

LISTEN.SUPPORT.REPORT:

The Fundamentals of Title IX and VI for Faculty and Staff

Presented by:

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Monmouth
COLLEGE®

Where it all began...

Title IX of the Education Amendments of 1972:

“No person in the United States shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

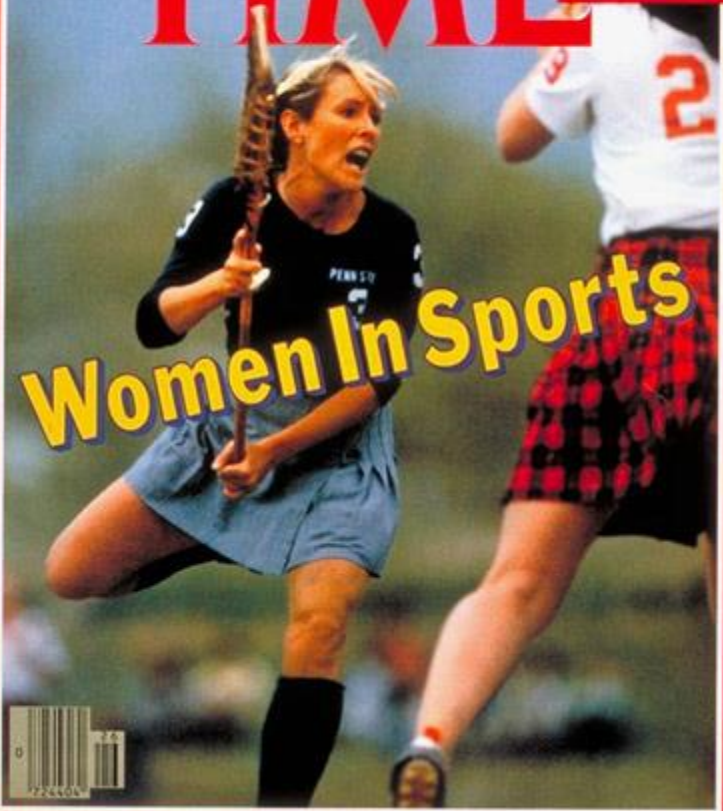
JUNE 26, 1978

\$1.00

TIME

Moscow vs. Washington
The Spy War

Women In Sports



Discrimination on campus according to Title IX and Title VI

- Unequal opportunities
- Disparate pay
- Sexual violence
- Dating/domestic violence
- Inappropriate touching
- Harassment-includes verbal situations and attempted or completed sexual assault
- Stalking
- Targeted harassment based on a protected class or status

What should be reported

Stalking

Sexual assault/fondling

Domestic/dating violence

Harassment

Discrimination based on a protected class or status

Things to remember:

- 3rd party reports-updates
- Harassment must be unwanted conduct that is repeated and/or severe
- A student/employee complainant does not HAVE to speak to Title IX/VI
- It is not against the law or our policy to be uncivil

So how are we educating the campus?

- Consent-Healthy Communication
- Alcohol abuse
- Dating Violence Prevention
- Stalking
- Understanding Gender Discrimination
- Online Training
- Programming through Halls and Student Organizations

CCOW

Consent

Clear

Coherent

Ongoing

Willing

Micro-agressions and implicit bias



- Remember that language is very powerful
- Respect others at all times
- Be aware of microaggressions-what are they?
- Have open and honest conversations
- Educate yourself
- Consider others' perspectives

Policy and investigative procedures

- ▶ Provide a discrimination and harassment free workplace
- ▶ No assumption of “guilt” before an investigation, but we have to look into every allegation
- ▶ Uses the preponderance of evidence
- ▶ EQUITY

WHAT TO DO IF A REPORT COMES TO YOU

LISTEN

- Ask if they are okay
- Make sure they are safe
- Avoid asking for details

SUPPORT

- Offer assistance in contacting police, getting medical care
- Tell the person they can speak to a confidential advisor-counselor or WIRC Victim Advocates
- Tell the person you must report to the Title IX Coordinator but they do not have to talk to anyone if that is their choice

REPORT

- Call (309)457-2114 during office hours
- Email TITLEIX@monmouthcollege.edu
- [Online reporting form](#)

- No punitive action can be taken pending an investigation
- REMEMBER: The entire process should be driven by what the reporter wishes to happen

Scenario 1

Sarah and Michael frequently travel together for a student organization. They consider themselves friends and talk openly with each other. One day, Michael asked Sarah if she wanted to go to the movies that night. Sarah said yes.

During the movie, Sarah put her head on Michael's shoulder and began rubbing his inner thigh with her hand. Michael grabbed her hand and told her to stop. Michael got up to leave. Sarah asked why he was so upset.

Does this constitute sexual harassment or assault?

Joe is an employee at a college. He is active on social media, including Snapchat, Instagram, Twitter, and YouTube. One evening, he sees there is an argument erupting on Twitter about gun safety. A student (the person is known to Joe) is arguing with another student about school shootings and gun control. The first student writes, “No surprise that you are pro-gun since you rape people on campus, including me.”

What is required of Joe? How can he handle the situation?

3

One day, an employee reveals to Allie, a coworker, that their intimate partner hit them last night. When Allie asks more questions, the coworker says they don't want Allie to report anything.

What does Allie need to do?

Mandated reporting responsibilities

- ▶ All College employees are mandated reporters under the Illinois Abused and Neglected Children's Reporting Act.
- ▶ Title IX Coordinator **MUST** report to DCFS/police in regards to children under 17.
- ▶ You are considered a **MANDATED REPORTER/RESPONSIBLE EMPLOYEE**
- ▶ All College employees are responsible employees as well.
- ▶ Building an environment of "I care so I report."
- ▶ All instances of discrimination, harassment, stalking, and retaliation **MUST be reported.**
- ▶ If not reported, situations become liability issues for the College and you.
- ▶ Call 309-457-2114 during business hours or email TITLEIX@monmouthcollege.edu.

What happens in an investigation?

- Preliminary inquiry
- **OFFER RESOURCES**
- **Amnesty** from alcohol and drug violations
- Formal or informal resolution
- Legal vs Title IX
- Interim supportive measures
- Investigators
- Witnesses and evidence
- **No contact order vs Order of protection**
- Rights of complainant and respondent
- Length of investigation
- Preponderance of evidence
- Findings and sanctions
- Appeal
- **EQUITY**-no assumption of violation
- In your file?



Local

- Campus Safety (309)457-3456
- Counseling Center (309)457-2114
- WIRC Victim Services (309)837-5555
- Illinois Domestic Violence Hotline at 877-863-6338

National

- Loveisrespect.org
- The National Domestic Violence Hotline at 1-800-799-SAFE
- RAINN.org
- JoinOneLove.org
- Text “Home” to 741-741
- The Trevor Project 1-866-488-7386

In summary...

LISTEN.SUPPORT.REPORT.

Mandated reporting

Challenges

RESOURCES

**Questions
&
Answers**