

Title IX Student Training/Activities 2023-2024



Employee Training

Morgan Cullan
Title IX coordinator

Please scan the QR code to sign in
Question 3: Put “Title IX Training”

Employee Title IX Training

Morgan Cullan, Title IX coordinator

The content of this training contains sexually explicit hypothetical scenarios of sexual assault or conduct.

If you are struggling with this subject and would like a break, and/or would like to connect to a counselor please let me know.

Material presented is of a mature topic, maturity is expected!



Counseling Staff



Health Services



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Title IX Team



Morgan Cullan
Title IX Coordinator

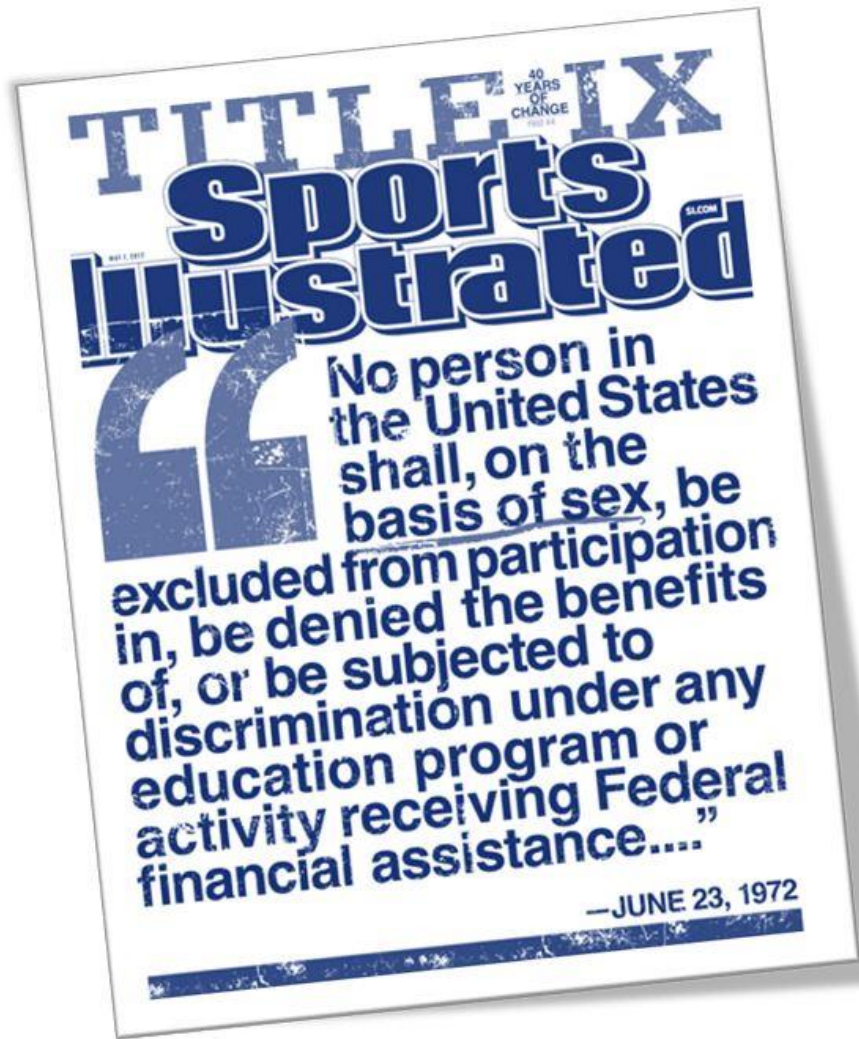


Nathan Favaloro
Title IX Designee



Rebecca Fernau
Title IX Designee

What is Title IX?



What Title IX is and is Not!

- We are not law enforcement!
- We are not the sex police!
- We are not attorneys!
- We look to see if policy was violated
- Ensure that everyone has an equal opportunity to an education
- Provide support equally to all parties
- Supportive measures
- Title IX Office CAN assist in contacting law enforcement.

If an emergency is suspected please contact 9-1-1

TITLE IX – What We Do!

Essential Compliance Elements

- Take immediate and appropriate steps to investigate what occurred
- Take prompt and effective action to:
 - STOP the harassment
 - PREVENT the recurrence
 - REMEDY the effects

Must be done regardless of whether the Complainant makes a formal complaint or asks the school to take action!



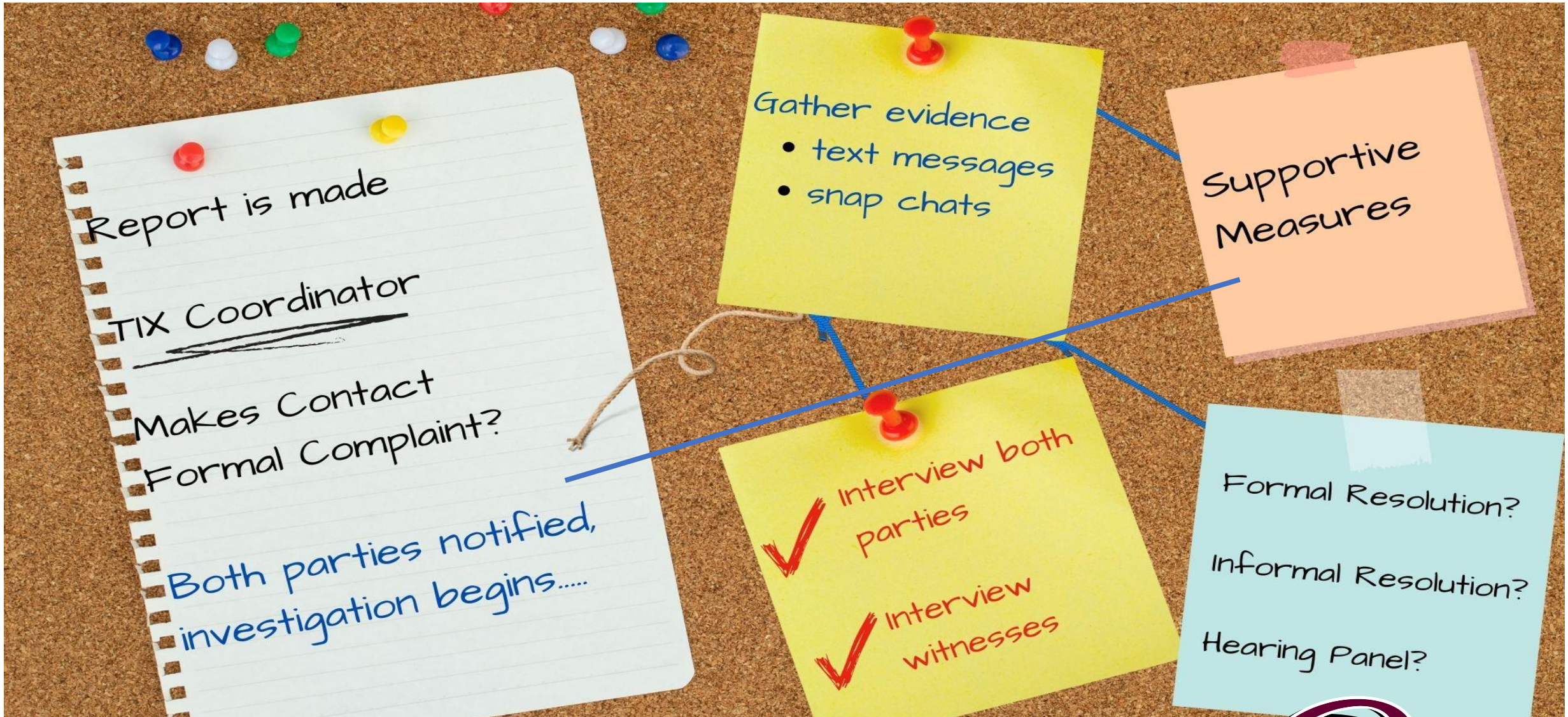
TITLE IX – Jurisdiction

- Occurs on-campus
- Parties are students
- Must meet specific definitions

What if it doesn't meet jurisdiction requirements?

We can still provide support and assistance!!!

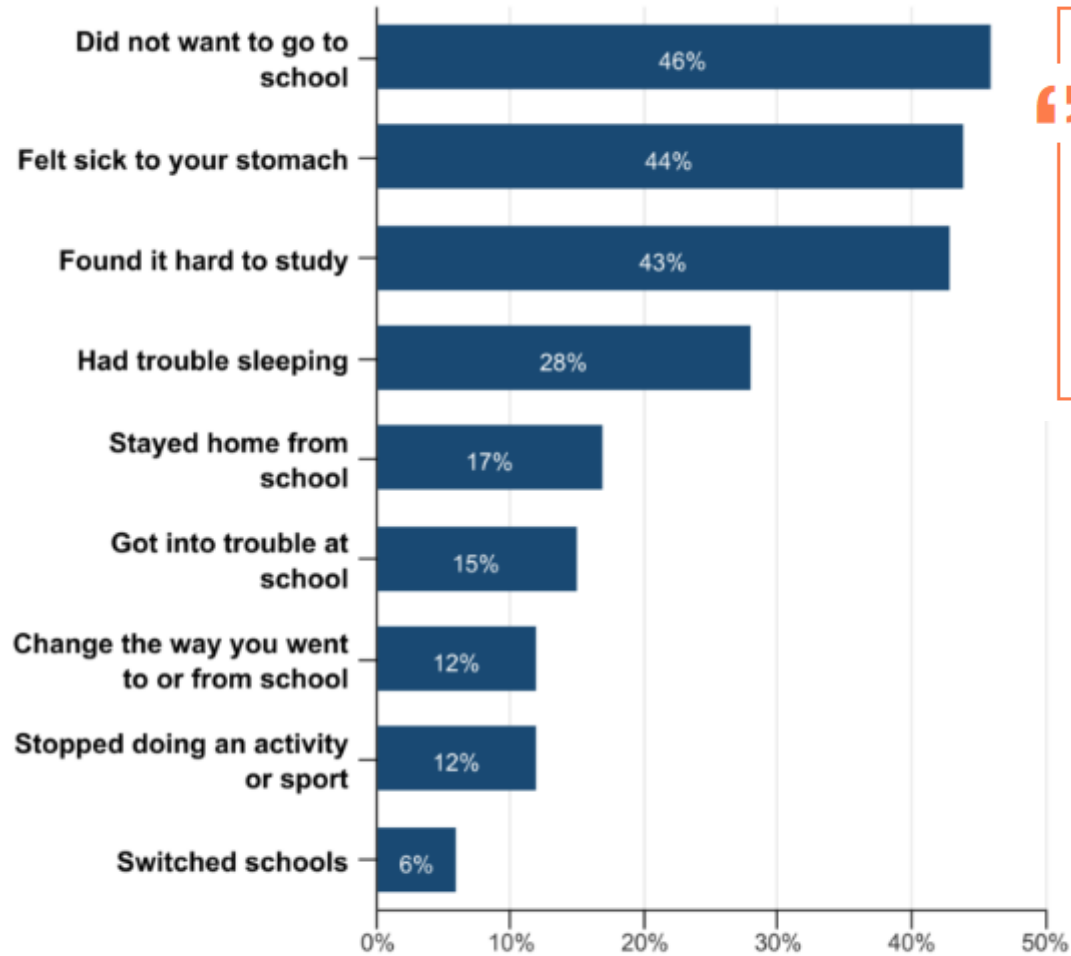
What is the process?



What is Sexual harassment?

- Unwelcome conduct of a sexual nature including sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature.
- The harassing conduct creates a hostile environment if the conduct is sufficiently serious that it interferes with or limits a student's ability to participate in or benefit from the schools program.

How is Sexual Harassment a Barrier to Educational Opportunities?



According to AAUW's 2010–11 Crossing the Line report, nearly half (48%) of the students surveyed experienced some form of sexual harassment and the majority of those students (87%) said it had a negative effect on them.

- PTSD
- Anxiety/Depression
- Missed Classes
- Lower Grades
- Social Withdrawal
- Drug and Alcohol Abuse

Data source: AAUW sexual harassment survey, 2011

Sexual Harassment



Examples of Sexual Harassment

- Physical acts of sexual assault
- Requests for sexual favors
- Making conditions of employment or advancement dependent on sexual favors
- Unwanted touching or physical contact
 - Massaging, hugging, groping, tickling, brushing up against, etc.
- Exposing oneself
- Unwanted sexually explicit photos, text messages, emails
- Repeatedly asking out someone who is not interested
- Asking questions about sex life, fantasies, etc.
- Following someone around continuously

College Response to Reports

Non-Disciplinary, Non-Punitive individualized services offered to ALL parties equally

Supportive Measures

- Mutual No Contact Order
- Changes to on campus living or working situations
- Referral to a Licensed Student Counselor
- Connect with other campus resources and services
- Academic Accommodations

What should I do if I am Sexually Harassed?

- Report it to Title IX
 - 24 hour hotline: 308-430-0980
 - Email titleixcoordinator@csc.edu
- Keep records
 - Document as much as possible (phone notes or on paper)
 - Dates, places, times, witnesses, nature of harassment
- Preserve any evidence
 - Text messages, Snapchats

Common question:
Should I report to the police?

What should I do if I am accused of Sexual Harassment







- Respond to Title IX outreach requests
- Reach out to Title IX
 - 24 hour hotline: 308-430-0980
 - Email: titleixcoordinator@csc.edu
- Keep records
 - Document as much as possible (phone notes or on paper)
 - Dates, places, times, witnesses, recollection
 - Preserve any evidence
 - Text Messages, Snapchats

Common question:
Should I get a lawyer?

How to file a report or find additional info ?



Anonymous Reporting Form

-  Campus Safety
-  Directory & Map
-  Employee Resources
-  Events
-  Human Resources
-  IT Help Desk
-  Library Resources
-  News
-  Policies
-  SANS Security Awareness
-  **Title IX Reporting/Resources**

Send Email to: tixcoordinator@csc.edu
Call 308-430-0980

Eagle360 Reporting Form

Alan Leroy Roman-Test



Expand All

Send Alert Student Update Record Contact Add Note Attach File Email Nutshell Export Search...

Actions	Text	Type	Author	Date	Last Comment
		All	All		

No data available in table

Actions	Text	Type	Author	Date	Last Comment
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Show 10 entries
Showing 0 to 0 of 0 entries

First Previous Next Last

TITLE IX: Sexual Misconduct Reporting Form



Goes to the Title IX Coordinator to be reviewed and managed

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Mandatory Reporter or Confidential Resource?

Mandatory Reporter

- ✓ President
 - ✓ Vice Presidents
 - ✓ Deans
 - ✓ Title IX Coordinator
 - ✓ Housing/Residence Life Staff
 - ✓ Coaches and Assistant Coaches
 - ✓ Campus Security Officers
 - ✓ Athletic Directors
- *Report information will be communicated to the Title IX Coordinator

Confidential Resource

- ✓ Licensed Student Counselors
 - ✓ Athletic Trainers
- *Can keep information they receive confidential and are not required to report information to the Title IX Coordinator (in most cases).

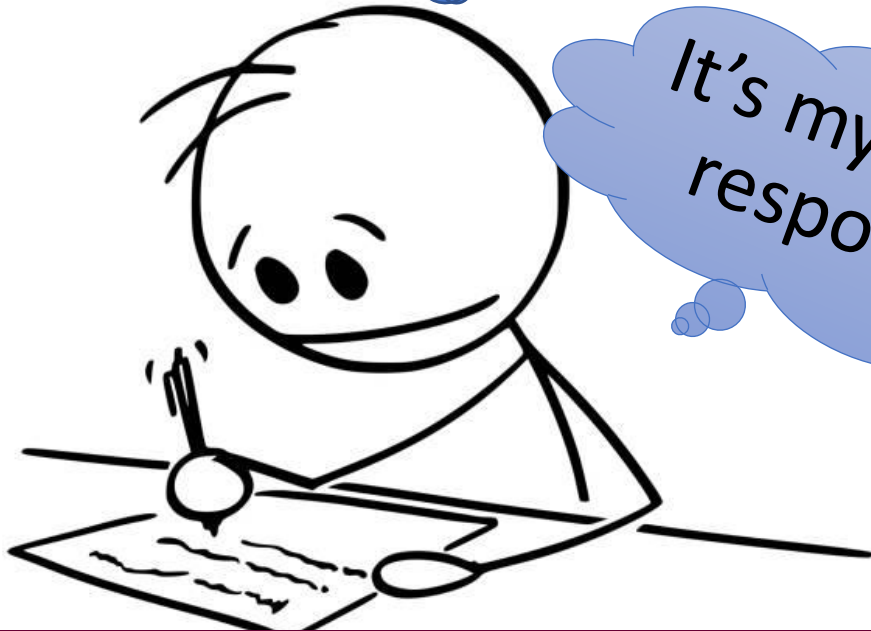
**Faculty is in
neither category!**

YOUR Role Includes:

Reporting is good, the students will be helped!

I don't need all the facts, its TIX's job to investigate

It's my duty, and responsibility



Listening

Supporting

Making the Report!!



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Stay Away From “Wait, stop, I am a Mandatory Reporter”

Retrain your brain

- I am a **responsible employee**.
- I am a resource
- I might not be the best person to help you, but I know who is and I can connect you.

Listen - Support - Report

- Confirm that they are safe
- Listen to the individual and to their information
 - They came to you, it is important that you make them feel heard
- Respond with compassion/empathy
 - “I am so sorry,” “I am here for you”

Coming Forward Can Be Difficult...

- Embarrassment and shame
- Self-blame
- Difficulty remembering details
- No one will believe them
- Fear of being socially ostracized
- Scared for safety
- Reporting might make it worse, feel forced to report
- Could make the accused angry
- Family might find out

Tips for Responding:

- Refrain from...
 - Making decisions for the individual
 - Defining or labeling what happened
 - Blaming the individual for what has happened to them
 - Remember, you are not their therapist
 - Don't promise any outcomes

Listen - Support - Report

- Clearly state “I am required to share this information with the Title IX Coordinator
 - They are not in trouble, Title IX is not scary
- Guide them to available resources

Do Not!

- Determining the truth or accuracy of a situation
- Probe for details
- Ask follow-up questions
- Conduct an investigation
- Determine fault
- Discuss situation with others...except for Title IX



Assumptions?...

- This story makes no sense? This didn't happen!
- They are shifting and not making eye contact, I've seen Law and Order enough times to know when someone is lying!
- I know this person, he/she is not a rapist!
- You are a guy so you can't be assaulted



Listen - Support - Report

- Call or email the Title IX Coordinator as soon as possible
- Submit a report
 - csc.edu/titleix
 - Eagles360
- Provide resources
- DO NOT WAIT...no exceptions!!

CONSENT



Consent

Hearing "yes"

Nonverbals like:

Participating in sexual activity

Head nodding yes

Pulling someone close

Not Consent

"NO"

"Maybe"

"I don't know"

"I don't want it anymore"

Threatened to say yes

silence

flirting

intoxicated

assuming they said yes

smiling or laughing

dressed a certain way



What Does Consent Look Like?

That feels
so good!

I want to

I like that

I like
it
when
you...

**STOP
AND
CHECK IN
WITH YOUR PARTNER.**



Consent is Ongoing

Do you want to...?

Does that feel good?

Are you ok?

Should we stop?

CAN BE WITHDRAWN



AT ANY TIME!



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Read the Room!

Body language can be a giveaway

- Silent?
- Turning away from you?
- Lying still, not participating?
- Do they seem uncomfortable?

Unsure?



Pause & Listen



**Defenses, Assumptions,
& Emotions**



Acknowledge and Ask



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Intoxication vs Incapacitation



- Mildly Slurred Speech
- Stumbling but walking unassisted
- Outrageous or unusual behavior
- Loud or quiet speech
- Decreased alertness
- Bloodshot eyes

- Incoherent Speech
- Inability to walk unassisted
- Passing out
- Throwing up
- Unresponsive
- Blackout
- Incontinence

Upstander ~~Bystander~~ Intervention

- Stand-up not by!
- Notice the event
- Interpret it as a problem
- If not you, then who?



Upstander Intervention

- Know how to help
 - **Make sure it is safe for you to do so!**
 - Assess your surroundings
 - If the situation is dangerous call for help
- Take Action
 - Delay - Don't leave. Be that awkward third wheel. If you remain at the scene, less likely the perpetrator is going to do anything.



Upstander Intervention

- If you know the harasser, tell the person that it is wrong.
 - “They are too drunk and lets do the right thing and get them home safe”
 - Ask them to stop
- Distract!
 - Drunks like shiny objects....



Relationships in College

- Student to student
- Faculty member to faculty member
- Faculty member to student
- Supervisor to subordinate
- Staff to Staff
- Staff to Student
- Coach to student-athlete

These acts may be committed by a stranger, an acquaintance, or someone with whom the victim has a social romantic or intimate relationship.

Prohibited relationship by an individual with authority

1.2. The Board does prohibit consensual relationships (romantic or sexual) where a power differential exists.

2. Power Differentials

2.1. Examples of power differentials include, but are not limited to:

A supervisor and an employee;
A faculty member and a student;
An advisor and a student; and
A coach and an athlete.

1.2 A power differential exists when one (1) party has influence or control over the other party's:

Employment; Grades; Degrees;
Evaluations; Promotions; Tenure;
Scholarships; or Awards.

- Taken from Chadron State College (NSCS) policy #5019 (consensual relationships)



Thank you for your time

Questions?

24 Hour Title IX Phone: 308-430-0980

Email: titleixcoordinator@csc.edu

Office: Crites Hall 336

Phone: 308-432-7020

Campus Security: 308-432-6037

CSC Safety Escort: 308-360-1887