

# Title IX & Sexual Prevention Training

Presented by:

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Executive Director of HR  
Title IX Coordinator



## Definition

*“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**

# *Overview of New Title IX Regulations*

# COMPLEX & CONTROVERSIAL!



# Key Elements

- Significant, legalistic, prescriptive and very due process heavy
- Mandated live hearings
- Parties and witnesses must attend hearing and submit to live, advisor-led cross-examination
  - Otherwise **all statements** submitted by absent party must be excluded
- Regulations do not require a Title IX investigation unless the institution receives **actual notice through a formal complaint**
- Prohibits conflict-of-interest or bias by coordinators, investigators, and decision-makers against parties generally or against an individual party
- Mandates training on appropriate investigation, hearing, evidence, credibility, bias, conflict of interest
- Sexual harassment definition changed

# RSC Response

- RSC has partnered with Sandra Schuster, Title IX Consultant
- Developed a new policy and procedure devoted to sex / gender harassment, discrimination and sexual misconduct to be in compliance with the new regulations as well as court ruling in the 6<sup>th</sup> Circuit
- Creation of RSC Title IX Team
- Online portal for annual training and tracking (students and employees)
- Enhanced Changing Campus Culture Plan
- Dedicated Title IX webpage for prevention & resources



# Policies & Procedures

## Student Code of Conduct

## Nondiscrimination

## Sexual Harassment, Discrimination & Sexual Misconduct

College Policy

**Student Code of Conduct, 4.01**  
Chapter 4: Student

**Responsible Office:** Student Affairs  
**Applies to:** Students  
**Approved:**

College Procedure

**Student Code of Conduct Procedure, 4.01a**  
Chapter 4: Student

**Policy:**  
Standards of student behavior at Rhodes State College educational process and promote an environment of both of others. The Rhodes State College Student Code of Conduct standards of student behavior and responsibility, prohibit provided to all students.

**Guidelines:**

- I. **Definitions:**
  - a. **Adviser:** A person (attorney or non-attorney) accused student during the hearing.
  - b. **Code:** The written regulations of the College Conduct and published department/unit at unit handbooks, syllabus).
  - c. **College:** Rhodes State College
  - d. **College Premises:** All lands, buildings, an leases, used or operated by Rhodes State
  - e. **Complaint:** A written statement, a Show reporting forms documenting an alleged violation or other published rules applicable to Rhodes
  - f. **Crime of Violence:** The offenses listed in Security Policy and Campus Crime Statistics manslaughter by negligence and non-negligent, incest and statutory rape), domestic robbery, aggravated assault, burglary, or violations, drug law violations, and illegal
  - g. **Panel:** A selected group of faculty, staff and Code of Conduct cases.
  - h. **Plagiarism:** Includes, but is not limited to, unintentional), by paraphrase or direct

**Academic Discipline Procedures**

- I. **Initiation of Academic Misconduct Allegations:**
  - a. Any member of the College community may file a complaint regarding an alleged academic Code violation to the course instructor, an administrator of the course, or the Vice President for Academic Affairs within thirty (30) calendar days of the alleged violation. The complaint must include factual information supporting the allegation.
  - b. Upon receipt of the complaint, course instructors shall conduct a preliminary investigation of the allegations included in the complaint. In the absence of sufficient substantive evidence, a complaint will be dismissed.
  - c. Should the instructor determine that sufficient substantive evidence exists to substantiate the allegations made in the complaint, disciplinary proceedings will be initiated.
- II. **Notification of Academic Misconduct Allegations:**
  - a. When a course instructor believes that a student has committed an act of academic misconduct, the course instructor shall schedule a private conference with the student at the earliest opportunity in order to provide the student with written notification of the allegations prior to any hearing on the charge.
  - b. During the conference the student and the course instructor shall fill out the "Academic Honesty Report," (available upon request through the Office of the Vice President for Academic Affairs). This Report shall serve as written notice to the student of the alleged violation and investigation. The Report also details the student's right to either an Administrative Hearing or Academic Integrity Panel Hearing for resolution of academic disciplinary action.
- III. **Resolution of Academic Disciplinary Actions:**

A student charged with alleged academic violations of the Code has the right to plead responsible for the allegations, and accept the disciplinary sanctions imposed after an Administrative Hearing with the course instructor, or request an Academic Integrity Panel Hearing for resolution of academic disciplinary actions. In either case, a registration hold will be placed on the student's Banner account record until the matter is resolved.

  - a. **Administrative Hearing Procedures**

A student who is charged with an alleged academic violation of the Code and who chooses to accept responsibility for the Code violation may request an administrative hearing for resolution of the academic disciplinary actions.

    - I. The student shall request in writing to have an administrative hearing as to appropriate disciplinary action by the course administrator/instructor. In such situations, the student shall be informed that he/she waives the right to an Academic Judicial Panel Hearing and its related procedural

College Policy

**Nondiscrimination Policy, 2.03**  
Chapter 2: Personnel

**Responsible Office:** Human Resources  
**Applies to:** Faculty, Staff and Students  
**Approved:**

College Procedure

**Non-Discrimination Grievance Procedure, 2.03(a)**  
Chapter 2: Personnel

**Policy:** James A. Rhodes State nondiscrimination in all its forms, practices, athletics, social program basis of race, national origin, ethnicity, gender, gender identity or manifestation, genetic information, sexual orientation, religion, age, marital status, disability, veteran status, or any other basis prohibited by the applicable federal, state, or local Executive Director of Human Resources Andrea Goings  
Executive Director, Human Resources  
Rhodes State College  
4240 Campus Drive - Public Service Building  
Lima, OH 45804  
419-995-8302  
Goings.A@Rhodes.State.Ohio.Edu

**Guidelines:**

- I. **Authority**
  - a. The Executive Director, Human Resources, or the college personnel who will provide the authority.
  - b. The Vice President for Academic Affairs, or the administration programs and placement.
  - c. The Executive Director, Human Resources, or the college personnel who will provide the authority.

**Purpose:**  
The purpose of these procedures is to provide a prompt and equitable resolution for complaints or reports of discrimination based upon race, color, sex (including pregnancy and parenting status), gender, gender identity or manifestation, genetic information, sexual orientation, religion, age, marital status, national origin, disability, veteran status, or any other basis prohibited by the Civil Rights Act of 1964, 504 of the Rehabilitation Act, Title II of the Americans with Disability Act, and applicable federal, state, or local laws and college policy. These procedures address all complaints or formal reports of alleged discrimination or harassment based on the above protected class categories. These procedures also address complaints or reports of retaliation against those who have opposed practices forbidden under this policy, those who have filed complaints or reports under this policy, and those who have testified or otherwise participated in enforcement of the policy.

Any person believing that they have been subjected to harassment on the basis of sex or gender or is subjected to sexual misconduct that includes sexual assault, dating or domestic violence or stalking, may file a complaint or formal report with the College pursuant to policy and procedures in College Policy 2.02 (Sex/Gender Harassment, Discrimination and Sexual Misconduct Policy). All sex/gender harassment or misconduct allegations will be addressed by the Title IX Coordinator and will be subject to the procedural guidelines set forth in College Policy 2.02.

- I. **College Complaints and Reporting:**

Complaints and third-party reports of discrimination, including Policy Violations under College Policy 2.02, should be made to the Executive Director of Human Resources/Title IX Coordinator, or to a designated Mandatory Reporter. The Title IX Coordinator is trained to help you and provide supportive measures you might need, to explain all reporting options, and to respond appropriately to conduct of concern. All instances of retaliation should be reported and will be addressed in the same manner. The contact information for the Title IX Coordinator is listed below.

Andrea Goings Executive Director, Human Resources Rhodes State College Public Service Building 223 Lima, OH 45804 419-995-8302	Trisha Russell Associate Executive Director Deputy Title IX Coordinator Rhodes State College Public Service Building 223 Lima, OH 45804 419-995-8383
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Complaints and reports should be made as soon as possible after an incident. The Title IX Coordinator coordinates and tracks all complaints and reports under this procedure.

There are several avenues available for submitting a complaint or report:

  - a. Leave a private voice message for the Title IX Coordinator;

College Policy

**Sexual Harassment, Discrimination, & Sexual Misconduct Policy, 2.02**  
Chapter 2: Personnel

**Responsible Office:** Human Resources  
**Applies to:** Faculty, Staff and Students  
**Approved:**

College Procedure

**Sexual Harassment, Discrimination & Sexual Misconduct Grievance Resolution Procedure, 2.02(a)**  
Chapter 2: Personnel

**Part I. Policy:**  
Rhodes State College well as other benefit discrimination, sexual civil rights laws and regulations and equity in all aspects policies and procedure allegation of sexual harassment or sexual misconduct, the equal dign parties in the grievance

**Guidelines:**

- I. **Non-Discrimination Grievance Resolution Process:**
  - a. Upon receipt of a notice or complaint to the Title IX Coordinator of an alleged violation of Policy 2.02 (Sexual Harassment, Discrimination & Sexual Misconduct), the Title IX Coordinator initiates a prompt initial assessment to determine the next steps the College needs to take.
  - The Title IX Coordinator will initiate at least one of three responses:
    - i. Offering supportive measures because the Complainant does not want to file a formal complaint; and/or
    - ii. An informal resolution (upon submission of a formal complaint); and/or
    - iii. A Formal Grievance Process including an investigation and a hearing (upon submission of a formal complaint).
- II. **Initial Assessment**

Following receipt of notice or a complaint of an alleged violation of this Policy, the Title IX Coordinator or designee engages in an initial assessment, typically within one to five business days. The steps in an initial assessment can include:

  - a. The Title IX Coordinator reaches out to the Complainant to offer supportive measures.
  - b. The Title IX Coordinator seeks to determine if the person impacted wishes to make a formal complaint, and will assist them to do so, if desired.
  - c. If they do not wish to do so, the Title IX Coordinator determines whether to initiate a complaint because a violence risk assessment indicates a compelling threat to health and/or safety.
  - d. The Title IX Coordinator works with the Complainant to determine whether the Complainant prefers a supportive and remedial response, an informal resolution option, or a formal investigation and grievance process.
  - e. If a formal complaint is made (requiring the signature of the Complainant), the Title IX Coordinator assesses its sufficiency and works with the Complainant to

**Grievance Resolution Process:**

- I. **Notice / Formal Resolution Process**
  - a. Upon receipt of a notice or complaint to the Title IX Coordinator of an alleged violation of Policy 2.02 (Sexual Harassment, Discrimination & Sexual Misconduct), the Title IX Coordinator initiates a prompt initial assessment to determine the next steps the College needs to take.
  - The Title IX Coordinator will initiate at least one of three responses:
    - i. Offering supportive measures because the Complainant does not want to file a formal complaint; and/or
    - ii. An informal resolution (upon submission of a formal complaint); and/or
    - iii. A Formal Grievance Process including an investigation and a hearing (upon submission of a formal complaint).
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# What is my role as a RSC employee?

- Be an Active Bystander
- Mandated Reporter
- Consider your response if someone confides in you:

## **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



# RSC Title IX Team

- Title IX Coordinator – Andrea Goings
- Deputy Title IX Coordinator – Trisha Russel & Nicole Buccalo
- Investigators – Mark Mathews & Chad Massie
- Decision Makers – Dr. Jeanette Passmore & Dr. Brendan Greaney
- Appeal Decision Makers – Dr. Rose Reinhart & Dr. Tonette Baldin
- Advisors – Dr. Joseph Abbott & Patty Hampshire
- Officials with Authority – Board of Trustees, President, Cabinet, HR, Deans & Chairs

# Annual Training

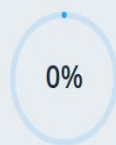
- Online platform
- Will be available by August 31
- Course will need to be completed by September 30
- Accessible from any SmartDevice





## My Assignments

Listed below are the courses assigned to you by your administrator. Additionally, you can track your progress towards completing each assignment.



Mandatory Training



### Title IX and Sexual Harassment Prevention for Employees (Full)

Full Course

Informed faculty and staff are vital to the effective  
response to and prevention of sexual harassment on ...



Due Today



Due: 2020-08-13



33 Minutes

Start



# Title IX and Sexual Harassment Prevention for Employees (Full)

Full Course

Informed faculty and staff are vital to the effective response to and prevention of sexual harassment on campus.

[Read More](#)





START COURSE



0 / 14 Sections Complete

## Course Sections

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 **Opening Remarks from Juliette Grimmett, M...** Start 

⌚ 2 Minutes Video Required

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 **Introduction** Start 

⌚ 1 Minute Video Required

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 **Why You're Important** Start 

⌚ 1 Minute Video Required

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 **Definitions & Laws** Start 

⌚ 1 Minute Video Required

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 **Sexual Harassment** Start 


⌚ 1 Minute Video Required

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 **Sexual Discrimination** Start 

⌚ 1 Minute Video Required

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 **Prevalence** Start 


⌚ 1 Minute Video Required

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 **Prevention** Start 



⌚ 6 Minutes Video Required

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 **Active Bystander Intervention** Start 



⌚ 7 Minutes Video Required

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 **Trauma-Informed Response** Start 

⌚ 7 Minutes Video Required

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 **Campus Specific Reporting** Start 

⌚ 1 Minute Video Required

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 **Action** Start 



⌚ 1 Minute Video Required

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 **Closing Remarks from Juliette Grimmett, MPH** Start 

⌚ 1 Minute Video Required

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 **Final Assessment** Start 

⌚ 2 Minutes Assessment Required

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# Certificate of Completion

**Felicity Demo Site**

Account Guest

has completed

Title IX and Sexual Harassment Prevention for Employees (Full) (Full Course)

a training program requiring 33 minutes

on

Friday, August 14, 2020



**NOT  
ANY  
MORE!**

Play (k)



Changing Campus Culture: Preventing &  
Responding to Campus Sexual Violence



## Five Cornerstone Strategies



*USE DATA*



*EMPOWER*



*COMMUNICATE*



*SURVIVOR-  
CENTERED*



*COMPREHENSIVE  
PROTOCOL*

**ALIGN**



# Clery Act Training

Presented by:  
Mark Mathews  
Director, Public Safety & Security

