



# Title IX Employee Resource Guide

Responding to harrassment, discrimination, and sexual misconduct concerns

## Employee responsibilities

- University employees are mandated reporters and are therefore required to promptly report allegations of discrimination, harassment, sexual assault, and misconduct to the University Title IX Coordinator, Deputy Title IX Coordinators, or Officials with Authority.
- At the University, “Officials with Authority” include but are not limited to: Chief Human Resources Officer (CHRO) EEO and Title IX Officer; Dean of Students; Director and Assistant Director of Student Rights and Responsibilities; Provost; Academic Deans; and ULPD. Visit <https://bit.ly/3aCTDg9> for the complete list.

## Examples

- A student complains that members of her cohort often make “sexist and disparaging” comments about women and people of color.
- A faculty member tells you a former student is stalking her and leaving her threatening voice messages.
- A student is concerned because a faculty member will not allow her to make up an exam after she was on bed rest for a pregnancy-related condition.
- A student tells you one of her classmates felt coerced into having sex with her TA, but does not want to “make any waves” until after the course is over because she fears retaliation.
- You hear rumors that a respected senior administrator regularly makes sarcastic and disparaging comments about the LGBTQ community.
- An employee tells you she has missed work recently to avoid a co-worker who she believed had sex with her after she blacked out at a party.
- A faculty member complains to you about offensive comments his director made about his body.
- A student-athlete tells you in confidence that he believes he was sexually assaulted at a competition at another university.
- A student-employee tells you she is uncomfortable working with an external contractor because he tells crude sexual jokes and offers to rub her shoulders.

## Your response

- Thank you for coming forward and sharing your concerns. The University takes all such concerns seriously and wants to ensure no one is subjected to a discriminatory environment.
- As a mandated reporter, I am required to notify appropriate personnel of such concerns so the University can respond and protect you and the entire University community.
- The University has resources, departments, and a Title IX Coordinator dedicated to resolving such concerns.
- The University also provides private and confidential support resources, including licensed mental health practitioners at the Saucier Wellness Center.

## You must report

- Federal Laws (including Title IX) and University policies (see Sexual Harassment and other Prohibited Sexual Conduct) require that mandated reporters report concerns of discrimination, sexual harassment, sexual misconduct, sexual assault/violence, and retaliation to the Title IX Coordinator.
- Do not delay. Once an allegation of this nature comes to your attention, you must report what you have been told.
- Faculty-Student privilege and Supervisor-Employee privilege does not exist. You cannot keep what you have been told confidential.

## Where to report

University Title IX Coordinator  
Human Resources  
Buchanan Hall  
Room 116 • (337) 482-1819  
[titleix@louisiana.edu](mailto:titleix@louisiana.edu)

Student Concerns  
Dean of Students  
337-482-6266

Deputy Title IX Coordinators  
Student-Athlete Concerns  
Human Resources  
337-482-1819

## To report online

[louisiana.edu/ethicsreport](http://louisiana.edu/ethicsreport)  
[titleix@louisiana.edu](mailto:titleix@louisiana.edu)

## If you don't promptly report a concern

- Your delay could cause additional harm to the individuals involved.
- You could expose the University to legal liability.

For more information, visit

# [titleix.louisiana.edu](http://titleix.louisiana.edu)

## OFFICIALS WITH AUTHORITY

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### **Title IX Coordinator**

Teresa LeDay, JD  
Buchanan Hall, Room 116  
337-482-2921  
titleix@louisiana.edu

### **Director, HR Compliance and EEO Programs**

**Title IX Administrator**  
Lelanya Douet, PHR, SHRM-CP  
Buchanan Hall, Room 300  
337-482-1278  
lelanya.douet@louisiana.edu

### **Chief Human Resources Officer EEO and Title IX Officer**

Paul Thomas, SPHR  
Buchanan Hall, Room 109  
337-482-2921  
paul.thomas@louisiana.edu

### **Sr. Human Resources Business Partner**

**Deputy Title IX Coordinator Athletics**  
Axel Vasquez  
Buchanan Hall, Room 118  
Cox Building, Room 201  
337-482-1093  
axel.vasquez@louisiana.edu

### **Dean of Students**

**Deputy Title IX Coordinator-Students**  
Dr. Margarita Perez  
Student Union, Room 108  
337-482-6276  
mperez@louisiana.edu

### **Dean of Graduate School**

Dr. Mary Farmer-Kaiser  
Martin Hall, Room 332  
337-482-6965  
mary.farmer-kaiser@louisiana.edu

### **Director Student Rights & Responsibilities**

Carl Tapo  
Buchanan Hall, First Floor  
337-482-6373  
tapo@louisiana.edu

### **Assistant Director of Student Rights & Responsibilities**

Anhar Bekhet  
Buchanan Hall, First Floor  
Anhar.bekhet@louisiana.edu

### **University of Louisiana at Lafayette Police**

Bittle Hall  
210 Hebrard Blvd.  
337-482-6447  
ulpolice@louisiana.edu

### **Provost & Vice President for Academic Affairs**

Dr. Jaimie Hebert  
Martin Hall, Room 231  
337-482-6454  
provost@louisiana.edu

## ACADEMIC DEANS

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### **College of Arts**

Dean, H. Gordon Brooks II, FAIA  
Fletcher Hall  
337-482-6224  
GBrooks@louisiana.edu

### **B.I. Moody III College of Business Administration**

Dean, Dr. Linda Nichols  
337-482-6492  
Moody Hall, Room 226  
linda.nichols@louisiana.edu

### **College of Education**

Dean, Dr. Nathan Roberts  
Maxim Doucet Hall, Room 114  
337-482-1026  
nroberts@louisiana.edu

### **College of Engineering**

Dean, Dr. Ahmed Khattab  
337-482-6166  
khattab@louisiana.edu

### **University College**

Dean, Dr. Bobbie B. DeCuir  
DeClouet Hall, Room 104  
337-482-6829  
bobbie@louisiana.edu

### **College of Liberal Arts**

Dean, Dr. Jordan Kellman  
Griffin Hall, Room 101  
337-482-6219  
kellman@louisiana.edu

### **College of Nursing and Allied Health Professions**

Dean, Dr. Melinda Oberleitner  
Wharton Hall, Room 202  
337-482-6808  
nursingdean@louisiana.edu

### **Ray P. Authement College of Sciences**

Dean, Dr. Azmy S. Ackleh  
Oliver Hall, Room 201  
337-482-6986  
ackleh@louisiana.edu