

# TITLE IX STUDENT TRAINING

# LEARNING OBJECTIVES

- What is Title IX?
- What is sexual harassment, gender-based harassment, sexual violence, dating/intimate partner violence, and stalking?
- How can you help prevent sexual harassment and sexual violence?
- What are SWCC's policies and procedures?
- How can I report an incident?
- What resources are available?

# TITLE IX 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."*

Title IX of the Education Amendments of 1972  
Implementing Regulations at:  
20 U.S.C. § 1681 & 34 C.F.R. Part 106

# 9 THINGS TO KNOW ABOUT TITLE IX



<https://youtu.be/lFAsgfegJsl>

# LAWS AND REGULATIONS

- Title IX (1972): Federal law that prohibits sex discrimination in educational institutions.
- The Jeanne Clery Act (1998): Required colleges and universities in the United States to disclose information regarding crime on and around campus.
- Dear Colleague Letter (2011): Provides Office of Civil Rights guidance regarding concerns that arise in sexual violence cases.

# LAWS AND REGULATIONS, (CONTINUED)

- VAWA (2013): The Violence Against Women Act, aimed at improving how colleges address sexual violence; imposes obligations to revise policies and practices.
- SaVE Act (2014): Part of VAWA amendments, made changes to the Jeanne Clery Act; requires colleges to report additional sexually violent crimes.

# NEW AGE TRAINING'S COMMITMENT



- New Age Training's policies prohibit sexual harassment and sexual violence of any kind.
- We are committed to promoting a safe and secure academic environment for all members of our campus community.
- All students, faculty, staff, and visitors are expected to maintain a working and learning environment free from harassment and discrimination.
- Sexual harassment, a form of sex discrimination, is illegal under federal, and state laws and will not be tolerated at New Age Training.





# SEXUAL VIOLENCE ON CAMPUS

IN NUMBERS

- 1 in 5 college women are victims of sexual violence.
- 1 in 7 college men are victims of sexual violence.
- 90% of victims know their perpetrator.
- Crime statistics can be unreliable as many acts of sexual violence go unreported.
- About 68% of sexual assaults are not reported to the police.

# SEXUAL HARASSMENT



# WHAT IS SEXUAL HARASSMENT?



Sexual harassment is *unwelcome* conduct of a sexual nature that is sufficiently serious to adversely affect your ability to participate in or benefit from an educational program. It includes *unwelcome* sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature.

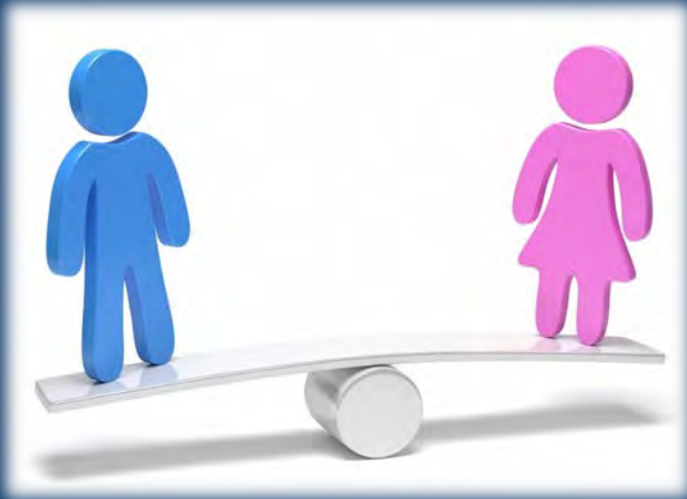
# TYPES OF SEXUAL HARASSMENT

- Gender-based Harassment
- Sexual Violence
- Domestic/Intimate Partner/ Dating Violence
- Stalking

# GENDER-BASED HARASSMENT

## *Gender-Based Harassment is:*

- Nonsexual, unwelcome conduct based on the student's actual or perceived sex (gender). This includes conduct based on gender identity, gender expression, and nonconformity with gender stereotypes that is serious enough to adversely affect your ability to participate in or benefit from an educational program.



# SEXUAL HARASSMENT

Sexual Harassment Prevention at School

Sexual Harassment  
Prevention

[https://www.youtube.com/watch?v=uoZj-lk\\_Eo8](https://www.youtube.com/watch?v=uoZj-lk_Eo8)

# SEXUAL VIOLENCE

- Sexual Violence is intentional physical sexual abuse committed against a person's will or consent. Sexual violence includes rape, sexual assault, and sexual battery.

# DOMESTIC/INTIMATE PARTNER/DATING VIOLENCE

- Domestic Violence is force or threat that results in injury (physically and/or psychologically);
- The act is committed by a person such as a family member, spouse, or household member;
- It can include a current or former spouse;
- It can include a person which the victim is cohabitating or has cohabitated;
- It can include someone that you are dating or had been dating.



# DOMESTIC/INTIMATE PARTNER/DATING VIOLENCE



<https://www.youtube.com/watch?v=vK3RhRwMwlg>

# STALKING

- Stalking occurs when someone, *on more than one occasion*, engages in conduct directed at another person with the intent to place, or knows or reasonably should know that the conduct places that person in reasonable fear of death, assault, or bodily injury to that person.

# STALKING



<https://www.youtube.com/watch?v=RxMv3RuR5A8>

# THE ROLE OF ALCOHOL AND DRUGS IN SEXUAL VIOLENCE

- The use of alcohol under the age of 21 is against the law in most states.
- Alcohol and drug use can cloud your judgement and cause you to make decisions you would not make if you were sober.
- The use of alcohol and/or drugs can effect your ability to fend off unwelcome sexual misconduct and may not allow you to give consent.
- Being intoxicated **does not** give someone permission to do something without your consent.

# BYSTANDER INTERVENTION

Bystander Intervention is developing the awareness, skills, and courage needed to intervene in a situation when another individual needs help. Bystander intervention allows individuals to send a powerful message about what is and is not acceptable behavior in our campus community.

# THE THREE "D'S" TO BYSTANDER INTERVENTION

- 1. *Direct*** – Directly intervening, in the moment, to prevent a problem situation from happening.
- 2. *Delegate*** – Seek help from another individual such as police or campus official.
- 3. *Distract*** – Interrupting the situation without directly confronting the offender.

# BYSTANDER INTERVENTION: HOW YOU CAN PREVENT SEXUAL ASSAULT



<https://www.youtube.com/watch?v=ZcRWX4ytwy8>

# TITLE IX REPORTING



# TITLE IX @ NEW AGE TRAINING:

- Investigations must be thorough, reliable and impartial.
- The process must be prompt, effective, and equitable.
- The remedies should end discrimination, prevent recurrence, and remedy effects upon the victim and community.

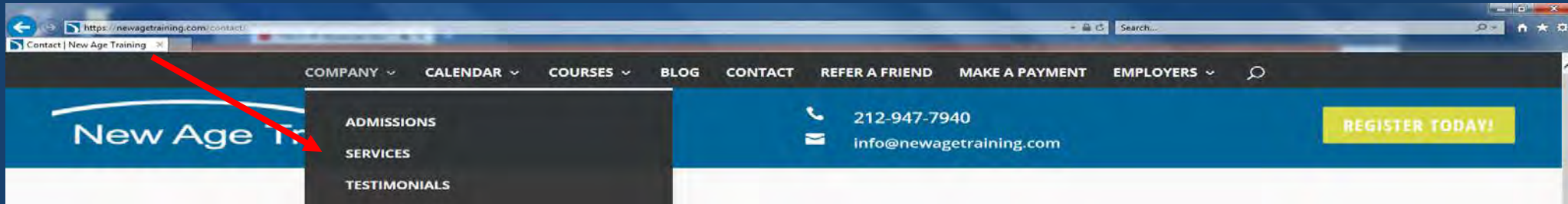
# NEW AGE TRAINING RESPONSIBILITIES

When an individual makes a complaint or when any Employee of the college learns of possible sexual misconduct, the college must immediately:

- INVESTIGATE,
- Take appropriate steps to end the misconduct,
- Eliminate the effects of the misconduct and,
- Prevent the harassment from recurring and.
- Faculty and staff who receive complaints of sexual harassment or sexual violence are **OBLIGATED** to report complaints to the Title IX Coordinator.



# TITLE IX REPORTING



- ✓ You can report an incident by visiting the New Age Training homepage (<http://newagettraining.com>)
- ✓ New Age Training Title IX Coordinator is:  
Howard Callman, Program Coordinator
- ✓ After hours, students can be referred to the Campus Police Department to be connected to other community resources. New Age Training also has a community resources guide available.

# TITLE IX REPORTING



The purpose of reporting is to:

- Prevent further incidents from occurring,
- Promptly address reported issues, and
- Limit the effects of harassment on the educational environment.



# SCOPE OF COVERAGE

## What types of incidents are we obligated to report?

We have an obligation to respond to sexual harassment claims made, including when the incident occurs off-campus and outside the campus/district's educational programs or activities:

- If a student files a complaint regarding off-campus conduct, it is our responsibility to process the complaint following defined procedures.
- If the ongoing effects on-campus and off-campus or the sexual harassment create and/or contribute to a hostile environment (e.g. bullying, taunting, threats, etc.), then our responsibility is to address the hostile environment as if it were an on-campus incident.



# CONFIDENTIALITY

- All employees of New Age Training have a duty to report any incident of sexual harassment to the Title IX Coordinator.
- However, the employee will limit their report to only those individuals with a 'need to know.'
- If you request that your identity remain confidential, the Title IX Coordinator will try to honor that request if possible. Remember that this may limit the effectiveness of the investigation.

# RETALIATION

**Under Title IX, it is unlawful to retaliate against an individual who has:**

- Made a complaint of sexual harassment.
- Participated in the investigation of such a complaint (i.e. testifying as a witness, providing proof, etc.); or
- Opposed conduct that is reasonably believed to violate Title IX.



# WHAT ARE ACCOMMODATIONS?

Some examples include:

- Classroom adjustments or changes
- Academic support (tutoring, mentoring, flexible assignment due dates, allowing the student to make up coursework).
- Allowing the student to retake a course and/or withdraw without penalty.
- Escort by campus police.
- Referral to counseling services.
- Protective/no contact orders.





# RESOURCES

# NEW AGE TRAINING RESOURCES

- Title IX Coordinator: Howard Callman
  - 8<sup>th</sup> floor, Room 811
- Retention Coordinator: Johnny Soto
  - 8<sup>th</sup> floor, Room 809
- School Director: Dominic Sheppard
  - 8<sup>th</sup> floor, Room 812

# NATIONAL RESOURCES

**US Department of Education**

**Office of Civil Rights**

800-421-3481

**[Notalone.gov](http://Notalone.gov)**

**[Knowyourix.org](http://Knowyourix.org)**

**[Rainn.org](http://Rainn.org)**

**National Sexual Assault Hotline**

800-656-HOPE

# SAY SOMETHING!

