

# Title IX , Sexual Harassment Prevention & Clery Training Safety & Security Updates

Presented by:

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# Agenda

- Title IX
- Clery Act
- Safety & Security Updates
- Questions

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

# Regulation Changes?

- **April 19, 2024** – Final Ruling with changes was issued – Change to be implemented on August 1, 2024
- **June 13, 2024** – Preliminary Injunction was issued by a Federal Judge to block the Title IX Final Rules from taking effect on August 1 for Louisiana, Mississippi, Montana and Idaho
- **June 17, 2024** – The injunction expanded to Ohio, Virginia, Kentucky, Tennessee, Indiana, and West Virginia.



# 2024 Key Changes

- New Definitions (per the Department of Education to protect against all sex-based harassment)
- Live Hearings Not Required in Private Colleges (still required in state schools due to Doe vs. Baum)
- Additional flexibility regarding Title IX team (Coordinator can also serve as decisionmaker)
- Flexibility in Grievance Procedures for different situations (administered consistently)
- Informal Resolutions can be offered when both parties agree (except in regards to a K-12 student)
- Nondiscrimination statement – additional notices
- Expanded jurisdiction
- Additional required training for all employees
- Pregnancy & related conditions

***Reminder – Ohio Schools will still follow 2020 regulations (current policies and procedures)***

# 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 for 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:** Chad Massie, EMS Coordinator & Dr. Edwina Hatzaetos, Associate Professor of Accounting
- **Decision Makers:** Dr. Jeannette Passmore, Assistant Vice President for Student Affairs & Joy Macke, Dean of Academic Operations
- **Advisors:** Dr. Joseph Abbott, Chair of Humanities & Social Sciences & Dr. Patricia Hampshire, Chair, Public Services
- **Appeal Decision Makers:** Dr. Brendan Greaney, VP for Enrollment Management & Dr. Eric Mason-Guffey, VP for Academic Affairs

# Prevention – Your Role

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



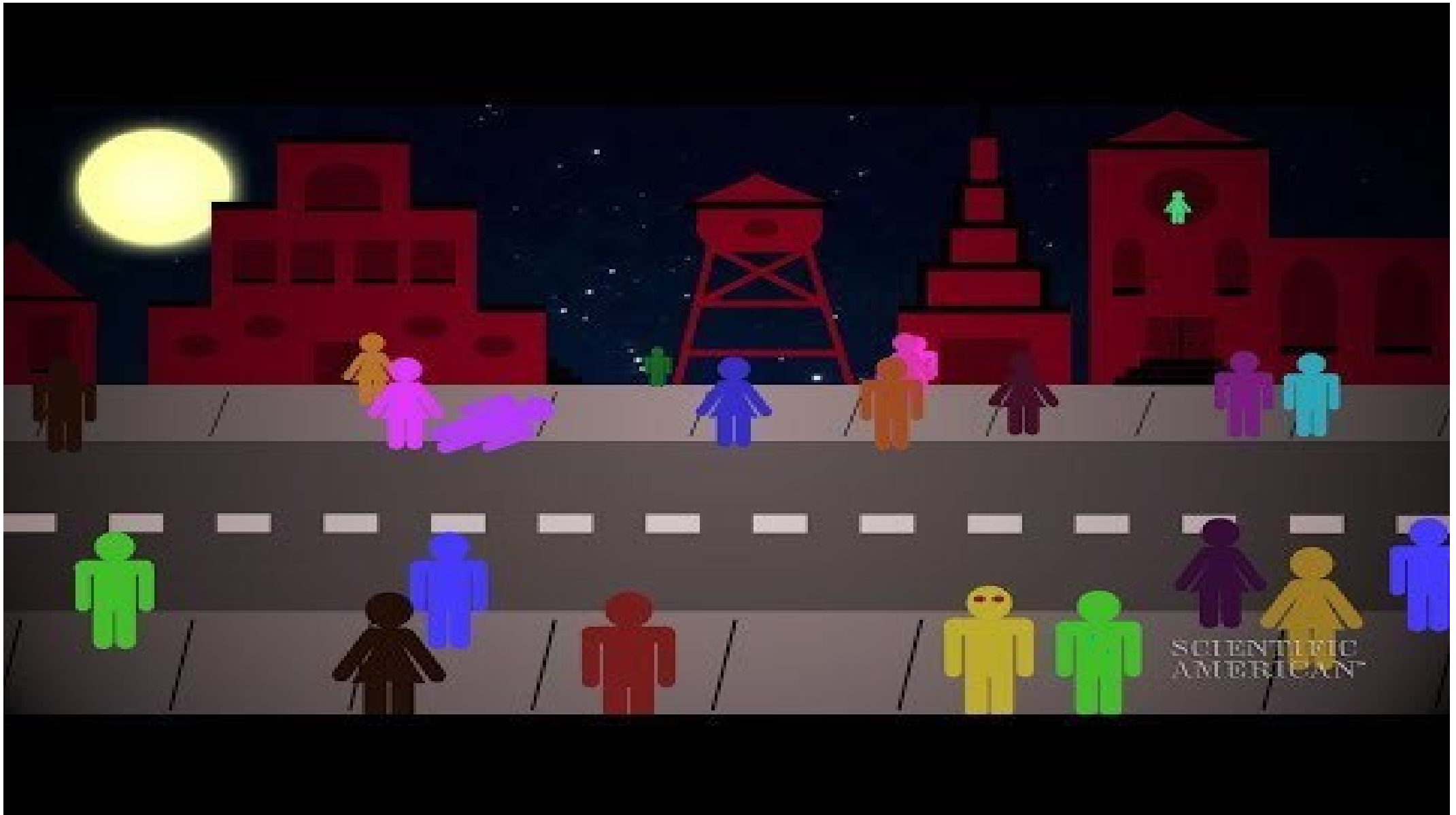
# The Bystander Effect

“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.

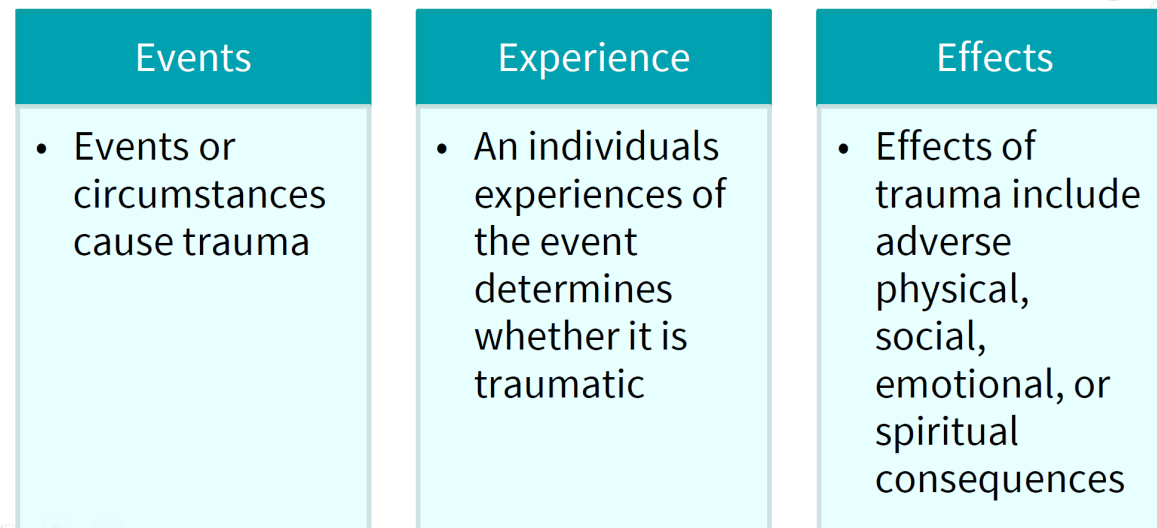




# Trauma Informed Response

**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:

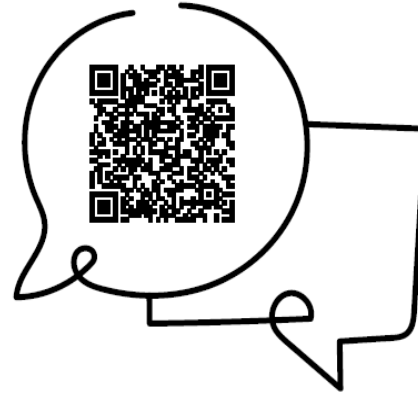
- ✓ Be transparent about reporting responsibility
- ✓ Assure the student of the privacy of the process and their rights to supportive measures
- ✓ Be supportive
- ✓ Be a bridge to resources
- ✓ Provide student with Title IX contact information
- ✓ Make an immediate report to the Title IX Coordinator

## 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 2024
- 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 for HR & Title IX Coordinator
- Nicole Dittman, Senior Director of Student Success & Deputy Title IX Coordinator
- 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](mailto:charlal@crimevictimservices.org)



*Questions?*

# Clery Act Reporting – Employee’s Obligation



# The Clery Act – Main Purpose

## Jeane Clery Campus Security Policy & Crime Statistics Disclosure Act

Jeane Clery was raped and murdered in her dorm room at Lehigh University in 1986. Her killer was another student. Her parents believe she would have been more cautious if he had known about other violent crimes at Lehigh.



- 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.

# Clery Act - Reportable Crimes

- Murder and Non-negligent Manslaughter
- Manslaughter by Negligence
- Sex Offenses
  - Rape
  - Fondling
  - Statutory Rape
  - Incest
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson

# Clery Act - Reportable Crimes

- 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

# Campus Security Authorities (CSAs)

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.

# Mandatory Reporting

## 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 (when serving in an official capacity):
  - Pastoral Counselor
  - Professional Counselor

**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.**

# Immediate Reporting

- 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 @ 419-995-8499 (24/7) or online using the Report a Crime button on the Safety & Security webpage

**REPORT A CRIME**

- The person reporting the crime should be advised that there is an obligation to report.

*If unsure of the location of the crime occurrence, on-campus or off-campus, contact Safety & Security. They will determine location and refer to the appropriate agency.*

*Questions?*

# Safety & Security

Main Campus & Borra Center for Health Sciences

[www.RhodesState.edu](http://www.RhodesState.edu) > Safety & Security

