Title IX Training

New Employee Orientation 2019
Objectives

• Overview of Title IX of the Education Amendments of 1972
• Sexual misconduct policy
• Our responsibility
• Suggested approach
• Questions
What is Title IX?
Title IX of the Education Amendments of 1972 states: “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.”
Common Terms

• Reporting Party
• Complainant
• Respondent
• Fact Finding
• Investigation
What is Sexual Misconduct?

- **Sexual Misconduct** includes, but is not limited to, the following prohibited behaviors:
  - Sexual Assault
  - Sexual Exploitation
  - Sexual Harassment
  - Relationship Violence
    - Dating Violence
    - Domestic Violence
  - Stalking
Our Responsibilities

• **FEDERAL LAW**

  ▪ There are four federal laws which require employees of colleges and university to report certain types of crimes and incidents, especially sexual misconduct. The Clery Act, Title VII, the Violence Against Women Act, and Title IX have different purposes, but are largely intended to protect against criminal and discriminatory behavior. As a general rule, faculty and staff are **responsible employees** and are **expected to report incidents of sexual misconduct that they witness or are advised to have occurred**.
The Policy Essentials

• Stop the issue.
• Remedy the effects.
• Prevent the reoccurrence.
What We Provide

• **Resources**
  - If a student needs information on counseling, health, or related services, our staff can provide warm referrals to both on- and off-campus providers.

• **Interim Measures**
  - If a student needs a change in their housing assignment, a No-Contact Order with another Millersville affiliate, or other accommodations related to their Title IX concern, we are able to assist with those processes.

• **Reporting**
  - If a student wants to file a formal complaint with the University, MUPD or another Police department, the Title IX office can walk them through the options available and provide contacts with appropriate offices.
Collaboration

• **Anonymous Reporting**
  - Anonymous reports of sex or gender-based discriminations may be submitted through our website.

• **Report to the Police**
  - Every individual reporting sexual misconduct to the University, also has the option to report to the Millersville University Police Department or the local police department; who to report to is contingent upon jurisdiction. It is the reporting party’s decision to participate in the University process, a criminal process, both or neither.

*Essentially we want individuals to choose any office with whom they feel most comfortable, we are here to help them navigate their options and provide them with resources.*
Listen

• Listen openly and be supportive.
• Refrain from judgmental questions.
• Try not to allow your biases affect how you perceive the individual.
• Encourage the person to seek support services.
• There are confidential and non-confidential campus and community options.
• If the person is in immediate danger, offer to assist in calling 911.
Support

• What you can say:
  ▪ I am sorry this happened to you.
  ▪ I am here for you.
  ▪ Thank you for trusting me with this information.
  ▪ Can I help connect to resources?
  ▪ Your well-being is my priority.
  ▪ Healing is a process.
  ▪ I am here to make the process easier, not harder.
Report

• All faculty and staff members who do not work within The Center for Counseling & Human Development or Health Services are responsible employees and are expected to report incidents of sexual misconduct that they witness or are advised to have occurred.

• Title IX requires all responsible employees “who know or reasonably know of possible sexual harassment or sexual violence” to report the information to the Title IX Coordinator or one of the Deputy Title IX Coordinators.
Scenario

• An individual approaches you because they feel that they may be experiencing sexual harassment at Millersville University.
  ▪ How do you respond if this is a student?
  ▪ How do you respond if this is an employee?
  ▪ What can you say?
  ▪ What are the next steps?
Scenario Continued

- **Employee:** I am very sorry to hear that you are going through this and I want to listen and get you to the right place so we can make sure you get the support and help you need.

- **Employee:** Before we have any further dialogue, however, I want to be upfront with you about my legal obligations. If what you are about to tell me has something to do with your health and safety, a sexual assault for example, I will be obligated to contact our Title IX Coordinator, Elizabeth Swantek who is trained on how to provide options, resources, and your rights in these matters. Please know, however, that once I inform this individual they will do their best to protect your confidentiality and will be able to do so in many of the cases, but more importantly they want to empower you to choose how to proceed.

- **Complainant:** Can I think about this?

- **Employee:** Of course you may. Let me give you the contact information for our campus counselors. I will pass along your information and the nature of the incident along to the Title IX Coordinator so that they can reach out to you as well.
How is a Complaint Handled?

Specifically for:
- a student or
- an employee.

- The Title IX Coordinator or a Deputy Title IX Coordinator should be notified immediately.

- Meeting with complainant:
  - Formal process
  - Informal process
QUESTIONS?