

Title IX for Mandatory Reporters

Megan Northrup, Title IX Coordinator



What is Title IX?

A Federal Law

Prohibits Sex Discrimination

Eliminates Barriers to Educational Opportunities

Caused by Sex Discrimination



 How is Sexual Harassment a Barrier to Educational Opportunities?

Sexual harassment can cause:

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

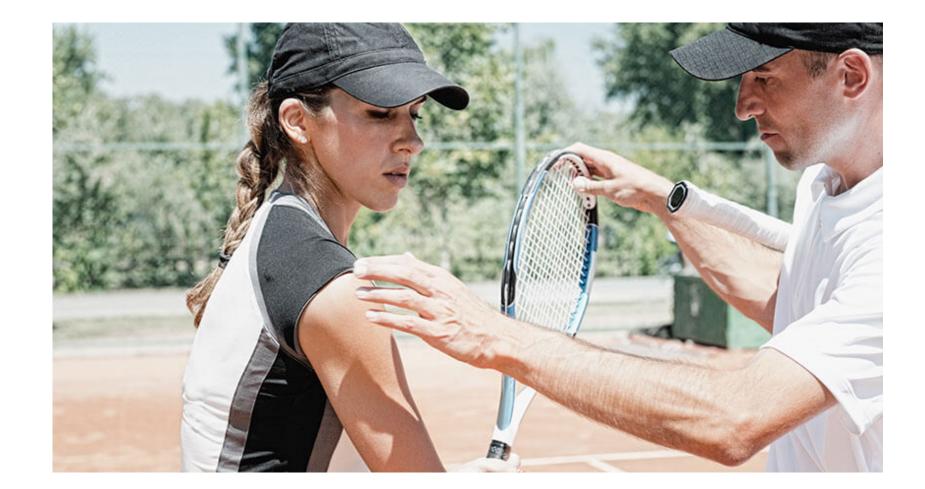


What is Sexual Harassment?



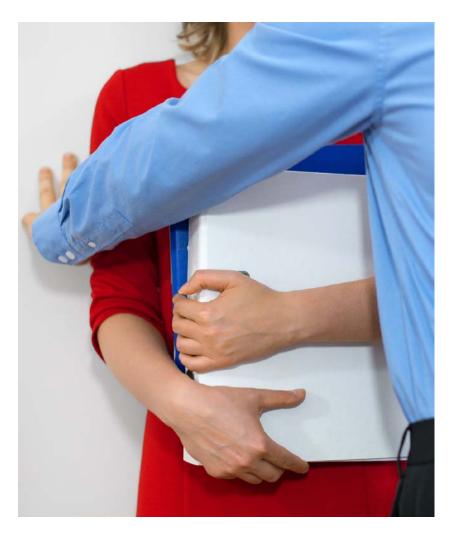


QUID PRO QUO





SEVERE, PERVASIVE UNWELCOME CONDUCT



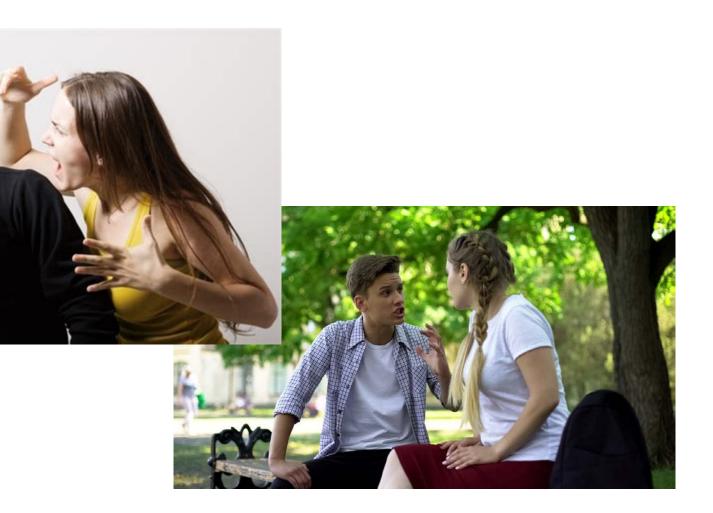


SEXUAL ASSAULT





DATING VIOLENCE





DOMESTIC VIOLENCE





STALKING







I'M A MANDATORY REPORTER – WHAT'S MY ROLE?



YOUR Responsibilities

Listen

Support

Make the Report



Listen

- -Listen to the individual and to their information
- Refrain from...
 - Making decisions for the individual
 - Defining or labeling what happened
 - Blaming the individual for what has happened to them



Tips for Responding

- Listen without judging
- Remember you are not their therapist
- Connect the individual with resources
- Don't promise an outcome
- Remember, this is their experience, not yours
- Don't engage in victim-blaming
- Clearly state "I am required to share this information with the Title IX Coordinator"



Check Your Assumptions at the Door

- -The story makes no sense
- -I know this person, he/she is no rapist
- I could tell they were making up the whole story just by the way they were acting
- -You are a guy so you can't be assaulted



Make the Report

Call or email the Title IX Coordinator as soon as possible, but no later than 24 hours after you receive the information No Exceptions!



CSC's Title IX Coordinator

Title IX Coordinator Crites Building, Room 341 Phone:(308) 430-0980 Email: titleixcoordinator@csc.edu

Mandatory Reporter or Confidential Resource? What is the Difference?

Mandatory Reporter

- ✓ President
- ✓ Vice Presidents
- ✓ Deans

Faculty is in neither category!

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

Licensed Student Counselors

✓ Athletic Trainers

Confidential Resource

*Can keep information they receive confidential and are not required to report information to the Title IX Coordinator (in most cases).



Licensed Student Counselors









College Response to Report of Sexual Harassment

- 1. Respond
- 2. Take action to end the discrimination
- 3. Remedy its effects (for an impacted individual and/or for the campus community)
- 4. Prevent its reoccurrence



College Response to Reports & Formal Complaints

• Supportive Measures

- 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
 - Accommodations, resources, and services are available to <u>both</u> the Complainant and the Respondent



Anne DeMersseman Associate VP Human Resources Human Resources



Title IX Designees

Deena Kennell Director for Internships & Career Services



Dr. Josh Ellis Professor for Applied Sciences & FCS





Questions?

Are there other things you would like to see covered?