



Title: Undue Influence Policy	Type: Key Institutional
No: KI 1010	Approval Date: 10-14-2016
Responsible Office: Title IX Office	Approved By: Board of Trustees
Next Review: 2021	Revision No:

Purpose/Introduction/Rationale

Rollins College has policies in place to protect all students and employees from sexual harassment and we ensure that our policies are in accordance with all applicable laws (Title VII, Title IX, VAW147-21016A, Campus SaVE Act,). We employ a Title IX Coordinator who has direct oversight of all cases involving sexual misconduct and students, who works closely with both the Vice President for Student Affairs and the Associate Vice President for Risk Management & Human Resources. It is possible that College Officers and Board of Trustee members could try to inappropriately influence the work of the Title IX Office under certain circumstances particularly where there is a conflict of interest between the parties involved in a Title IX investigation and the College Officer or member of the Board. Therefore, this policy is designed to provide the Title IX Coordinator, Title IX Investigator, Director of Community Standards, Title IX appellate body and other individuals working on Title IX cases with appropriate methods to report such attempts so that the Office of Title IX may apply Rollins College policies, procedures and federal legal regulations fairly across all cases.

No Retaliation

No manager, or employee who in good faith reports a violation of this policy shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Procedure or Application

If the application of undue influence comes from the Vice President of Student Affairs or any other Vice President, the Title IX Coordinator is to report it to the President of the College. If the application of undue influence is coming from the President or a member of the Board of Trustees, the Title IX Coordinator will report it to Mr. James (Trippe) Cheek III at Winderweedly, Haines, Ward & Woodman, P.A., 329 N. Park Avenue, Second Floor, Winter Park, Florida 32789. The responsibility of the attorney is to pass on the information received to the chair of the College's Audit Committee of the Board of Trustees.