



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?

Sexual Harassment

Aggression Advances Health Effects Effects Illegal Juridictions Jokes Unwanted Victims Discrimination Physical Conduct Physical Conduct Request
Stress Inappropriate Remarks Unwanted Advances
Physical Conduct Women Discrimination Aggression Effects Unwanted Request Aggression Inappropriate Promise Women
Unwanted Domestic Violence Remarks Request Intimidations Effects Juridictions
Jokes Unwanted Domestic Violence Victims Illegal Remarks Request Intimidations Verbal Conduct Verbal Conduct Advances
Effects Dignity Jokes Victims Intimidations Verbal Conduct Verbal Conduct Advances
Women Psychological Stress Unwanted Intimidations Dignity Dignity Women Advances Effects
Victims Domestic Violence Psychological Stress Unwanted Intimidations Dignity Dignity Women Advances Effects
Discrimination Psychological Stress Unwanted Intimidations Dignity Dignity Women Advances Effects
Victims Advances Victims Intimidations Health Effects Request Health Effects Psychological Remarks
Victims Inappropriate Promise Juridictions Health Effects Request Health Effects Psychological Remarks
Psychological Juridictions Inappropriate Promise Stress Aggression Health Effects Request Remarks Verbal Conduct
Victims Juridictions Inappropriate Promise Stress Aggression Health Effects Request Remarks Verbal Conduct



QUID PRO
QUO





SEVERE,
PERVASIVE
UNWELCOME
CONDUCT





SEXUAL ASSAULT





DATING VIOLENCE





DOMESTIC VIOLENCE





STALKING



consent

document form



technology
diagnosis clinical
permitted professional physician
breast
prescription
concept
filling
content details surgery website
insurance identification
surgical rehabilitation
paperwork
health
authority digital legal
person
data
informed
medical
healthcare
permission approval
doctor questionnaire
computer together information
research consulting database
requirement therapy
guidance medicine
personnel workplace
authorization businessman
register tablet
social
diagnostic endorsement
notebook clearance internet
hospital license application office
profession



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
- ✓ Title IX Coordinator
- ✓ Housing/Residence Life Staff
- ✓ Coaches and Assistant Coaches
- ✓ Campus Security Officers

*Report information will be communicated to the Title IX Coordinator

Faculty is in neither category!

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).



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 both the Complainant and the Respondent



Title IX Designees

Anne DeMersseman

Associate VP Human Resources
Human Resources



Deena Kennell

Director for Internships &
Career Services



Dr. Josh Ellis

Professor for Applied
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Questions?

**Are there other things you would like to
see covered?**