

# AFA-NST Anti-Sexual Harassment Policy and Resources



## What the AFA-NST Anti-Sexual Harassment Policy is *and* isn't

- The AFA-NST **does** prohibit discrimination based on sex, gender, race, disability, and religion in all of its activities. Prohibited actions include harassment, discrimination, stalking and sexual misconduct/violence.
- The AFA-NST **does** support the spirit of [Title IX Civil Rights Law](#).
- The AFA-NST **does not** have Title IX investigatory or adjudicatory bodies.

# AFA-NST Anti-Sexual Harassment Policy

If you believe you have been the victim of sex- or gender-based harassment, discrimination, sexual misconduct, dating/domestic violence or stalking at the AFA-NST, you are encouraged to report this activity by doing one of the following:

- Report to the Anti-Sexual Harassment Officer
  - **Kelsey Abele** - kabele@wtamu.edu
- Report to one or both of the AFA-NST Tournament Directors
  - **Nathaniel Wilson** - nathaniel.wilson@doane.edu
  - **Mallory Marsh** - marshml@jmu.edu
- Report to a trusted coach who can report on your behalf

## AFA-NST Anti-Sexual Harassment Policy

As the reporting party, you will be contacted to see if you would like to proceed with accommodations.

- If yes... the NST Tournament Directors will make adjustments to competition rounds, as necessary, to ensure both parties do not meet in future rounds.

*Final Round Policy Exception:* If both parties advance to the same NST *final round*, both students will be allowed to compete. Both parties will be notified if such a situation occurs so that they may make arrangements for their personal self-care needs, which might include leaving the round early and/or arriving late.

- If no... support resources will be provided without any further action.

# Mandatory Reporters

**Many coaches and NST Committee members are mandatory Title IX reporters for their *home* institutions.**

- A mandatory reporter is someone employed by an institution who is legally obligated to inform their home institution's Title IX Office of an allegation of sexual harassment or assault.
- This Title IX reporting will begin a different set of proceedings *unaffiliated with the AFA-NST*.
- The mandatory reporter's Title IX Office may reach out to the reporting party's home institution's Title IX Office.
- You can always ask if someone is a mandatory reporter.

## Questions or Comments?

- Contact either the NST Anti-Sexual Harassment Officer or AFA-NST Tournament Directors with questions or comments you have:
  - Anti-Sexual Harassment Officer:
    - **Kelsey Abele** [kabele@wtamu.edu](mailto:kabele@wtamu.edu)
  - AFA-NST Tournament Directors:
    - **Nathaniel Wilson** [nathaniel.wilson@doane.edu](mailto:nathaniel.wilson@doane.edu)
    - **Mallory Marsh** [marshml@jmu.edu](mailto:marshml@jmu.edu)

# Completion Step

## For schools...

- the **head coach** of each institution attending the NST must ensure all students, coaches, and school judges representing their institution have received the resources and policy information included in this presentation, and
- upon confirming, the **head coach** should complete [this form](#) for *all* NST attendees representing their institution and submit the completed form to their District Chair.

## For hired judges...

- if you have also already completed judge training, you should individually complete [this google form](#) in order to be eligible to judge at the NST.