

TITLE IX TRAINING



TITLE IX OFFICE

F.R. YOUNG STUDENT UNION 123

Ms. LaPari Morant

TITLE IX COORDINATOR

TITLE IX OFFICE



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Responsible Employees

Employees with certain roles at EMCC are considered Responsible Employees.

Responsible employees are required to notify the Title IX Coordinator of reports of sexual misconduct involving students, faculty, staff, or their guest. Although your RA is a student, they are also considered Responsible Employees.



Responsible Employees

Any person may trigger a response from the institution to address allegations of sexual misconduct. Incidents of sexual misconduct are not always reported to Responsible Employees. Other students may be made aware of an incident involving sexual misconduct. These students are not required, but are encouraged to contact the Title IX office.



Conduct Definitions

Sexual Assault: Includes, but is not limited to rape, acquaintance rape, forced sodomy, forced oral copulation, rape by a foreign object, sexual battery or threat of sexual assault.

Rape: Forced or nonconsensual sexual intercourse.



Conduct Definitions

Sexual Harassment: A form of sex discrimination and a violation of Title VII of the Civil Rights Act of 1964 and Title IX of the Educational Amendments of 1972.

There are two key categories: quid pro quo and hostile environment.



Conduct Definitions

Sexual Exploitation: Occurs when a person takes non-consensual, unfair, or abusive sexual advantage of another for their own advantage or benefit.

Examples: prostituting another student or non-consensual video or audio of sexual activity.



Conduct Definitions

Stalking: A criminal activity consisting of the repeated following and harassing of another person.

Consent: Must be informed, freely and actively given, and consist of a mutually agreeable and understandable exchange of words or actions. Can be revoked at any time.



Conduct Definitions

Sexual Violence: Refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol. An individual may be unable to give consent due to an inebriated state.



Conduct Definitions

Stranger Rape:

A sexual assault by an assailant upon a person he or she does not know or a rape in which the victim does not know the rapist.



Conduct Definitions

Acquaintance Rape:

The most prevalent form of sexual assault on a college campus is between two people who know each other. The acquaintance may be a date, partner, or someone known casually from a residence hall, class, club, or through mutual friends.



Conduct Definitions

Bystander Intervention: A course of action that may be carried out by an individual to prevent harm or intervene where there is a risk or an act of violence.

[C.A.R.E. – A Guide to Bystander Intervention](#)

Actual Knowledge: When an incident is reported to the Title IX Coordinator, the college recognizes having actual knowledge of the alleged incident and will utilize policies and procedures set in place to address reports.

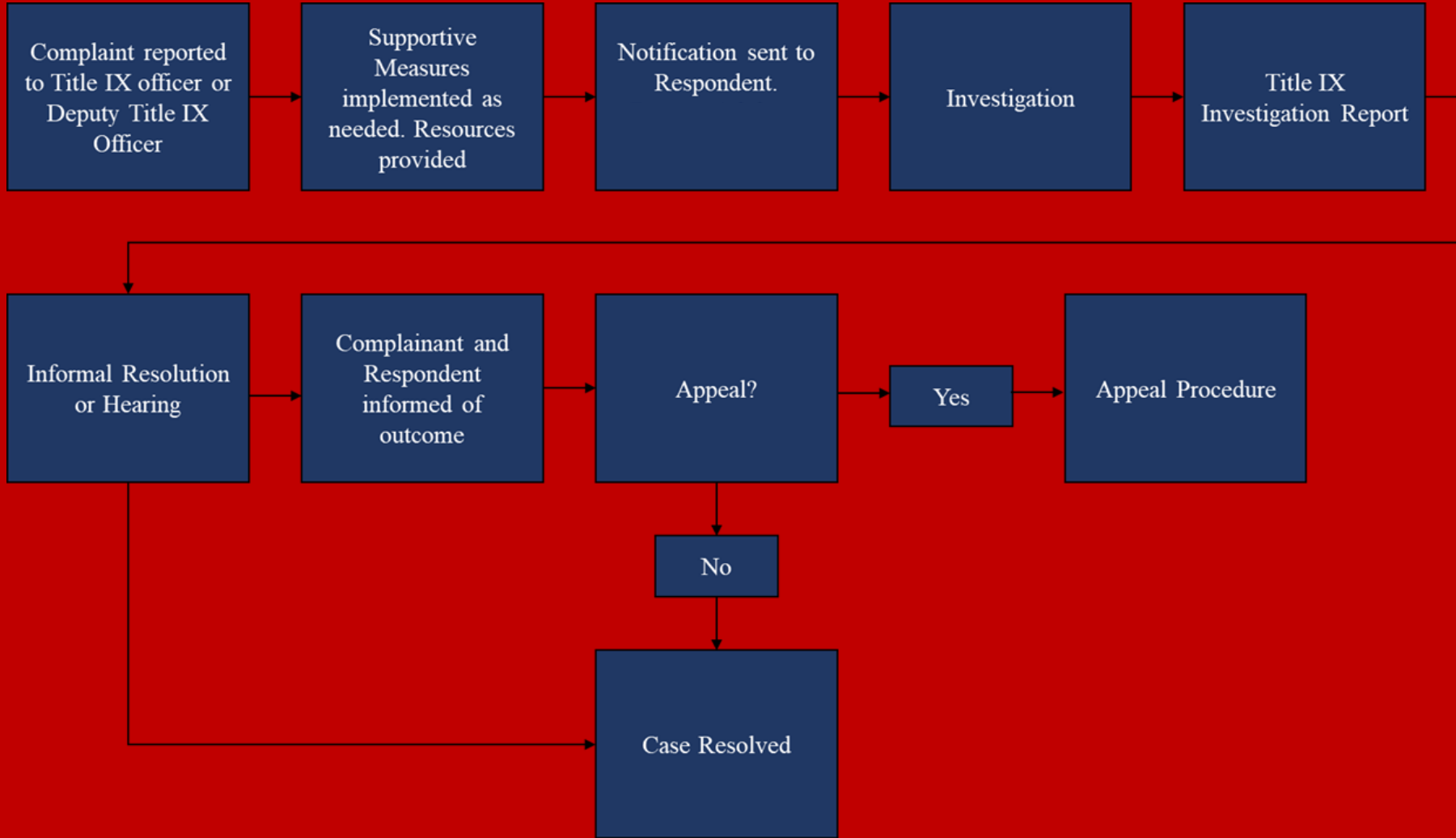


What if a student comes to you and confide in you about an assault, harassment, etc.?

- Don't feel pressured that you have to be everything they need. It is not your responsibility to be fully educated and an expert on these situations.
- Be compassionate and ensure them that the college have resources that can help them.
 - Direct them to the Title IX Coordinator or the Dean of Students.



Flowchart



TITLE IX VIGNETTES

Violation or Not?



Vignette #1

Julio is a 3rd year RA. He comes to you and explains some concerns he has with one of his female residents, Mariah. Julio is openly gay and says that his resident knows this about him, yet still asks him on dates and tells his friends inappropriate sexual things she would like to “do to him.” When he’s told her he’s gay, Mariah only responds, “I’ll turn you straight!”



Vignette #1

This is a violation because Mariah is making unwanted sexual advances and comments toward Julio, including stating that she will turn him straight.



Vignette #2

Adrianna is a first year resident. She asks to meet with you in person, later this afternoon. When asked to meet sooner, she says she needs time before she comes to chat with you. An hour goes by and the student confides in you that she's being sexually harassed by Ralph, a 2nd year resident. "He keeps touching my hair and telling me how 'sexy' my butt is after I've told him I don't like it." Adrianna reports that it's been going on for weeks. You noticed Adrianna and Ralph spending one-on-one time together earlier in the day and they seemed to be enjoying one another's company.



Vignette #2

This is a violation. Although Adrianna may seem to enjoy Ralph's company when they are together, this does not mean that she welcomes his sexual advances.



IMPORTANT/HELPFUL TIPS

- If you notice anything out of the ordinary, or if there is something that has you concerned or questioning the student's well-being, contact the Dean of Students office.
- Always offer a referral if you feel the student needs support - even if the student says they don't want/need help.
- It's helpful to keep in the back of your mind that students often don't know what they're dealing with and how to help themselves. They often don't even know whether or not their situation is dire. It's sometimes appropriate for me to help paint an accurate picture of the student's situation.



Sexual Assault Victim Advocacy and Resources

Confidential Resources

- Health Services – There is not a charge to see the college’s nurse. A health fee was included to connect with the telemedicine physician that is contracted with the college.

Officially Reporting

- Title IX Coordinator – can implement supportive measures & begin the investigative process of the reported assault.
- Dean of Students – can implement supportive measures & inform the Title IX Coordinator of the incident.
- Campus Police – can implement a Restraining Order & explain the Police investigation process.



ACKNOWLEDGEMENT

Please click [here](#) to acknowledge that you have viewed this presentation.

If you have any questions, please e-mail titleix@eastms.edu.

