

9 THINGS TO KNOW ABOUT TITLE IX

1. Title IX is a landmark federal civil right that prohibits sex discrimination in education.

2. Title IX does not apply to female students only.

3. Schools must be proactive in ensuring that your campus is free of sex discrimination.

4. Schools must have an established procedure for handling complaints of sexual discrimination, harassment, or violence.

5. Schools should ensure that a victim doesn't have to share spaces, such as dorms, classes and campus jobs, with his or her assailant.

6. Schools may not retaliate against someone filing a complaint and must keep a complainant-victim safe from other retaliatory harassment or behavior.

7. Schools can issue a no-contact directive under Title IX to prevent the accused student from approaching or interacting with you.

8. In cases of sexual violence, schools are prohibited from encouraging or allowing mediation (rather than a formal hearing) of the complaint.

9. Schools cannot discourage you from continuing your education.

www.knowyourIX.com



What we'll go over

- Who is a mandatory reporter and what does that mean?
- Defining Title IX and other areas that impact Title IX
- Reporting
- Supporting someone who reports

MICA's Policy on Mandatory Reporting

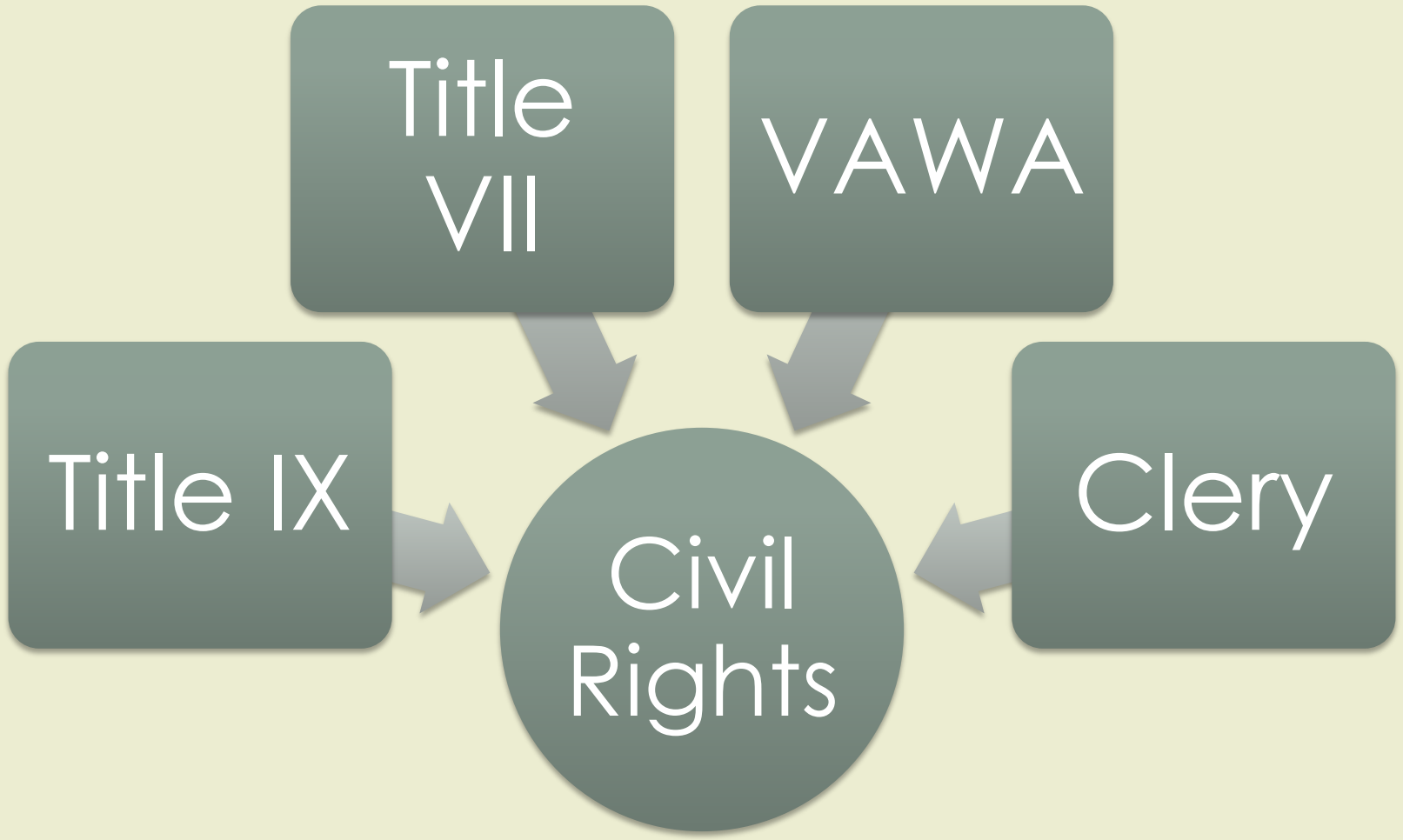
- Faculty and Staff are expected to report incidents of discrimination or harassment to appropriate College officials.
- Only exceptions
 - Health Center
 - Counseling Center
- Someone came to you because of trust or a relationship

Title IX Team

- Estevanny Turns,
 - Title IX Coordinator, AVP for Human Resources
- Mike Patterson
 - Deputy Title IX Coordinator, VP for Student Affairs
- Jeannette Holian
 - Title IX Specialist
- Roles:
 - Compliance
 - Prevention, remediation, and adjudication
 - Training and education

Why should you report?

- MICA's Core Values
 - Professionalism
 - Engagement
 - Diversity
 - Excellence
 - Community
 - Communication
 - Fairness/Equality
 - Creativity
 - Respect (Dignity)
- Policy
- Best Practices
- Federal Laws



Title VII

VAWA

Title IX

Clery

Civil Rights

Title IX

Admissions and Financial Aid
Facilities
Gender Based Harassment
All Types of Sexual Harassment
Athletics
Unequal Pay

Crimes of Gender Based Violence

Primary Crimes
Crime Log
Hate Crimes
Drug, Alcohol, & Weapons
Missing Persons
Timely Warning
Emergency Notification

Coverage is gender
neutral
Housing Protection for
Survivors
Programs and Services for
Survivors
Legal Aid for Survivors
Includes Undocumented
Individuals

Clery Act

VAWA

Understanding Title IX

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 Basics

- Title IX was passed in 1972
- Protects ALL students and faculty and staff
- Prohibits gender based discrimination in education programs and activities that receive federal funds
- Prohibits retaliation from anyone who makes a good faith report or involved in an investigation
- Fairness in admissions, financial aid, sports, certain programs etc.
- Focuses on adverse consequences faced by victim/survivors of gender discrimination and harassment
 - Cannot interfere with victim/survivors right to pursue an education
 - Exercise reasonable care
 - Extend to all academic, educational, extracurricular, athletic and other programs whether on or off campus

Title IX Timeline

1972

- No gender discrimination

2001

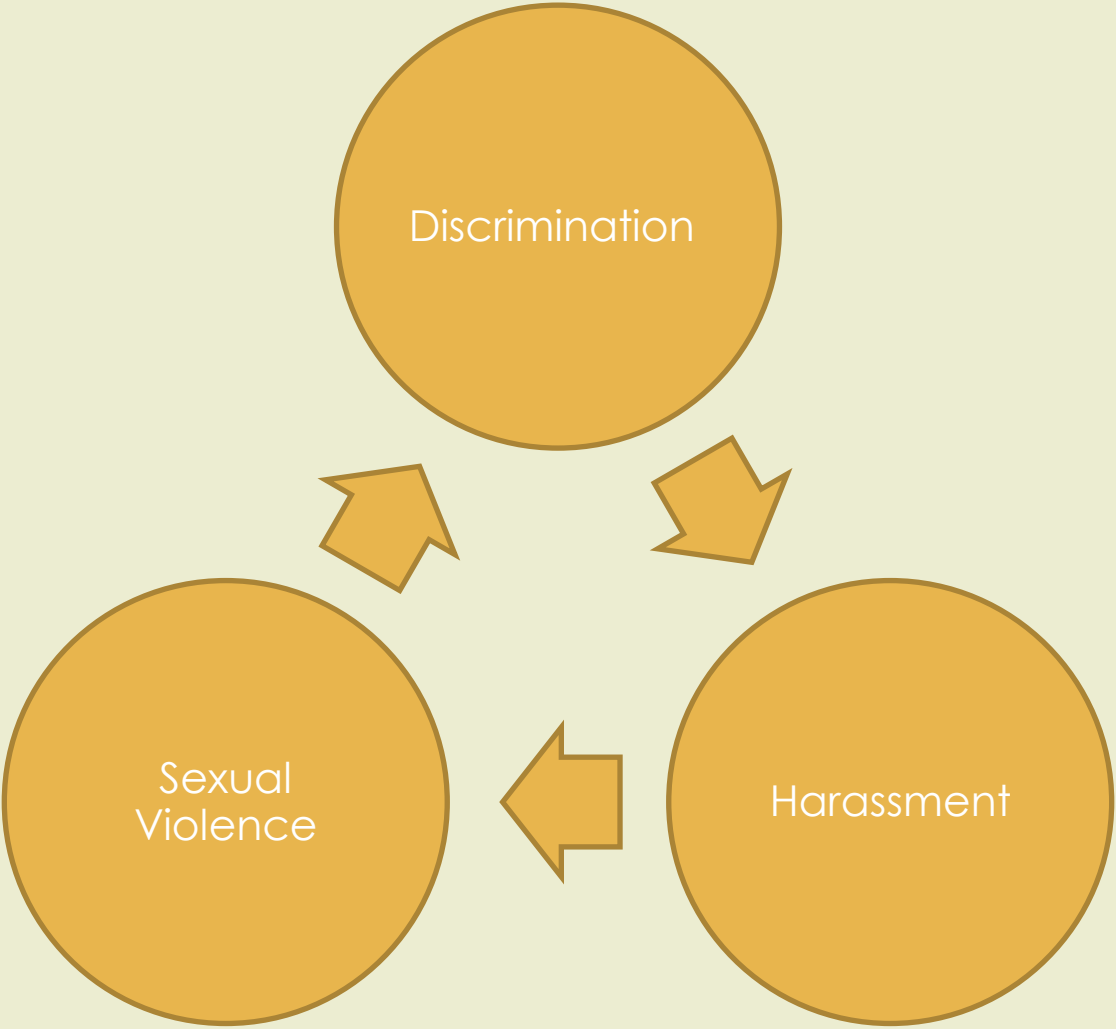
- Discrimination is a form of Sexual Harassment

2011

- Sexual Violence and Sexual Assault are Sexual Harassment

2015

- Includes perceived gender and gender identity



What has MICA done with this info?

- Released new policy in April of 2015
- Resource Guides
 - Survivor/Victim
 - Mandatory Reporting
 - Parents and Family
- SHVAC
 - Group of students, faculty, and staff
 - Examining MICA in all areas of compliance and improvement
- Title IX Specialist
 - Compliance
 - Training
 - Reporting
- Updating online material

Reporting

www.mica.edu/equal_opportunity

The screenshot shows a web browser window with the URL www.mica.edu/About_MICA/Policies_and_Handbooks/Institutional_Policies/Equal_Opportunity_Harassment_and_Nondiscrimination.html. The browser's address bar shows the page title "Equal Opportunity, Harassment, and Nondiscrimination". The website header includes navigation links for [Current Students](#), [Faculty](#), [Staff](#), [Alumni](#), [Parents](#), and [Employers](#), along with a [LOGIN](#) button. The MICA logo is prominently displayed, with the text "MARYLAND INSTITUTE COLLEGE OF ART" below it. A sidebar menu lists various campus resources: [About MICA](#), [Admission & Financial Aid](#), [Programs of Study](#), [Academic Services & Libraries](#), [Campus & Student Life](#), and [Career Development](#). To the right, there are links for [Events & Exhibitions](#), [Academic Calendar](#), [News](#), [Browse Art](#), and [Give to MICA](#), along with a search bar and a [SEARCH](#) button. The main content area features a breadcrumb trail: [Home](#) • [About MICA](#) • [Policies & Handbooks](#) • [Institutional Policies](#) • [Equal Opportunity, Harassment, and Nondiscrimination](#). The title "Equal Opportunity, Harassment, and Nondiscrimination" is displayed in a large, bold font. Below the title, a sidebar on the left contains a list of links: [Nondiscrimination](#), [Accommodation of Disabilities](#), [Discriminatory Harassment](#), and [Other Civil Rights Offenses, When the Act is Based Upon the Status of a Protected Class](#). The main text block begins with the statement: "Maryland Institute College of Art (MICA) is committed to providing its staff, faculty, students, and guests the opportunity to pursue excellence in their academic and professional endeavors. This opportunity can only exist when each member of our community is assured an atmosphere of mutual respect in which one is judged solely on criteria related to academic or job performance. The College is committed to providing such an environment, free from all forms of harassment and discrimination. Each member of the community is responsible for fostering mutual respect, being familiar with this policy, and refraining from conduct that violates this policy."

Will I need to report and what would I report?

- Any act of:
 - Sexual Misconduct
 - Non consensual sexual intercourse
 - Non consensual sexual contact
 - Sexual Harassment
 - Stalking
 - Dating/Intimate Partner Violence
- Consent Video

Reports at MICA

Between
2009 and 2014

5

Fall of 2014



Why do you think people don't
report?

Why do you think people don't report?

- Fear
- Distrust in the system
- Unsure about what happened
- Not ready
- Traumatic event
- Don't want to be ostracized by the community
- Retaliation

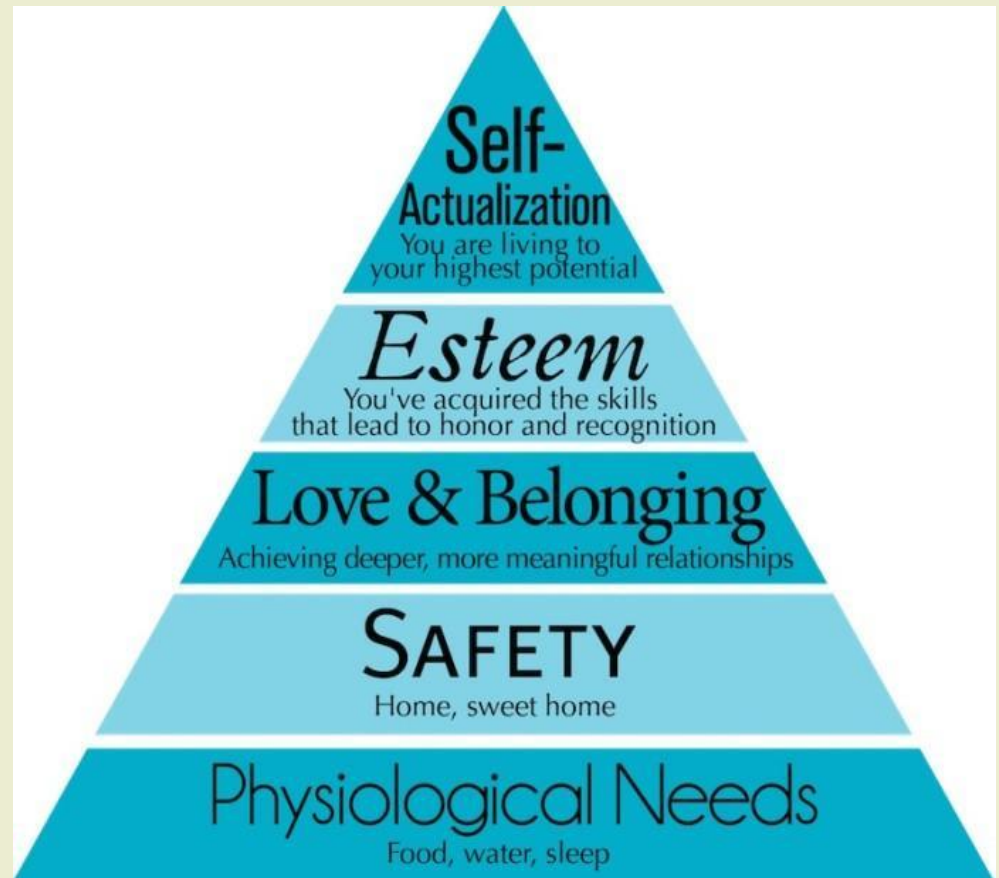
What Reporting Looks Like

- Complainant can report to anyone on the Title IX team directly
- No statute of limitations while a member of the MICA community
- Complainant can report to faculty/staff and then faculty/staff report to Title IX team
 - Complainant can request information withheld such as name, name of alleged perpetrator, etc. once reported to Title IX
 - Complainant can be compliant or not
 - College can pursue without complainant's participation
 - They can back out at any time in the process or decide to be compliant at any time
- It is a complainant's choice to report to local law enforcement. Individuals can report to the College, local law enforcement, OR both.
- REMEMBER: Complainant can seek on campus counseling and outside counseling and advocates if they do not wish to have this pursued on campus only BEFORE it is reported to a responsible employee

Case Studies

Giving the person what they need

- Empathy
- Information
- Feeling believed
- Control



Helping someone who reports

- How can I care for you?
- Refer them to what they need and want
 - No contact orders
 - Counseling
 - Hospitals and Student Health
 - Health Advocate
 - Human Resources
 - Student Affairs - Reasonable changes to housing, class schedule, campus job, or extracurricular activity and clubs
 - If sexual misconduct has occurred, prompt and immediate steps to end the sexual misconduct, prevent its recurrence, and address its effects **MUST** be taken

www.mica.edu/equal_opportunity

Office of Human Resources
Location/Address:
Bunting Center 3101
300 West Mount Royal Avenue
Baltimore, MD 21217
(410) 383-6616
eturns@mica.edu

Michael Patterson
Deputy Title IX Coordinator
Office of Student Affairs
Location/Address:
Bunting 260
300 West Mount Royal Avenue
Baltimore, MD 21217
(410) 225-2422
mpatters@mica.edu

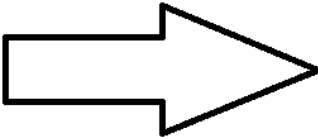
Inquiries may be made externally to:

Office for Civil Rights, Headquarters (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1100
Customer Service Hotline #: (800) 421-3481
Facsimile: (202) 453-6012
TDD#: (877) 521-2172
Email: OCR@ed.gov
Web: <http://www.ed.gov/ocr>

Equal Employment Opportunity Commission (EEOC)
Contact: <http://www.eeoc.gov/contact/>

[Equal Opportunity, Harassment, and Nondiscrimination Policy](#)
[Resources and Reporting Options for Sexual Misconduct and Gender Based Violence](#)

Last Updated 4/1/2015



Responding to someone who reports

- Believe them
- Use active listening skills
- Listen without judgment
- Display empathy
- Be aware of non-verbal cues, yours and others, be open in your posture
- Let the individual lead the conversation
- Protect the person's privacy

THIS IS NOT THE TIME FOR AN EDUCATIONAL CONVERSATION!

SMART Conversations

- Safety
 - Determine if the individual is safe, if they feel unsafe ask if they would like you to contact Campus Safety
 - This includes physical and emotional safety
 - Interim Measures: academic schedule change, living arrangements, NCO
- Medical Attention
 - MERCY Hospital does SAFE exams
- Ask
 - “What can I do to help?”
- Report
 - Explain options
- Talk
 - Be there with them
 - Resources to Counseling and Advocates where they can talk

Conversation Practice

Try to anticipate:

“It sounds like you’re going to share something really difficult with me. Before you do, I need to let you know that as a member of this community I am required to report acts of sexual misconduct to Title IX in order to protect our community, including you. If you want to talk this through confidentially, let’s find some time for you to meet with someone at the counseling center because they don’t have to share anything unless they are worried about harm to yourself or others.”

If you can’t:

“Thank you for trusting me with this information. First of all, I want you to know that I believe what you are telling me. I need to let you know that as a member of this community I am required to this to Title IX in order to protect our community, including you. Part of my responsibility in that is a requirement to report something of this nature to our campus Title IX Coordinator/Deputy Coordinator/Specialist. Before I do that, you have choices. Let’s look at your options and resources and see what is best for you right now.”

- Know your boundaries
- Know when to report

Questions

Resources

- <http://knowyourix.org/>
- It's on Us Campaign
- White House Not Alone Report
- Department of Education
- Office of Civil Rights
- MCASA Victim Advocate Training