions of deadlines or other course-related adjustments.
- Modifications of work or class schedules.
- Campus escort services.
- Mutual restrictions on contact between the parties.
- Changes in work or housing locations.
- Leaves of absence.
- Increased security and monitoring of certain areas of the campus.
- Other similar measures.

For more information regarding supportive measures, contact the Title IX Coordinator.

### **Confidential Resources:**

#### **Arkansas Valley Resource Center**

719-384-1938  
415 Colorado Ave, La Junta, CO 8150

#### **Southeast Mental Health Services**

719-384-5446  
711 Barnes Ave, La Junta, CO 81050  
EMAIL ADDRESS

### **Reporting Options:**

#### **Dean of Students Office**

Gary Addington  
719-384-6859  
Gary.addington@otero.edu

#### **Human Resources**

Kelsey Barbee  
719-384-6824  
Kelsey.barbee@otero.edu

#### **La Junta Police Department**

719-384-2525  
601 Colorado Ave, La Junta, CO 81050

### **Pregnancy or Related Conditions:**

To request reasonable modifications for pregnancy or related conditions, contact the Title IX Coordinator.

Employees who become aware of a student's pregnancy or related condition are required to provide the student with the contact information of the Title IX Coordinator so they can coordinate specific actions to ensure the student's access to the college's educational program or activity.

Reasonable modifications may include, but are not limited to:

- Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom.
- Intermittent absences to attend medical appointments.
- Access to online or homebound education.
- Changes in schedule or course sequence.
- Extensions of time for coursework and rescheduling of tests and examinations.
- Allowing a student to sit or stand or carry or keep water nearby.
- Counseling.
- Changes in physical space or supplies (for example, access to a larger desk or a footrest).
- Elevator access.