

Title IX & Sexual Harassment Prevention Training

Presented by:

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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.”



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
- Hostile Environment
- Sexual Assault
- Dating Violence
- Domestic Violence
- Stalking

RSC Title IX Team

- **Title IX Coordinator:** Andrea Goings, Executive Director, Human Resources & Title IX Coordinator.
- **Deputy Title IX Coordinator for Students:** Nicole Dittman, Director, Student Engagement & First Year Programs.
- **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:** Edwina Philips, Assistant Professor of Accounting
- **Decision Makers:** Dr. Jeannette Passmore, Dean of Student Affairs & Dr. Eric Mason, Dean of Academic Affairs
- **Advisors:** Dr. Joseph Abbott, Chair of Behavioral & Social Sciences & Patricia Hampshire, Chair, Human Services
- **Appeal Decision Makers:** Dr. Brendan Greaney, VP of Enrollment Management & Dr. Antoinette Baldin, Senior Vice President

Plan to Prevent & Respond to Campus Violence

ALIGN



Changing Campus Culture Climate Survey Results

- Key Findings:

- Compared to 2018, more students and employees had the opportunity to complete sexual misconduct prevention training in 2021.
- Results from the 2021 climate survey suggest that Rhodes has made progress towards a campus culture that does not tolerate sexual misconduct, especially from the perspective of employees since the last survey in 2018.
- Compared to 2018, Rhodes employees reported greater confidence in the official response to sexual misconduct in 2021.

- Action Opportunities:

- Obtain more credible data by increasing student survey participation which could guide decisions about sexual misconduct programs on campus.
- Expand and strengthen sexual misconduct prevention training.

Prevention – Your Role

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

BE AN
ACTIVE
BYSTANDER

Acknowledge the situation.

Consider your options.

Take action.

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

Title IX Training & Programs

- Employees
 - SafeColleges Online Program upon hire
 - General Training during Fall Service Days & Adjunct Orientation
 - Role specific training
 - Regular Programming (Break the Silence Week, Cookies & Consent, Bystander Intervention Training etc.)
- Students
 - SafeColleges Online Program upon first semester
 - SDE: Sexual Assault Prevention
 - Regular Programming (Break the Silence Week, Cookies & Consent, Bystander Intervention Training, etc.)



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
- **Title IX Coordinator**
- **Safety & Security**
- **Crime Victims Services**