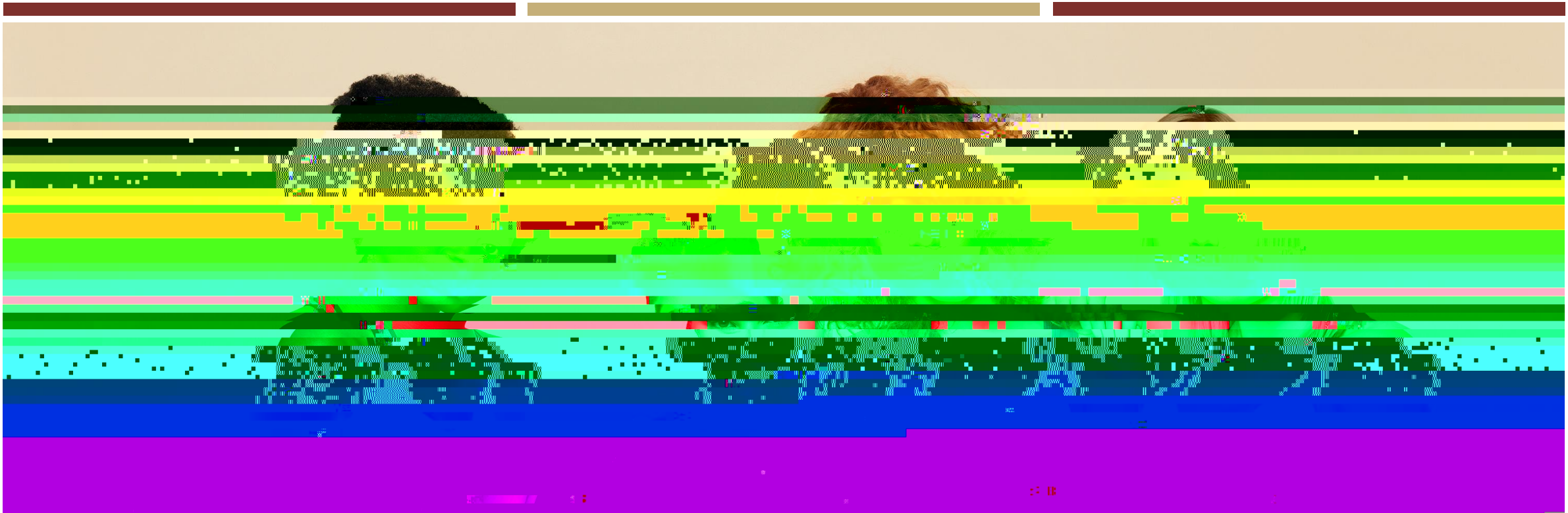




REPORTS OF SEX-BASED HARASSMENT



WHAT DOES TITLE IX MEAN TO YOU?



Sex-Based Harassment: Agenda

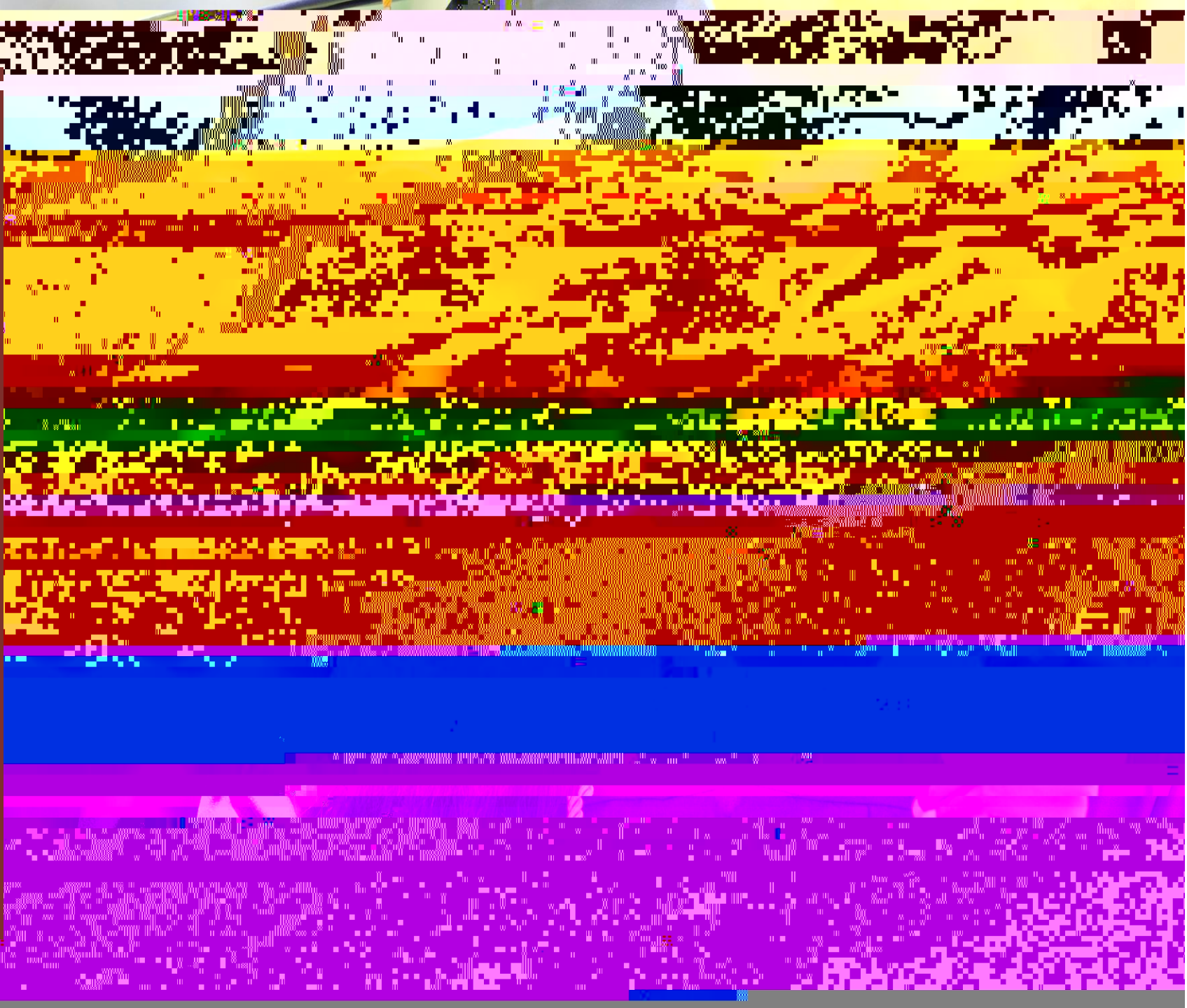
Who does this impact?


Why do we care?

How do you respond?

Where do you report?

What happens from here?





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
receiving Federal
financial assistance.

Applies to K-12 and Higher
Education

Applies to students and
employees

IMPORTANT
REMINDERS!

Sex-Based Prohibited Conduct



Quid Pro Quo

Hostile
Environment

VAWA
Offenses

Retaliation

Title IX Sexual Harassment



Must Address
" Title IX"
Defined Reported
Behaviors



Must Dismiss
" Non-Title IX"
Behaviors



May address
" Non-Title IX" in
other policy

Why we have
multiple
policies

SIDEBAR: THE CLERY ACT AND VAWA



Key Requirements of the Clery Act



Key Requirements (part 2)









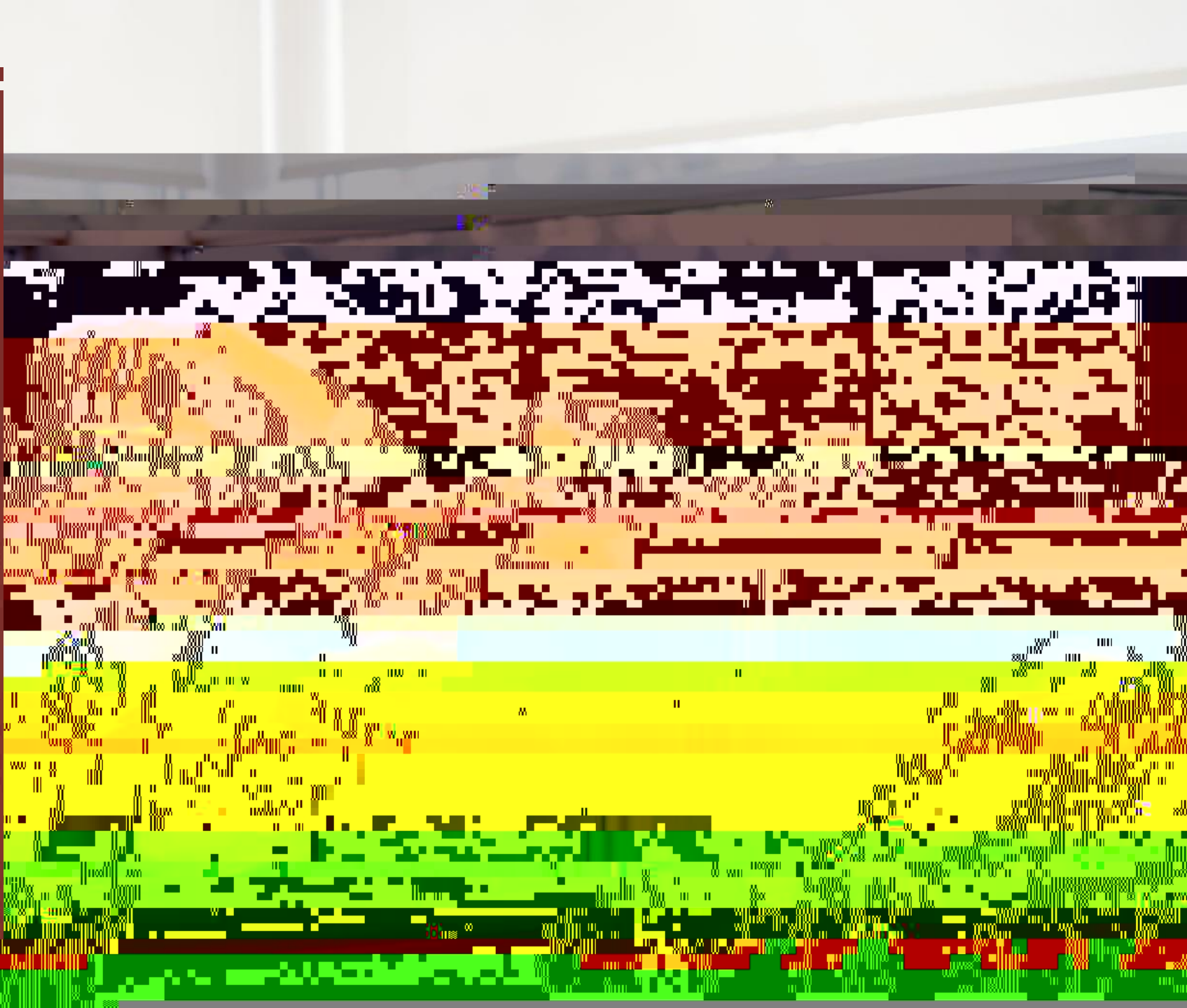
Photo by Markus Winkler on Unsplash

OUR POLICY

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THE WHY

The impact of
discrimination on
education



" My professor said in class, ' Even girls can learn this. ' "

" I'm afraid I'm going to run into him when I walk across campus. "

" equal access to the recipient's education program or activity"

" I never know when she's going to make another post or try and contact me again. "



Supportive Measures



Counseling

Extensions of
deadlines or other
course-related
adjustments

Modifications of
work or class
schedules

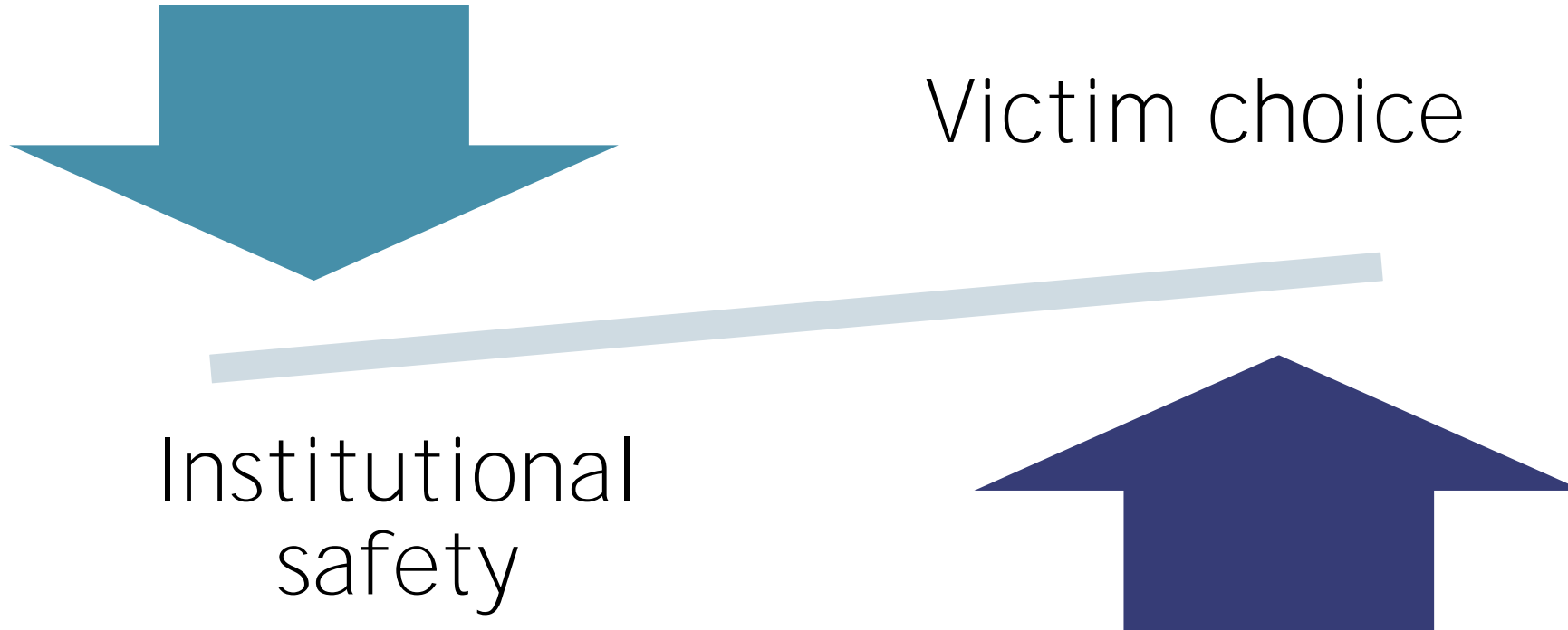
Campus escort
services

Changes in work or
housing locations

Leaves of absence

Increased security
and monitoring

Title IX Response to Report



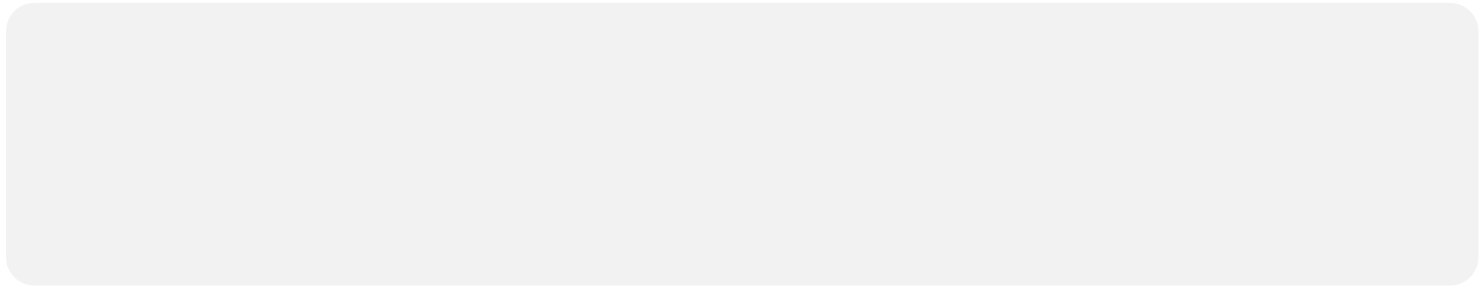
Sidebar: Clery again...





THE HOW

Responding to

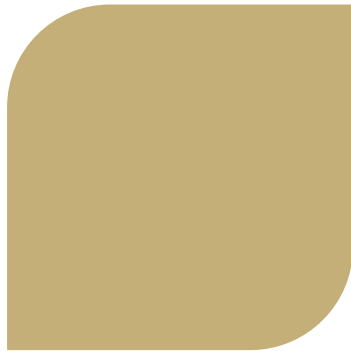


Why the
disclosure?

How do we respond?



What we are not...



INVESTIGATORS



DECISION-MAKERS



THERAPISTS

Other Considerations



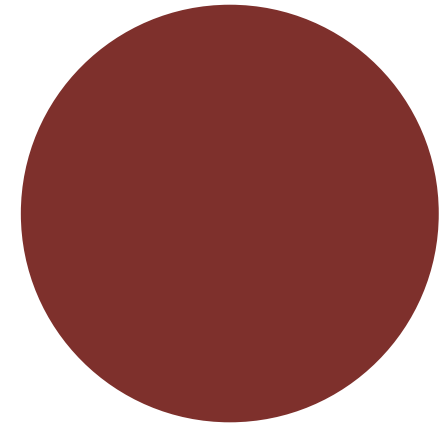
"Actual Knowledge"



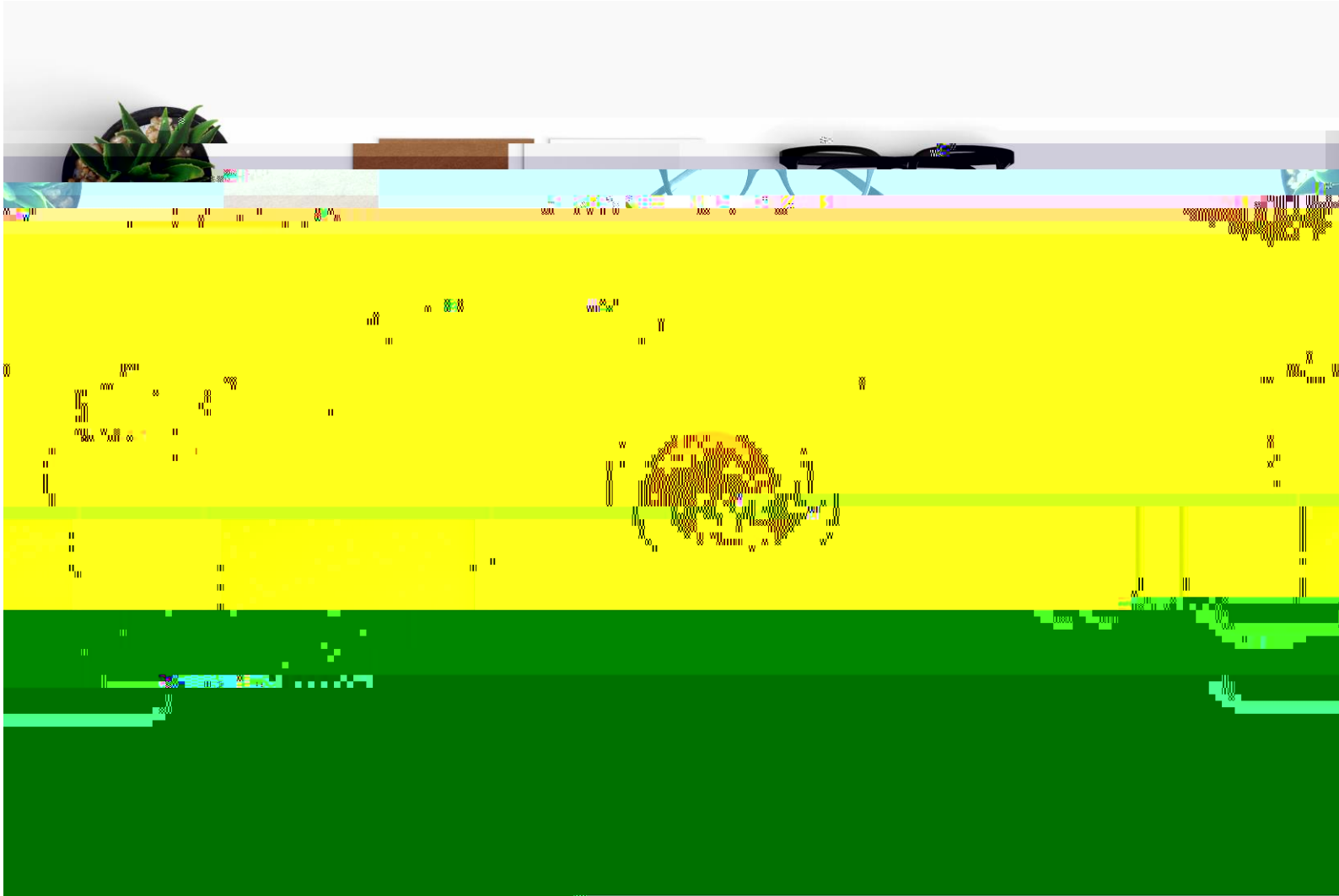
TITLE IX COORDINATOR



OFFICIAL WITH
AUTHORITY



CLERGY COMPLIANCE

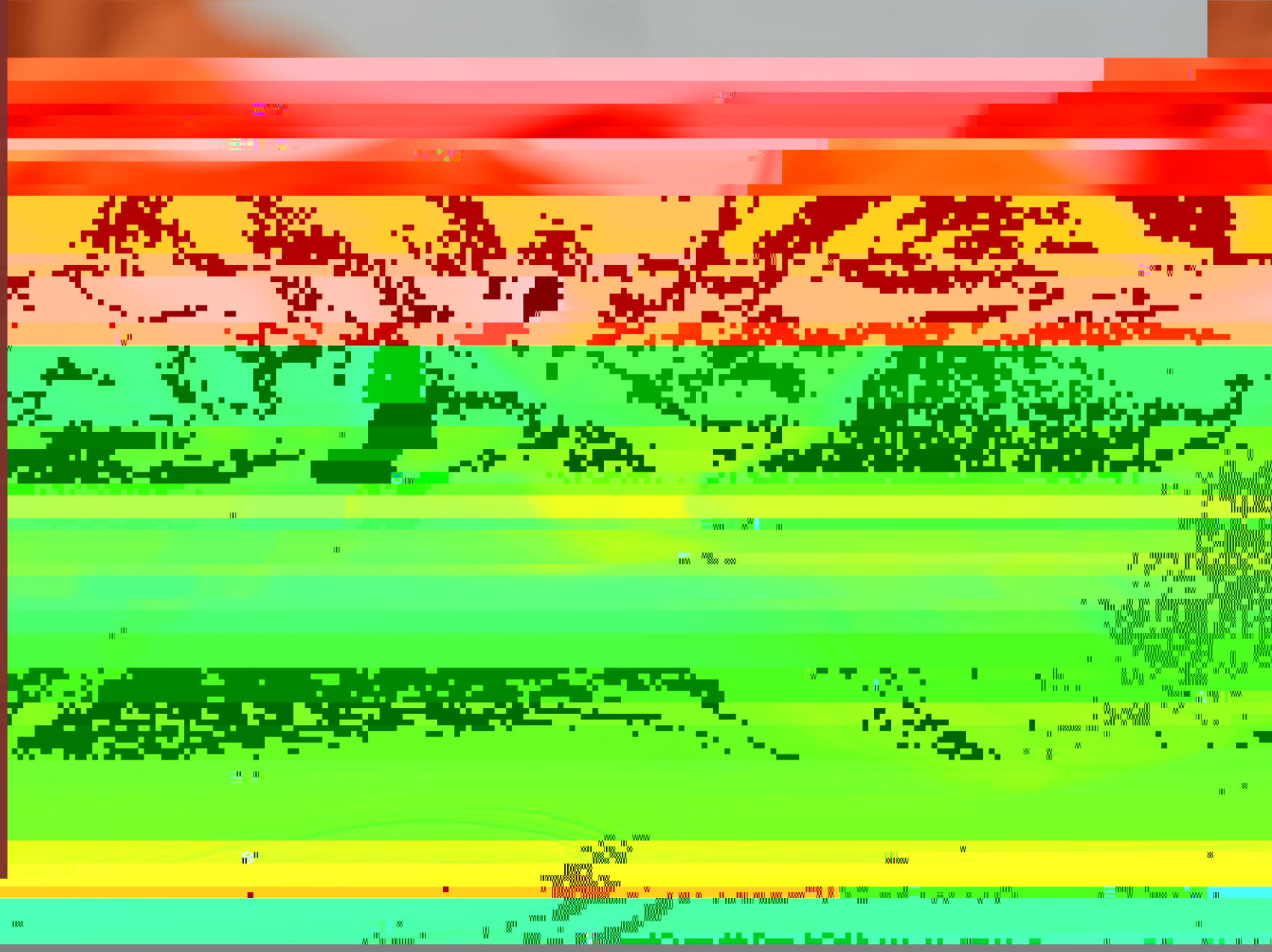


OUR REPORTING OPTIONS

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THE WHAT

Next steps in the process



Options for Complainants



Report Only

- Supportive Measures
- Title IX coordinator may "sign" a complaint

Informal Resolution

- Both parties and school agrees
- Not when involving student and employee

Formal Resolution

- Signed formal complaint
- Investigation
- Review/Hearing

Steps in the Formal Process

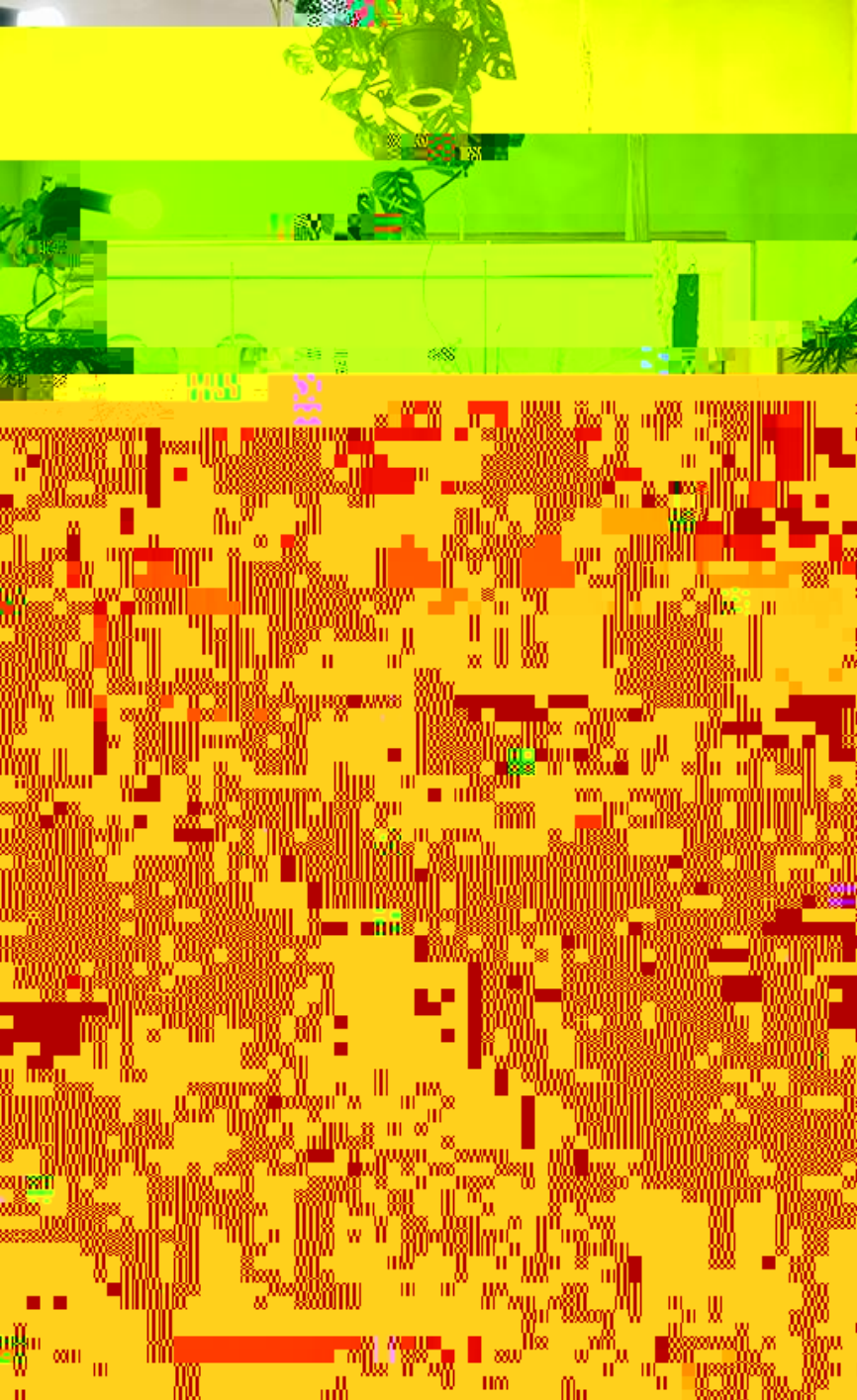




Photo by Markus Winkler on Unsplash

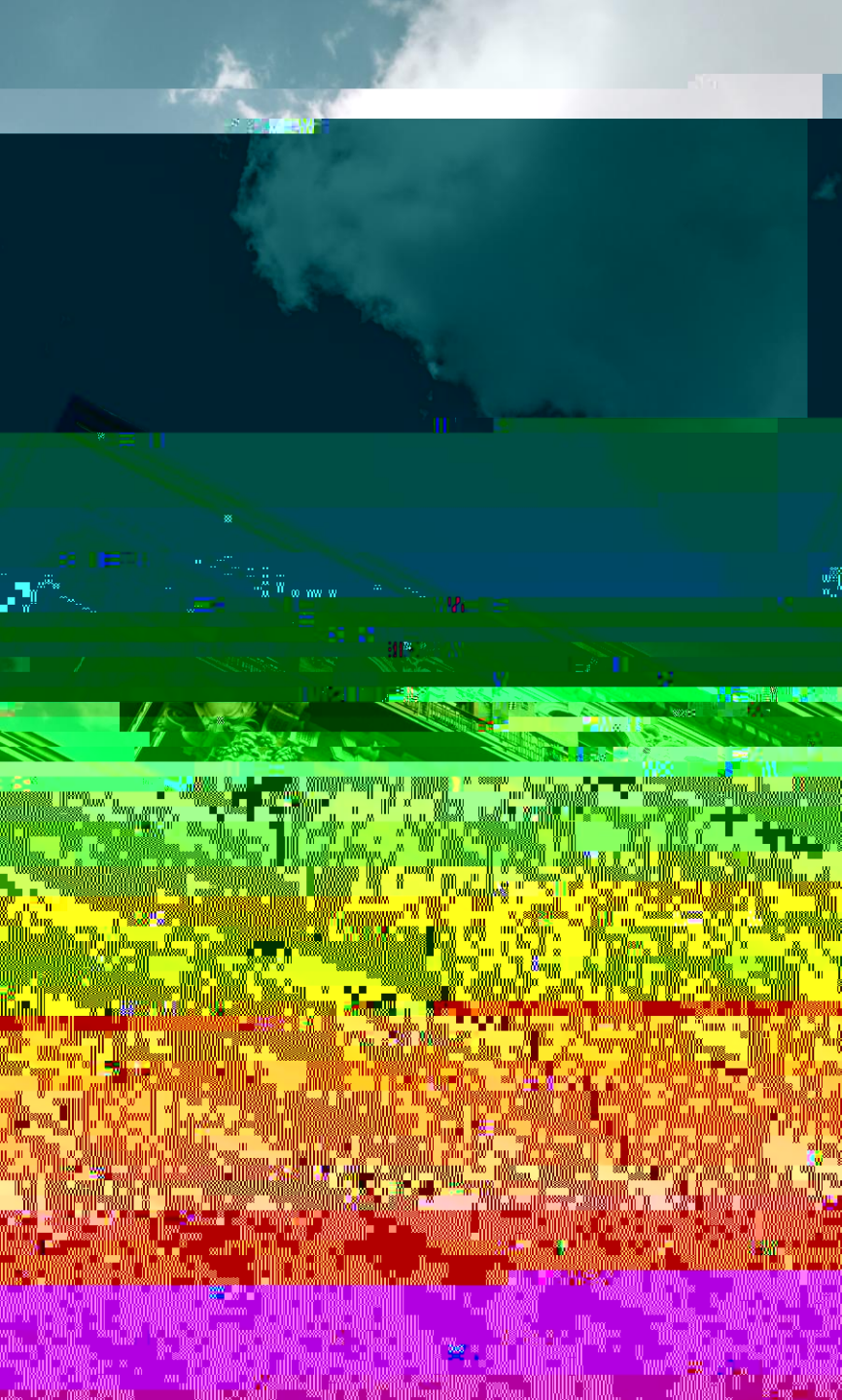
OUR PROCESS

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Case Study: Coffee Conversation

You are having coffee with a student to discuss a project. During the coffee a faculty member, Mr. Smith enters the coffee shop, and the student has a visible negative reaction and gathers his stuff to leave. He whispers to you that Mr. Smith is a "sexual predator" and should not be allowed to teach here. He says he is too upset to talk about it right now but will tell you about it "someday."



Case Study: Advising discussion

A student in an organization you advise tells you that she was raped by another student, gives the other student's name, and states that it happened at an off-campus apartment. She doesn't want you to "do anything" —just wants it to be on your "radar" since she has fallen behind in her work and wants you to know why.

