

TITLE IX: RIGHTS & RESPONSIBILITIES



Faculty Chairs
August 21, 2023

“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 education program or activity receiving Federal financial assistance[.]”

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- Sexual assault
 - Stalking
 - Dating Violence
 - Domestic Violence
 - Sexual Harassment (if it is severe, pervasive and objectively offensive)

What are Title IX regulations?

Federal regulations issued by the Department of Education/Office of Civil Rights provide specific guidelines defining how colleges and universities must implement this law.

The law doesn't change...but the regulations do!



WHAT HAPPENS TO A TITLE IX REPORT?

Upon notice of a report, the Title IX Coordinator (TIXC) will contact the impacted party to:

- Assess safety
- Provide On and Off Campus Resources and Supportive Measures
- Discuss formal complaint process and other options, including reports to law enforcement

TIXC will evaluate the allegations to determine whether, if substantiated, they would violate Title IX.

If the allegations do not fall within Title IX, case sent to the Dean of Students or Human Resources as appropriate.

If the allegations DO fall within Title IX, the impacted party may:

REQUEST NO ACTION BE TAKEN

TIXC will consider:

- Prior report / same Respondent?
- Immediate risk to campus safety?

If **YES:** TIXC will file a Formal Complaint, initiating an investigation.

If **NO:** impacted party may continue to access supportive measures and may later file a Formal Complaint.

REQUEST AN INVESTIGATION AND DISCIPLINARY PROCESS (WITH A FORMAL COMPLAINT)

TIXC will promptly notify parties of allegations in writing, including right to Advisor of Choice and details of process. Supportive measures will be offered to both parties.

In certain situations, upon agreement by both parties, the case may be diverted to Informal Resolution. If Informal Resolution fails, the Formal Complaint process proceeds.

If the parties do not mutually agree to Informal Resolution, or if the allegations are not conducive to Informal Resolution, an investigation will commence.

Supportive Measures

Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to students impacted by an incident (such as complainants, respondents, and witnesses) that might fall under the sexual misconduct policies, regardless of whether a formal complaint is filed. Examples include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, restrictions on contact between the parties, changes in work or housing locations, leaves of absence.



Contact Title IX

Supportive Measures are individualized services to restore equal access to education, protect safety and deter sexual harassment. Supportive measures are offered even if the Complainant does not wish to participate in grievance process.



Meet w/ Title IX

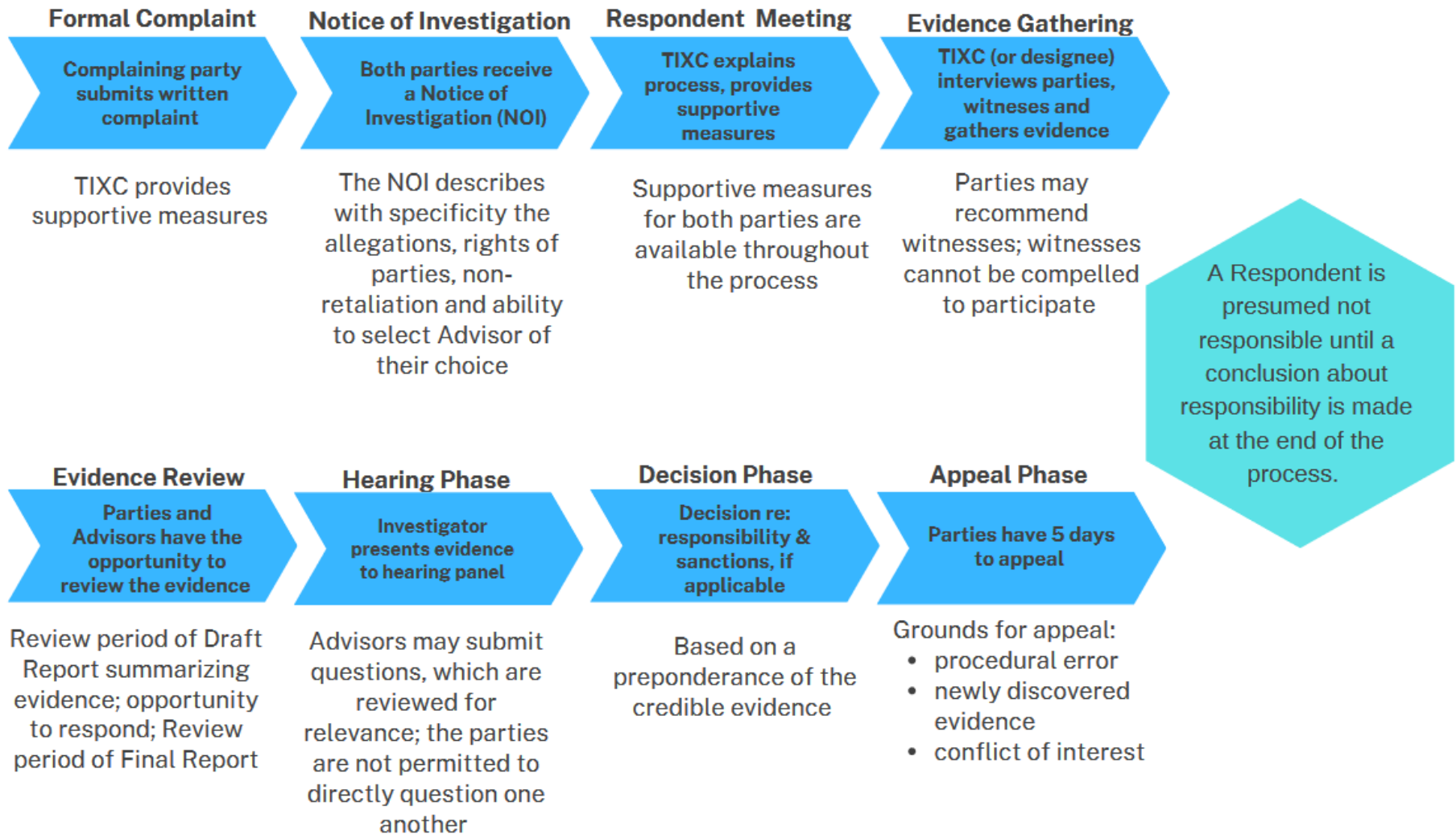
Discuss what support makes sense for you related to an incident that might fall under Title IX



Ongoing Assessment

Title IX will follow up to evaluate effectiveness; you should report any concerns or further needs

Title IX Investigation & Hearing Process





Your Role: Reporting

STEP ONE

Immediate Response

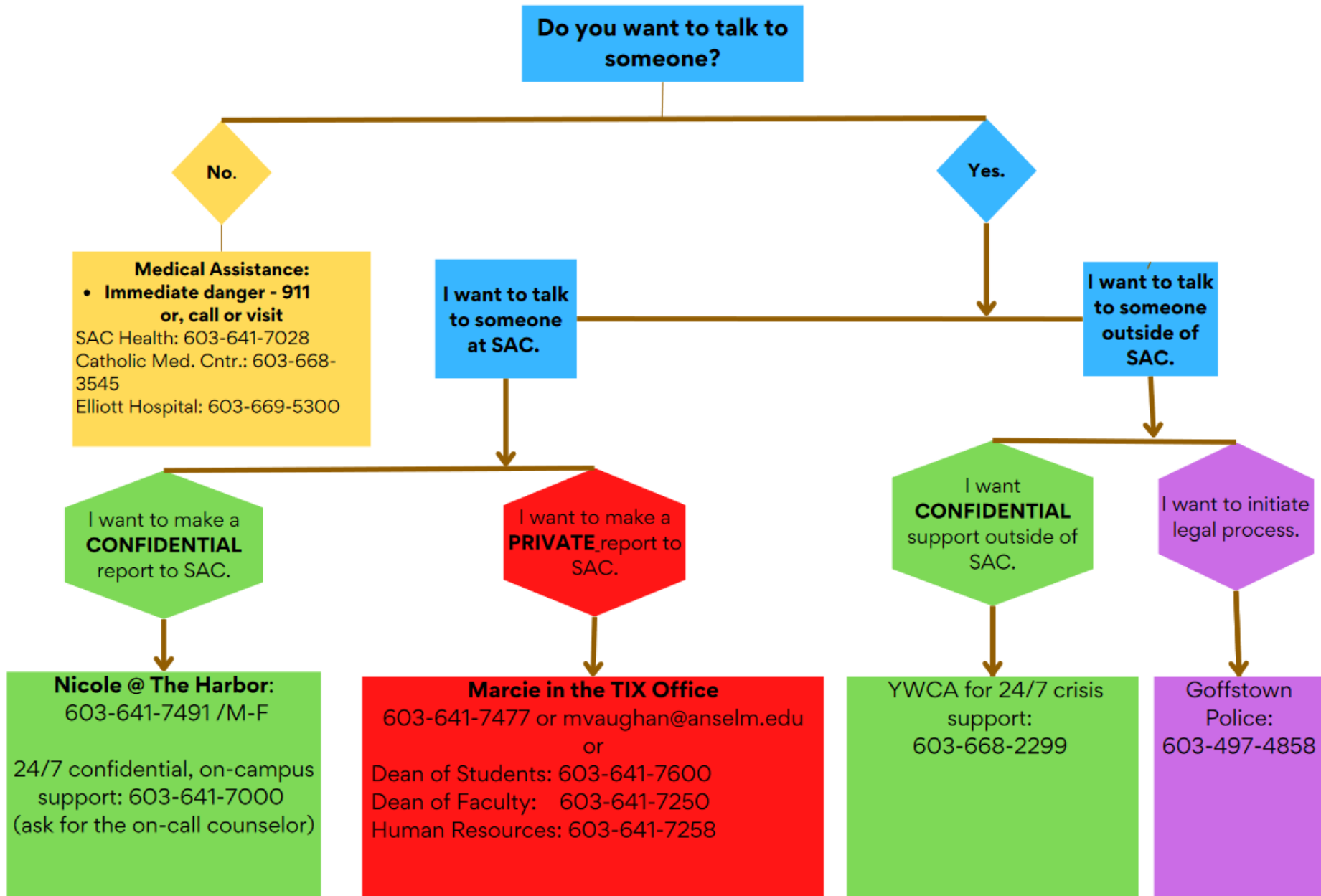
1. If it is a live conversation, press “pause” and disclose your status.
2. In all situations, provide access to a confidential resource (Nicole/The Harbor; Counselor on Call; YWCA Crisis line)
3. Title IX Emergency Response Packet

STEP TWO

Knowing what triggers duty to report

1. A student/colleague confides in you about their own experience
2. You receive a third party report
3. Observation
4. Rumor
5. ~~Inadvertent disclosure~~

SEXUAL MISCONDUCT REPORTING & SUPPORT OPTIONS



STEP THREE

Making the Report

1. Student issues: Marcie, DOS
2. Faculty issues: Marcie, Dean Cronin
3. Staff issues: Marcie, Molly McKean

What you need to remember:

If it is a concern relating to sex or gender, it *might be* Title IX!

Your duty to report is triggered.

Keep it private – emails can be forwarded.

STEP FOUR

The Harbor





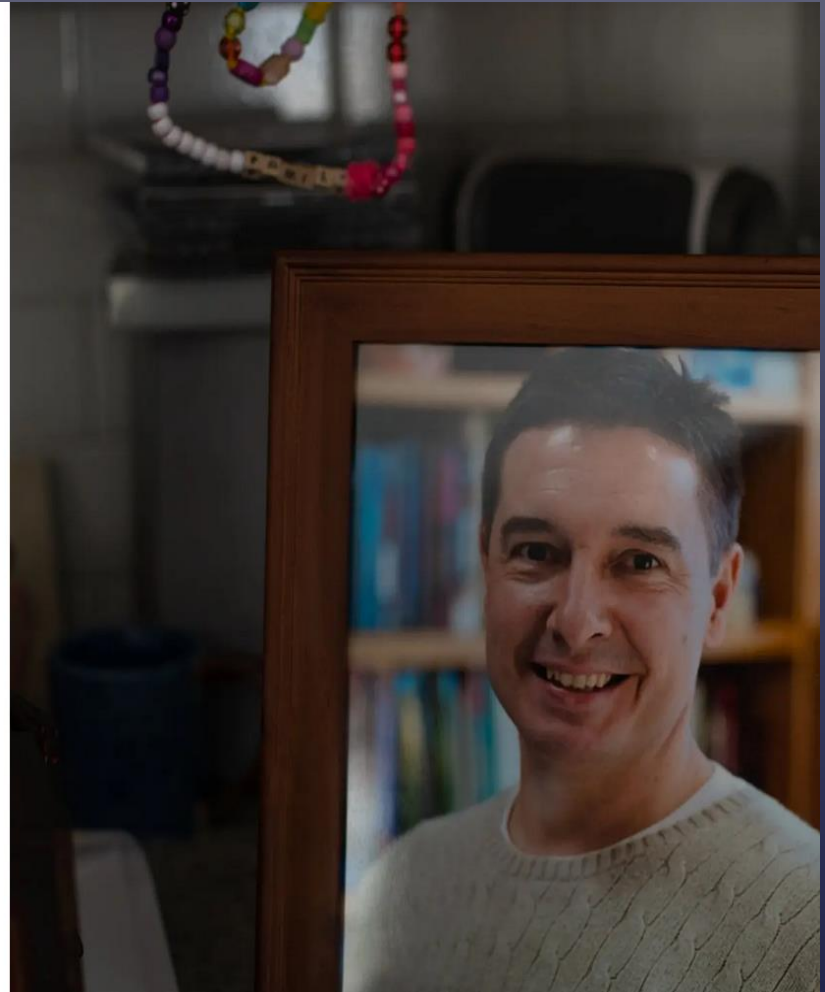
Supervisors!

YOU HAVE A HEIGHTENED DUTY.

The New York Times

***He Was Accused of
Enabling Abuse. Then
Came a Downward
Spiral.***

Named in a sexual misconduct lawsuit against his college, an academic despaired over what he said was a false portrayal of his actions. His anguish proved too much to bear.



Invite Marcie & Nicole to a department meeting:

- **Rights and responsibilities**
- **Process and procedure**
- **Support and resources**
- **Crisis Intervention hypos**
- **Emergency Packet review**
- **UsafeUs Tutorial**

Thanks!

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Monday-Wednesday on campus

Thursday remote

Always available by appointment.