

TITLE IX:

**GENDER-BASED HARASSMENT & SEXUAL
MISCONDUCT**



RA Training
TIX Reporting and Supporting
January 2023

INTRODUCTIONS

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Agenda

- ❖ What is Title IX?
- ❖ How does federal law impact the College's response to sexual misconduct?
- ❖ What happens to a Title IX complaint at the College?
- ❖ How to be a supporter when you are a required reporter
- ❖ Let's practice!
- ❖ Resources for your back pocket

QUICK REVIEW OF TITLE IX

- A federal law prohibiting discrimination – that is, unequal treatment on the basis of sex/gender in education. It applies specifically to:
 - ❖ Sexual Assault
 - ❖ Stalking
 - ❖ Dating Violence
 - ❖ Domestic Violence
 - ❖ Sexual Harassment



What is sexual harassment?

TITLE IX COORDINATOR'S ROLE

- Grievance procedure
- Access to resources
- Supportive measures
- Equitable treatment of parties; no punishment prior to finding of responsibility
- Managing investigation and Hearing process for formal complaints
- Prohibiting retaliation

REPORTS & FORMAL COMPLAINTS

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

- Assess safety
- Provide 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

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.

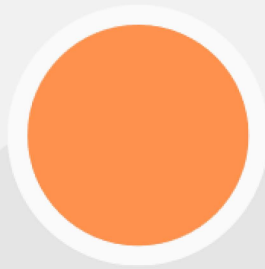
Supportive Measures

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

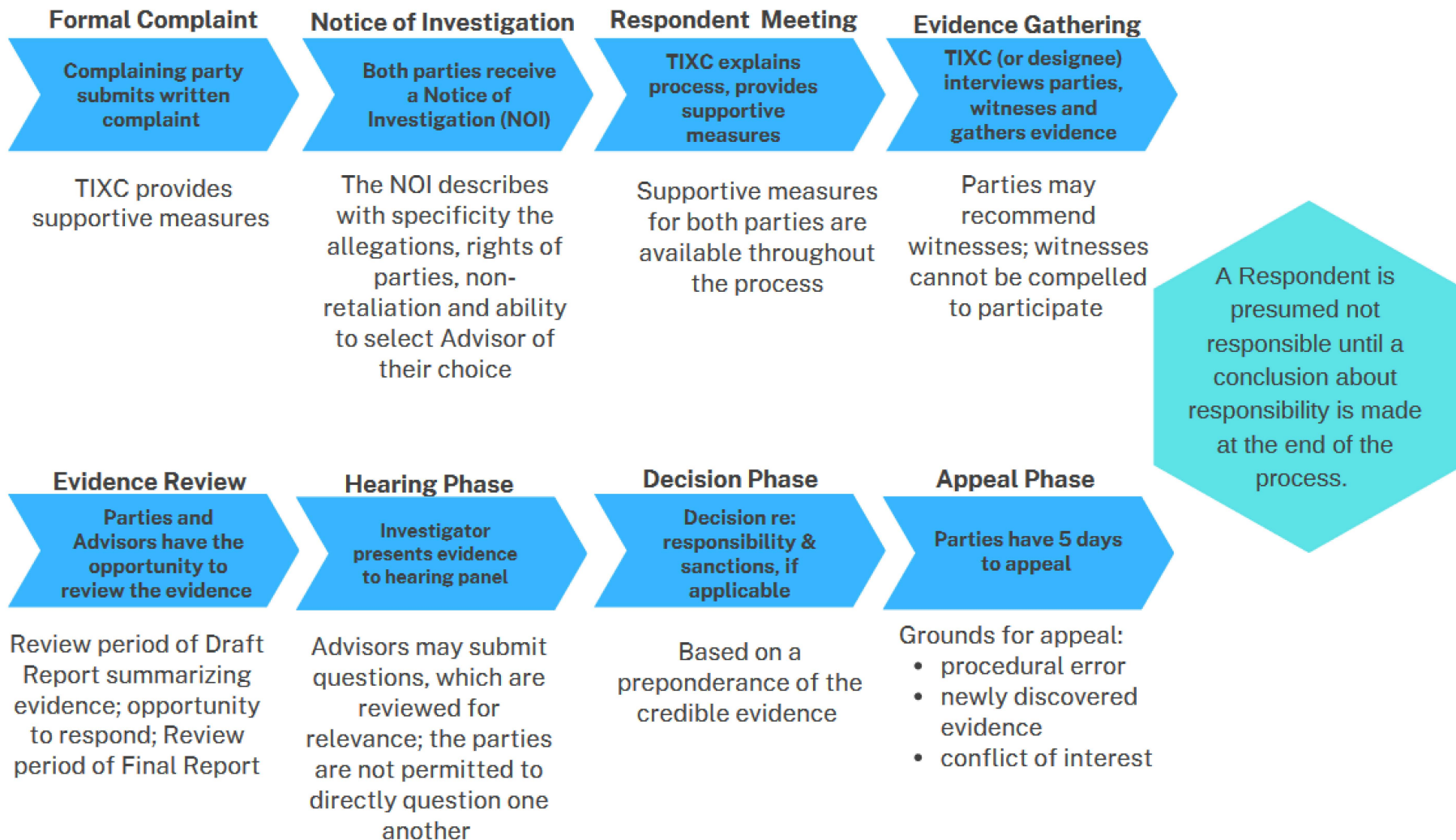
Discuss what support makes sense for you related to an incident that might fall under Title IX



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

What triggers the duty to report?

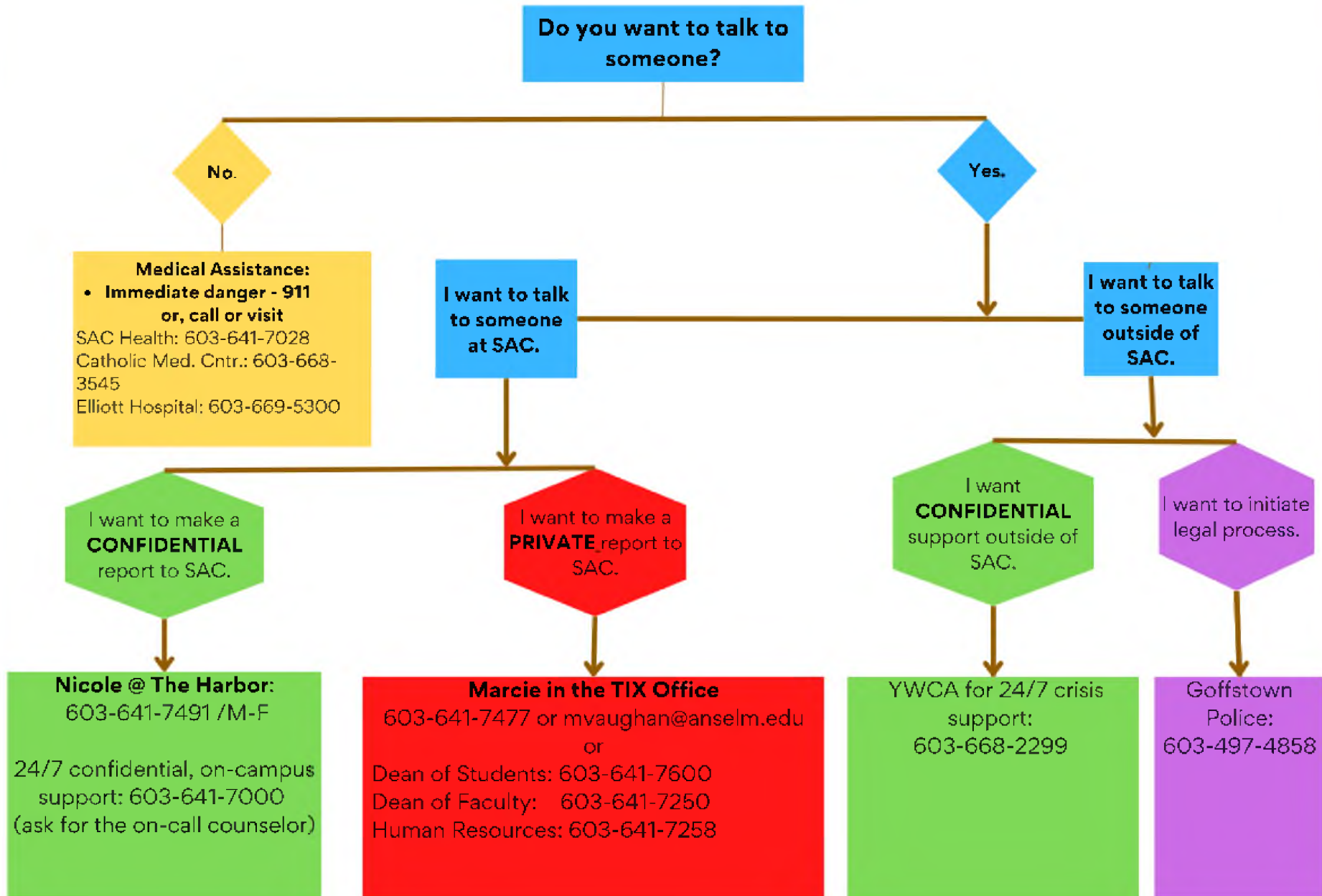
1. A student confides in you about their own experience
2. You receive a third party report
3. Observation
4. Rumor

STEP TWO

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)

SEXUAL MISCONDUCT REPORTING & SUPPORT OPTIONS





STEP THREE

Making the Report

Contact your PSM ASAP

File Maxient Report

Follow Scaffolding Structure



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.

How to be a SUPPORTER when you are a REQUIRED REPORTER





Know your resources!



The Harbor





Now I'm confused!

Karen Miller



LEARNING BY DOING

More tools...



We're here for you!

Nicole at NKipphut@anselm.edu or 641-7491

The Harbor, located in the lower level of the Jean Student Center, open doors Monday –Friday

Marcie at MVaughan@anselm.edu or 614-7641

Alumni Hall 2nd floor, Monday-Thursday
(and by appointment Friday)