

Title IX & Sexual Harassment Prevention Training

Presented by:

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Vice President of HR

Title IX Coordinator

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Definition –
*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 educational program or activity receiving federal financial assistance.”

IX

Brief History

- 2011 – Dear Colleague Letter
- 2017 - Dear Colleague Letter was withdrawn
- 2020 - Revised Title IX Regulations (current regulations):
 - Formal Complaint Process
 - Complainants & Respondents are entitled to an Advisor of their choosing (can be an attorney)
 - Live hearings where both parties can be questioned and an appeal process
- June 23, 2022 – Title IX Proposed Changes released for Public Comment
- March 23 – Anticipate revised regulations:
 - Expand protections for LGBTQ+
 - Reverse current regulations regarding survivors
 - Permit transgender College athletes to join sports teams aligned with their gender identity

Terms & Definitions:

- **Sexual Harassment:** Umbrella category including the offenses of sexual harassment, sexual assault, stalking, dating violence and domestic violence.
- **Complainant:** An individual who is alleged to be the victim of conduct that could constitute sexual harassment based on a protected class; or retaliation for engaging in a protected activity.
- **Respondent:** An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment, sexual exploitation or retaliation for engaging in a protected activity
- **Mandated Reporter:** An employee of the college who is obligated by policy to share knowledge, notice, and/or reports of harassment and/or retaliation with the Title IX Coordinator

Prohibited Conduct:

- Quid Pro Quo
- Sexual Assault
- Dating Violence
- Domestic Violence
- Stalking

RSC Title IX Team

- **Title IX Coordinator:** Andrea Goings, Vice President of Human Resources & Title IX Coordinator
- **Deputy Title IX Coordinator for Students:** Nicole Dittman, Senior Director of Student Success,
- **Deputy Title IX Coordinator for Employees:** Trisha Russell, Associate Executive Director, Human Resources
- **Primary Investigators:** Mark Mathews, Director of Safety & Security & Chad Massie, EMS Coordinator
- **Secondary Investigator:** Dr. Edwina Hatzetos, Assistant Professor of Accounting
- **Decision Makers:** Dr. Jeannette Passmore, Assistant Vice President for Student Affairs & Dr. Eric Mason-Guffey, Interim Vice President of Academic Affairs
- **Advisors:** Dr. Joseph Abbott, Chair of Humanities & Social Sciences & Patricia Hampshire, Chair, Public Services
- **Appeal Decision Makers:** Dr. Brendan Greaney, VP of Enrollment Management & Dr. Antoinette Baldin, Vice President of Workforce Development and Community Programming

Prevention – Your Role

- Be an Active Bystander
- Share concerns with Title IX Coordinator or Safety & Security



The Bystander Effect

“A social psychological phenomenon that refers to cases in which individuals do not offer any help to those in need when others are present”

Come Up with a Plan – Be an Active Bystander!

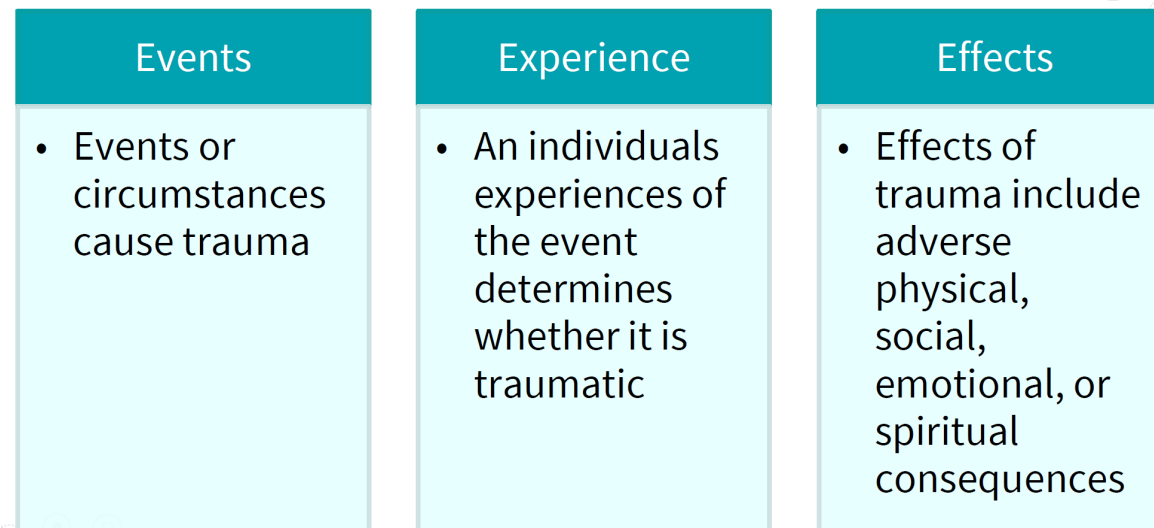
- **Direct** the aggressor to leave. Be bold.
- **Distract** the aggressor and deescalate the situation.
- **Delegate** others to call for help.



Trauma Informed Response

Trauma: An event or series of events that involves actual or threatened harm, that places **overwhelming demands on the body system** and results in the person experiencing intense fear or **helplessness**.

The 3 E's of Trauma:



Trauma Informed Response – Your Role

DO:

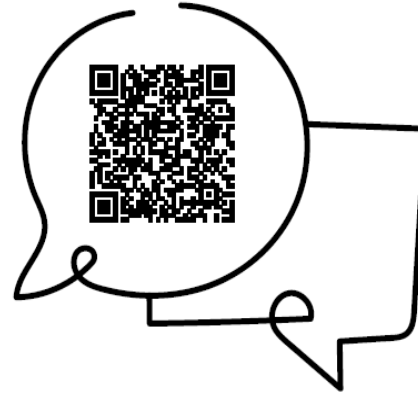
- ✓ Be transparent about reporting responsibility
- ✓ Assure the student of the privacy of the process and their rights to supportive measures
- ✓ Be supportive
- ✓ Be a bridge to resources
- ✓ Provide student with Title IX contact information
- ✓ Make an immediate report to the Title IX Coordinator

DON'T:

- × Consider validity
- × Ask inappropriate questions or try to understand what happened
- × Promote silence
- × Discourage reporting

Plan to Prevent & Respond to Campus Violence

ALIGN



*See Something
Say Something*

Need Help Now? Security - 419-995-8499



Title IX Training & Programs

Employees

- VectorSolutions Online Program upon hire
- VectorSolutions All Employees in 2023
- General Training during Fall Service Days & Adjunct Orientation
- Role specific training as needed

Students

- VectorSolutions Online Program upon first semester
- SDE: Sexual Assault Prevention

All

- Programming from the Office of Student Activities



Resources

Rhodes State College Website

- Overview of Title IX
- How to File a Report
- Title IX Team
- Community, State & National Resources
- Link to Policies & Procedures

Coordinated Community Response Team

- Andrea Goings, Vice President of HR & Title IX Coordinator
- Nicole Dittman, Senior Director of Student Success & Deputy Title IX Coordinator
- Mark Mathews, Director of Safety & Security
- Hanna Keller, Advisor
- Diane Haller, Program Coordinator, Human Services
- Crime Victims Service Campus Advocate

Title IX Coordinator & Deputy Coordinator Safety & Security

Crime Victims Services

Charla Lauth, Campus Sexual Assault
Survivor Advocate - 567-940-8272
or charlal@crimevictimservices.org



Thank you!

Questions?

Clery Act Reporting – Employee's Obligation

Mark Mathews, Director

Rhodes State College Safety and Security

- The “Clery Act” is named in memory of 19 year old Lehigh University freshman Jeanne Ann Clery who was raped and murdered while asleep in her residence hall room on April 5, 1986.
- Jeanne’s parents, Connie and Howard, discovered that students hadn’t been told about 38 violent crimes on the Lehigh campus in the three years before her murder. They joined with other campus crime victims and persuaded Congress to enact this law, which was originally known as the “Crime Awareness and Campus Security Act of 1990.”

- The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act is the landmark federal law, originally known as the Campus Security Act, which requires colleges and universities across the United States to disclose information about crime on and around their campuses.
- Because the law is tied to participation in federal student financial aid programs it applies to most institutions of higher education both public and private. It is enforced by the U.S. Department of Education.

Clery Act – Annual Security Report (ASR)

- The Annual Safety and Security Report is completed and provided by the **Rhodes State College Safety and Security Department** in compliance with the Jeanne Clery Act and the Violence Against Woman Reauthorization Act.
- ASR is due each year by October 1. No Exceptions
- The report informs the campus community about important procedures, policies, crime prevention programs, and other campus statistics. An email is sent each year to all current students and staff advising them that the report can be accessed on the Rhodes State College Website at: **<http://www.Rhodesstate.edu/security-safety>**. Hard copies of the report may be obtained from the Rhodes State College Safety and Security Department, Tech Lab140, or can be printed from the website. Prospective employees and students are afforded the same information at the time they obtain an application for employment or admission. Any person may have access to the report.

- Murder and Non-negligent Manslaughter
- Manslaughter by Negligence
- Sex Offenses
 - Rape
 - Fondling
 - Statutory Rape
 - Incest

- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson

Violence Against Women Reauthorization Act (VAWA)

- Dating Violence
- Domestic violence
- Stalking

- Arrest
 - Illegal Weapons Possession
 - Drug Law Violations
 - Liquor Law Violations

- Disciplinary Referral
 - Same as reported in Arrest

In addition to Safety and Security Officers, other Campus Officials having “significant responsibility for student and campus activities” will be identified as “Campus Security Authorities” who must report annual campus crime statistics to Safety and Security.

As of 2020 Department of Education changed the CSA reporting mandates. Schools can now deem whomever they want to be CSAs

- Rhodes State College Clery Policy # 7.10
- Mandates that all RSC employees are mandatory reporters. Faculty and staff must report any Clery Crime that occur on campus that is reported to them or that they are aware of happening.
- Must make anyone aware who is reporting an incident to you that you are a mandatory reporter.
- Same rules apply to Title IX
- Two exceptions:

Pastoral Counselor

- An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor

- An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of his or her license or certification for such counseling.

- Although exempt from reporting Clery Act reportable crimes, the Clery encourages pastoral counselors and professional counselors; if and when they deem it appropriate, to inform the persons they are counseling of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. The counselors can refer the person to the security department or to the local law enforcement agency to report a crime.

- If any student, staff member or visitor to campus reports that they have been a victim of a crime that person should immediately, or as soon as possible report the crime to Safety and Security
- The person reporting the crime should be advised that there is an obligation to report.

- Rhodes State College Safety and Security
- Ohio State University Police – Law Enforcement agency with jurisdiction on campus.
- New online reporting – Security homepage

- If unsure of the location of the crime occurrence, on-campus or off-campus, contact one of the above. They will determine location and refer to the appropriate agency.

- Questions?????
- Always report, even if you're unsure what has actually occurred or where.
- Security: 419-995-8499 (24/7)
- OSUPD: 419-995-8410

RHO

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