

TITLE IX STAFF & FACULTY



Presented By :

**Angel
Ellison**

Title IX Coordinator

January 4, 2026 _____



MEET THE TEAM



**Key Official
Paul Lindley**



**Key Official
Coach D.
Ellison**



**Key Official
Dr. Malone**



**Confidential
Employee
Coach J.
Clark**

CHAMPION IS COMMITTED TO YOU!

Champion Christian College is committed to addressing all reports of sexual misconduct and harassment with seriousness and urgency. Individuals found in violation of this Policy will be subject to prompt disciplinary action. Reports that fall outside the defined scope of this policy may be referred to the College President and designated administrative officials for further evaluation.

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WHO DOES TITLE IX APPLY TO?

EVERYONE.

Student

Employee

The College's most important expectations of its administration, faculty, staff, and students are precisely those made clear in the Bible.

Violations of these include, but are not limited to, those who, whether knowingly, negligently, recklessly, or in any other way, participate in or promote the following:

Any kind of sexual immorality/impurity/perversion and/or harrassment.

KEY TERMS

Complainant

An individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Respondent

An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Confidential Employee

Someone designated to receive information about sexual misconduct without being required to report it to the Title IX office.

Formal Complaint

An allegation of Sexual Harassment against a Respondent, signed by the Complainant or Title IX Coordinator

Final Determination

The written decision issued at the end of the grievance process, stating whether the respondent is found responsible. It becomes FINAL after the appeal period ends.

KEY TERMS

Prohibited Conduct

Sexual Harrassment, sexual assult, rape, fondling, incest, statutory rape, dating violence, domestic violence, stalking

Informal Resolution

At any time after a Formal Complaint has been signed and before a determination regarding responsibility has been reached, the parties may voluntarily agree to participate in an informal resolution.

Emergency Removal

At any time after the Title IX Coordinator is on notice of sexual harassment, Champion may remove a respondent on an emergency basis.

Dismissal

(1) The Complainant withdraws it in writing, (2) the Respondent is no longer enrolled or employed by Champion, or (3) there is insufficient evidence.
(1) the alleged conduct doesn't meet the Policy's definition of Sexual Harassment, (2) it didn't occur within Champion's educational program or activity, or (3) it didn't occur in the United States.

**Appeal of Final
Determination
(must be filed
within 5 business
days)**

**Some form of
prohibited
contact and/or
behavior takes
place.**

**A report is made
to Title IX
Coordinator
Confidential
Employee
Anonymously
Law Enforcement**

PROCESS

**Grievance Process
Gather Evidence
Notice of Allegations
(Recorded)
Live Hearing
(Written)
Determination**

**Complainant
fills out a
detailed
formal
complaint and
submits it to
who.**

**Title IX
Coordinator
contacts
Complainant.**

ADDITIONAL INFO.

Champion Christian College is committed to upholding all legal and biblical standards as they relate to Title IX. While we strive to prevent incidents of misconduct, it is our mission to address any such situations with the seriousness, urgency, and care they deserve. Additionally, individuals are encouraged to contact external agencies if they believe their concerns have not been adequately addressed.



For more details on how to make a formal complaint please access our FULL TITLE IX POLICY on our website.



Students may report to external agencies.
(1) U.S. Department of Education—Office of Civil Rights
(2) Transnational Association of Christian Schools
(3) Arkansas Department of Education.



Employees may report to external agencies.
(1) U.S. Equal Employment Opportunity Commission
(2) Arkansas Human Rights Commission (AHRC)

THANK YOU!

In compliance with the USDE, this training
slide show was updated August 25, 2025 by
Title IX Coordinator, Angel Ellison.

