

# **Title IX Training**

**Residential Life & Housing  
Peer Ministry & Focus Staff  
August 17, 2022**



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Dean of Students  
Title IX Coordinator for  
Students



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Assistant Dean of Students  
Director of Residential Life  
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Director of Human Resources  
Title IX Coordinator for  
Employees

**HELLO!**



## Learning Outcomes for this Session:

- Define the scope of actions that you should follow as Student Staff
- Describe your role as a mandatory reporter and answer basic questions around the Carroll College Mandatory Reporter Process
- Follow steps and guidelines for reporting Title IX related incidents based on Carroll College protocol.
- Utilize trauma informed strategies to engage in supportive conversations with reporting students
- Refer reporting students to appropriate resources

# Caveats:

- *You will not be a Title IX Expert by the end of this session*
- *You do not need to be a Title IX Expert*
- *Know the basics, take what is useful*
- *Title IX processes do change and do update over time*



# Notes about Language

## Trigger Warning

This presentation will address sexual assault, violence, and stalking in the context of Title IX laws. This presentation will also present a practice scenario where a survivor reports to a student leader.

Please know that any time, for any reason, you may step out of this presentation, and may connect with a professional staff member.

## Legal/Official Language

- Used by policies, administrators, and police
- Can feel cold
- Ex: Complainant, Respondent (rarely: accused), Alleged Violation

## Advocacy Language

- Used by advocates and support services
- Person-centered
- Conveys belief in survivors and empathy
- Ex: Survivor, Abuse/Assault/Rape

1

**What is Title IX?**



WHAT IS  
TITLE IX?



## What is Title IX?

“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.”

Title IX of the Education Amendments of 1972 Implementing Regulations  
at:20 U.S.C. § 1681 & 34 C.F.R. Part 106







## What does it Title IX do?

### Addresses:

sexual assault, dating violence, domestic violence, stalking based on sex (gender)

### Protects

all students so that each student's experience – activities, academics, living and dining – are not disrupted

### Prohibits

retaliation against those who are Complainants, Respondents, or witnesses in a Title IX matter



## Policy Coverage includes:

### Title IX:

Sexual harassment

Sexual assault

Dating violence

Domestic violence

Stalking

Gender Discrimination

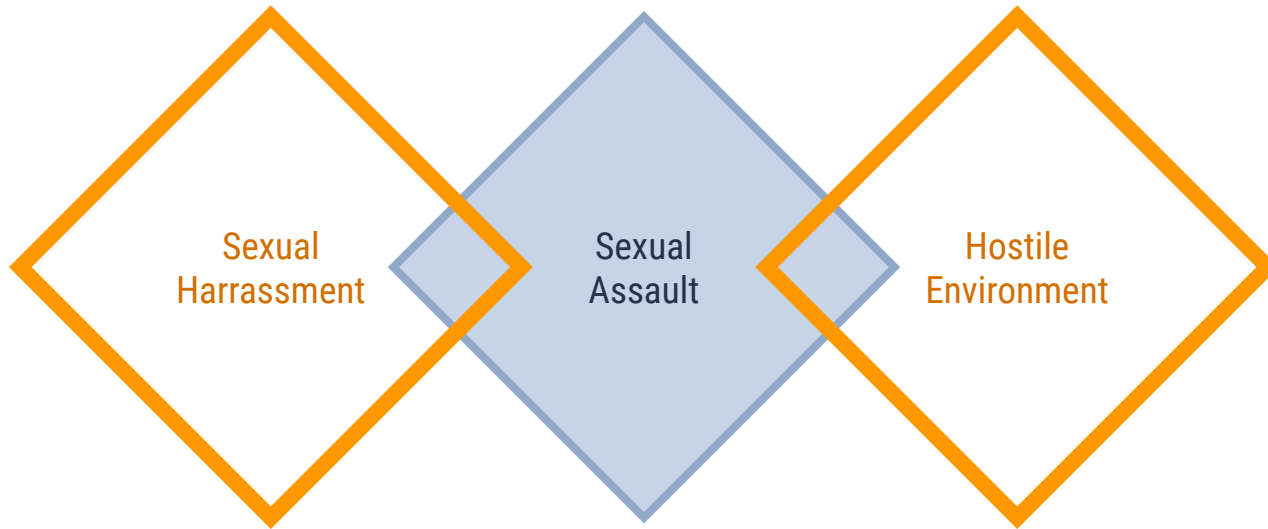
### Carroll Conduct Code:

Physical or verbal abuse,  
threats, intimidation,  
harassment, coercion

Assault, battery, sexual assault,  
sexual harassment, sexual  
misconduct



## Categories that may be reported to you



Sexual  
Harrasment





## Defining Sexual Harrassment



Sexual  
Harrassment

- Unwanted sexual behavior, advances, or requests for favors
- Unwelcome verbal, visual, or physical sexual conduct
- Offensive, severe, and/or frequent remarks about a person's sex
- Harassment of a sexual nature which interferes with an individual's right to an education and participation in a program or activity
- Stalking or obscene phone calls, texts, emails, or gestures
- Sexually suggestive jokes, whistles, catcalls, or innuendos
- Inappropriate touching
- Intimidation

Hostile  
Environment





## Defining a Hostile Environment



Hostile  
Environment

- A situation of a discriminatory or sexual nature that has occurred and created an adverse setting
- An intimidating or offensive environment that causes a person to be fearful
- A setting that denies, limits, or interferes with a person's ability to participate in or benefit from a program, activity, or job.
- Bullying, abusive or intimidating comments/actions
- Intimidating or offensive comments that alter the conditions of a person's work, team, or program environment
- Continual offensive comments or surroundings of a discriminatory or sexual nature

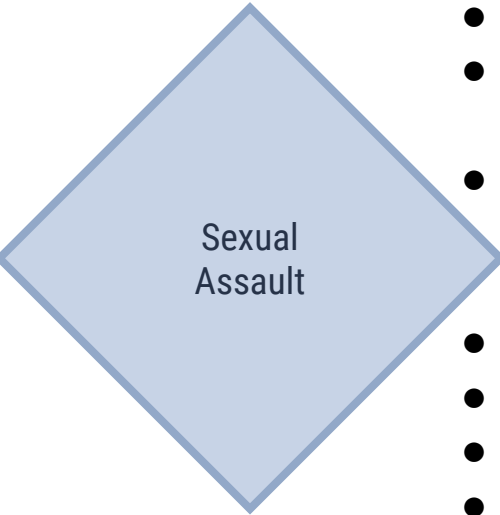
Sexual  
Assault







## Defining Sexual Assault



Sexual  
Assault

- Unwanted sexual behavior, advances, or requests for favors
- Unwelcome verbal, visual, or physical sexual conduct
- Offensive, severe, and/or frequent remarks about a person's sex
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- Inappropriate touching
- Intimidation



## Title IX Retaliation

- A strike back in response to another's action or accusation
- A form of revenge or reaction because of a filed complaint against a person
- Refusal to promote, advance, or accurately support/qualify a person due to a complaint filed
- Exclusion or ostracization from social groups or other groups to which the individual formerly belonged (***data indicates this is the primary reason Carroll students do not report***)

# Why is Title IX A Big Deal?

- **13%** of all students experience rape or sexual assault through physical force, violence, or incapacitation (among all undergrad and grad students)
- Among undergrad students, **26.4% of females** and **6.8% of males** experience rape or sexual assault through physical force, violence, or incapacitation.
- **5.8% of students** have experienced stalking since entering college.

# Why is Title IX A Big Deal?

**Student or not, college-age adults are at high risk for sexual violence.**

- Male college-aged students (18-24) are **78% more likely** than non-students of the same age to be a victim of rape or sexual assault.
- Female college-aged students (18-24) are **20% less likely** than non-students of the same age to be a victim of rape or sexual assault.

# Carroll Findings - Campus Climate Survey Spring 2018

- 28 reported experiencing sexual misconduct at Carroll
- 3 used campus reporting options
- 2 related the assaulter was an employee of the college
- Most often the assaulter was a friend or acquaintance of the survivor
- Freshmen have elevated risk, especially at the start of fall
- Residence halls were more often the location than off campus
- Few reported due to distrust or not understanding the process

# Carroll Stats - 2021

## CRIMINAL OFFENSES

On Campus	2020	2019	2018
Murder/Non-negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	6	5	1
Fondling	0	1	0
Incest	0	0	0
Statutory Rape	1	0	0
Domestic Violence	0	0	0
Dating Violence	0	1	0
Stalking	0	3	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	1	0	0
Motor Vehicle Theft	0	3	4
Arson	0	0	0
Larceny Theft	0	0	0
Simple Assault	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Any other crime involving bodily injury	0	0	0

**In between 80 and 90% of cases, the victim and perpetrator knew each other.**

**The more intimate the relationship, the more likely it is for a rape to be completed rather than attempted**

**Half of all student victims don't label the incident "rape." This is particularly true when no weapon was used, no sign of physical injury is evident, and alcohol was involved**

## Impacts of Sexual Assault on:

### The Victim

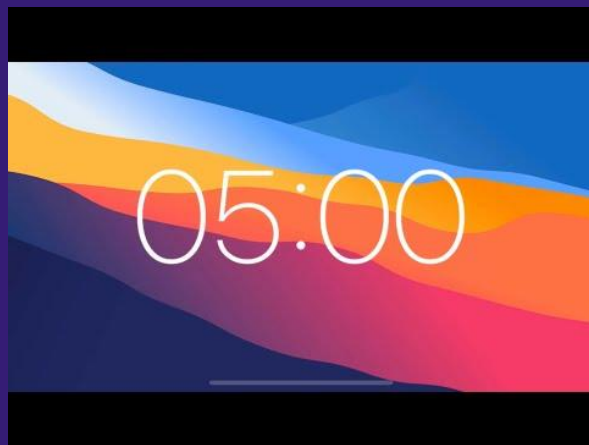
- Falling Grades
- Drop out/Fail out
- Mental Health Issues
- Depression, Post-traumatic stress disorder
- Alcohol and drug use
- Contemplation of suicide

### The Accused

- Time lost from class
- Potential expulsion from school
- Impact on ability to obtain licenses or recommendations
- Stigma of “sex offender”



# Break



# 2

## When Someone Seeks Help



# Mandatory Reporting

Carroll College employees, including all full-time and part-time faculty and staff, administrators, all Residence Life staff (including R.A.'s), Peer Ministers and FOCUS volunteers are all mandatory reporters and must report, as soon as reasonably possible, actual or suspected Sexual Harassment or Retaliation to either of the college's Title IX Coordinators:



## What does that mean?

- **Requires designated persons to formally share information they have about sexual misconduct.**
- **Carroll staff and volunteers must promptly share with a Title IX Coordinator all known details of a report made to them in the course of being an employee of Carroll College.**
- **Mandatory Reporters must also share details of behaviors that they may have observed or have knowledge of, even if not reported directly to them.**

# Important Note 1:

***If the student or yourself are in immediate danger, call 911***

***At your next available moment, call Res Life On-Call, or Pro-Staff On-Call. If you are unsure of whether or not to call pro-staff - CALL.***

## **Important Note 2:**

*When someone reports any potential violations of Title IX, student staff/leaders are to contact their supervisors, or Res Life On-Call after business hours.*

*The S.I.L.V.E.R. model is designed to provide survivor support until pro-staff arrives.*



## Supporting a student in crisis

Inform

S.I.L.V.E.R.

Document



## **INFORM: Strategies for a Supportive Conversation**

### **Remember What Your Role Is**

- Listen, Support, and Answer Questions
- Connect with a Title IX Coordinator, and other resources
- Document Situation
- Minimize Retraumatization
- Validate and Affirm
- Empower Resident with Resources and Options





## **INFORM: Interrupting to share your mandated reporter requirement**

- Allowing the person reporting to decide if they would like to share more information with you.

### **Sample language for interrupting:**

“It sounds like you want to talk about a sensitive situation. Can we pause so I can share my role as a mandatory reporter with you?”

“Before we go further, I want to let you know I’m a mandatory reporter, and this is what that means...”

## INFORM: Disclosure Decision

### **They Don't Want To Disclose: Refer to Confidential Resources**

Wellness Center counselors

Victim Advocates

Healthcare professionals

Nurses in Wellness Center

Clergy within the Sacrament of Confession  
(Fr. Marc, Fr. Bart)

Attorneys

Off-campus clergy

### **They can also anonymously use the Sexual Misconduct Reporting Form:**



# INFORM: Disclosure Decision

## **They Want To Disclose: Non-Confidential Resources**

Area Coordinator

Title IX Coordinator

Law Enforcement

Peer Ministry Assistant Directors

## **They can also use the Sexual Misconduct Reporting Form:**



# Important Note:

*Even if the student chooses not to continue to disclose, you are required to report the information available to you at that point, using the same form.*



## Disclosure Decision - Referring Up

**When someone decides to disclose, student staff/leaders are to contact their supervisors, or Residential Life On-Call after business hours.**

- Find a private, safe space
- Name the person you need to refer to (Pro-Staff Resource)
- Discuss why they'll be a positive resource
- Discuss reporting up, not out
- Ask if the student would like the call to be made over speaker
- Contact professional staff on-call



## Disclosure Decision : S.I.L.V.E.R.

### SAFETY/SUPPORT

BELIEVE the person making the disclosure, regardless of the choices they have made (e.g. dress, alcohol consumption, etc.);

### VALIDATE

Validate feelings and reactions.

### INFORM

Inform the survivor as soon as possible that you will do all you can to respect their privacy, and let them know the limits to confidentiality, including what information will be disclosed, to whom, and why.

### EMPOWER

Provide options about resources so the survivor can make informed choices. Do not make decisions for the survivor.

### LISTEN

Listen without judgment. Limit your talking and questions. Offer compassion and empathy. Do not blame the survivor for what occurred (e.g., do not ask “why” questions)

### REFER

Refer student to resources - inform the survivor of confidential and reporting options.

## Remember what our role isn't:

- We are not counselors
- We are not police officers
- We are not Title IX Investigators

**Once the report is submitted, you will likely not hear about the report or situation again.**

## Supporting Bystanders/Allies/Friends

Title IX incidents affect more than the complainant and respondent.

Pro-actively support by developing relationships and sharing resources to develop a support structure prior to an incident.

Retroactively support by helping them to understand resources on campus. We can't share specifics, but we can share what is within our control, including general procedures.



# SCENARIO

- A student from your floor knocks on your door at 8:00 PM, and shares the following with you:

“I was at a party and a friend and I were talking most of the night. We ended up in his room where we started kissing. He wanted to have sex and I didn’t. I told him no several times, but he continued to pursue. He kept trying for so long and I felt I couldn’t get away. Finally, I just asked him to use a condom. Immediately after sex I left. I somewhat blame myself because I could have tried harder to fend him off. At the time I felt the easiest way out was just to let him continue. If I had shouted, someone would have helped, but because he friends with a lot of people there, I wanted to avoid a scene.”

# 3

**What to expect next**

## How to prepare:

- Great 1<sup>st</sup> Step: This training!
- Explore Carroll's Student Life website:
  - ▷ Sexual Misconduct page
    - ▷ How to respond to a victim
    - ▷ Online report form
    - ▷ Resources available (internal and community)
- Complete a MOCK Incident Report guided by Director of Residential Life and Housing & Area Coordinators
- Know who and when to “call up” (Title IX Coordinator)
- Be confident that Carroll College is prepared and willing to help when/if complainant is ready to take action

# Potential violations should be reported on an Incident Report or Sexual Misconduct form (website):

- Anyone can submit online report via confidential link:  
<https://www.carroll.edu/sexual-misconduct/report-sexual-misconduct>
- Contact Title IX Coordinators:
  - ▷ Annette Walstad, Title IX Coordinator for Students
  - ▷ Karla Smith, Title IX Coordinator for Employees
- If not an emergency, student should be encouraged to seek assistance from Victim Advocate



# Title IX Coordinator

## Annette Walstad (Students)

- E-mail: awalstad@[carroll.edu](mailto:awalstad@carroll.edu)
- Phone: 406-447-5434
- 102 Borromeo Hall

## What to expect from the Title IX Coordinator

- The Title IX Coordinator is obligated to follow up with the victim.
  - The victim receives a confidential e-mail from the TIX Coordinator to explain policies and resources
  - Victim chooses whether or not to pursue Carroll College providing any supportive measures in order to restore access to institutional programs and activities
  - The victim may decide whether or not to file a formal complaint to initiate an informal resolution or investigation
  - If the victim (Complainant) files a formal complaint, the Respondent is notified.
  - Title IX Coordinator supports **BOTH parties** as requested
  - **NO RETALIATION** is emphasized!

## What to expect from the Title IX Coordinator

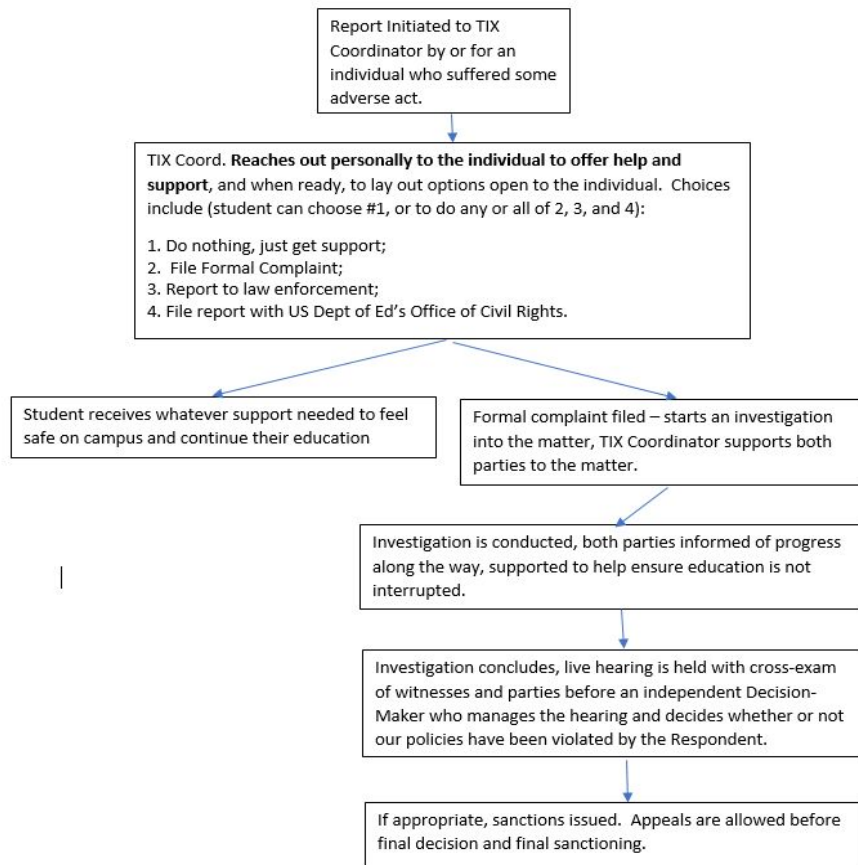
- If a formal complaint is filed, both the Complainant and Respondent can choose an Advisor
- If they don't have one, Carroll must provide an Advisor for a hearing
- **NOT** an Academic Advisor

## What to expect from the Title IX Coordinator

- Title IX Coordinator will consider:
  - Mutual No Contact Orders (not through law enforcement)
  - Request changes to academic, living, transportation, or working situations
  - Offering such accommodations regardless of whether the victim chooses to report to police
  - Keeping supportive measures confidential except as necessary to provide them
    - “Need to know” basis



## Carroll Title IX Process – In Brief



# Confidentiality

- If the name or other identifiable information is requested to **NOT** be disclosed, the college **should inform the complainant that its ability to respond may be limited**
- **Requires complete confidentiality from you---tell NO ONE, not even fellow RAs, PM, etc.**

# Coping as an RA/Peer Minister

**You may feel overwhelmed; huge responsibility knowing this information; students confide in you, so PLEASE Remember:**

- We are all working together to make sure our community is protected and has appropriate resources
- Title IX Coordinator is point person. You don't need to shoulder the responsibility of managing the report.
- Support and expertise is available for YOU:
- Supervisors
- Victim Advocates
- Campus Counselors
- Title IX Coordinator
- Carroll's website (Sexual Misconduct pages)

## Victim Advocate The Friendship Center

- Jamie Gabrielli, Victim Advocate
  - ▷ Friendship Center - 1430 Sanders, Helena
  - ▷ (406) 442-6800 - office
  - ▷ (406) 459-3254 - 24/7 Friendship Center Crisis Line
  
- On Campus – 023 St. Charles Hall  
Days/Times TBD

## What is Carroll doing to address Sexual Misconduct?

- Voices For Change (VFC) - Started Fall 2021 for ALL students
- Identity and Inclusion
- Sexual Assault Prevention
- Alcohol and Other Drugs
- Hazing and Bullying
- ByStander Intervention and Title IX Training, and Wellness Talk for new students during Orientation
- Visual reminders (posters, potty press, TV screens)
- Culture of Respect Grant (Kelly Parsley/Public Health majors)
- Residence Hall programming
- Spring Fever Week - February
- Empowerment Club - created in Spring 2021
- Title IX Coordinator for Students (Annette Walstad)

# Questions?

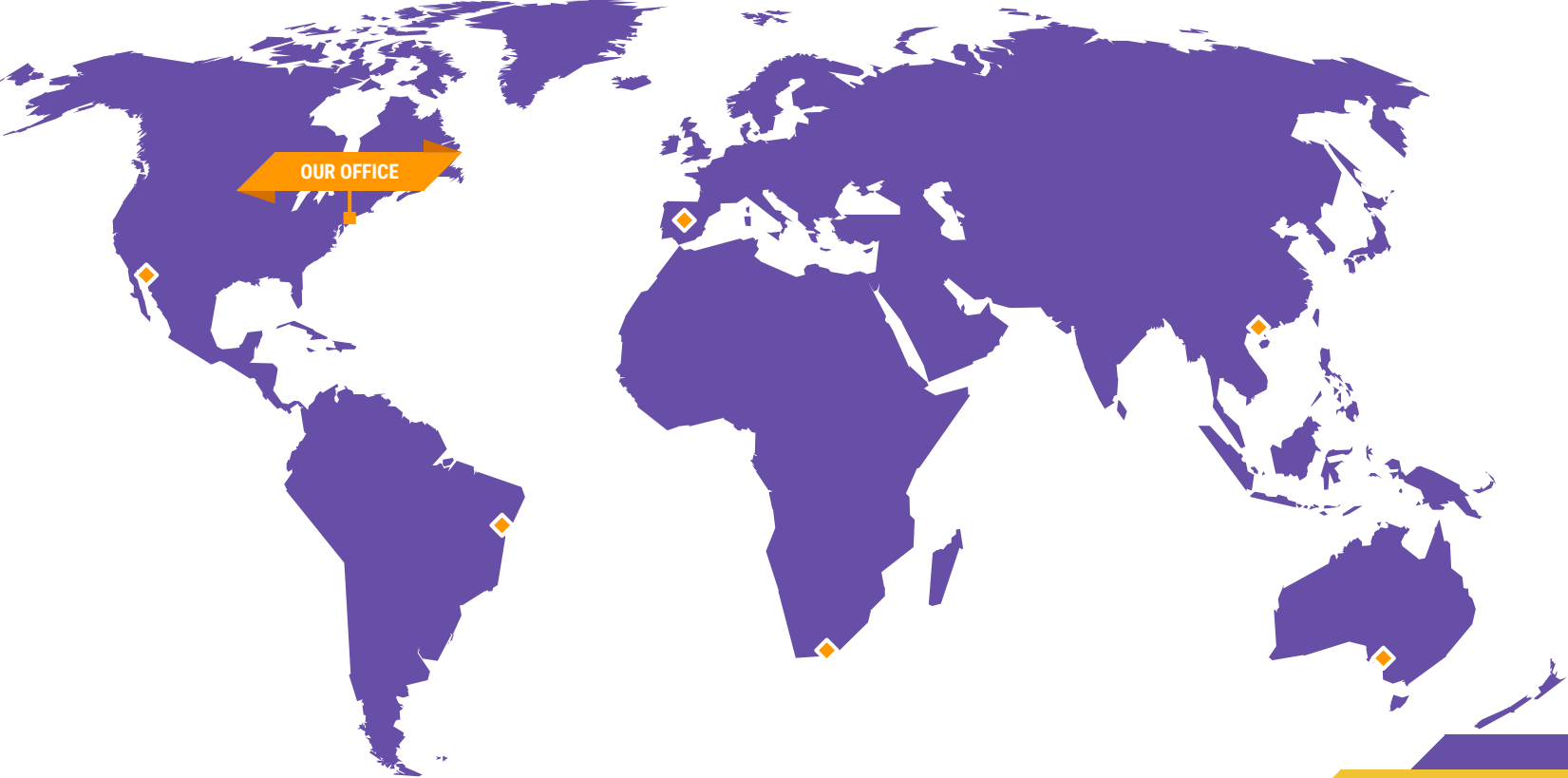
Annette Walstad  
Title IX Coordinator  
Dean of Students/102 Borromeo Hall



## AND TABLES TO COMPARE DATA

	A	B	C
Yellow	<b>10</b>	<b>20</b>	<b>7</b>
Blue	<b>30</b>	<b>15</b>	<b>10</b>
Orange	<b>5</b>	<b>24</b>	<b>16</b>

# MAPS







89,526,124

Whoa! That's a big number, aren't you proud?



## OUR PROCESS IS EASY

first

second

last



## LET'S REVIEW SOME CONCEPTS

### Yellow

Is the color of gold, butter and ripe lemons. In the spectrum of visible light, yellow is found between green and orange.

### Blue

Is the colour of the clear sky and the deep sea. It is located between violet and green on the optical spectrum.

### Red

Is the color of blood, and because of this it has historically been associated with sacrifice, danger and courage.

### Yellow

Is the color of gold, butter and ripe lemons. In the spectrum of visible light, yellow is found between green and orange.

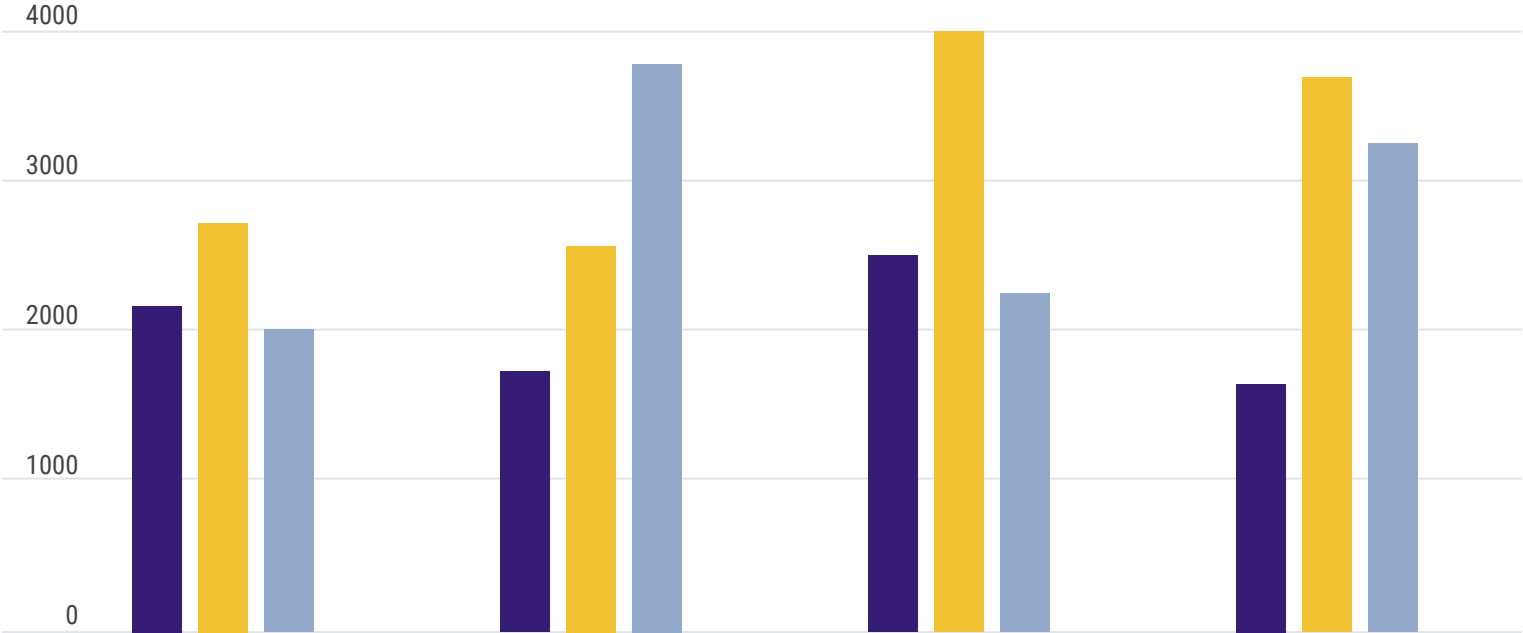
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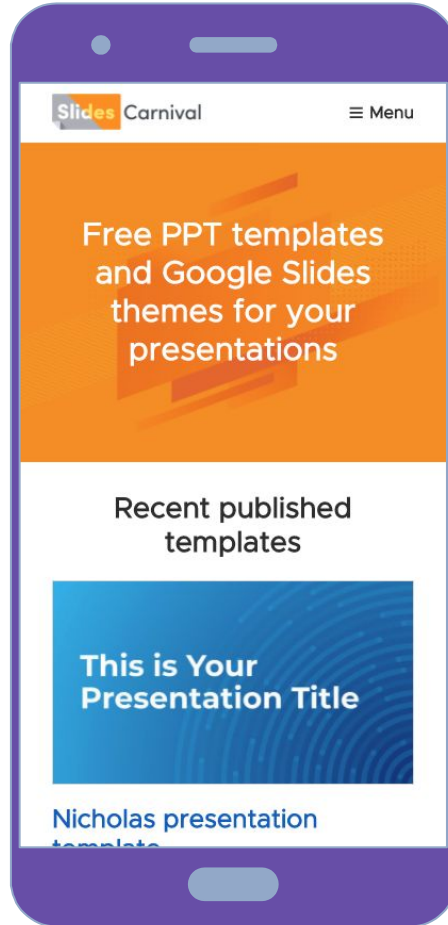
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# GRAPH TITLE



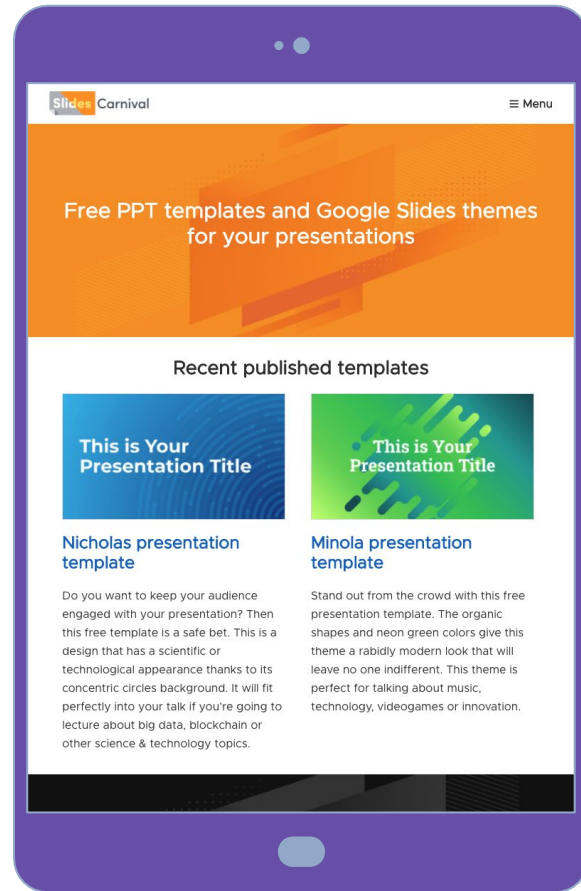
## MOBILE PROJECT

Show and explain your web, app or software projects using these gadget templates.



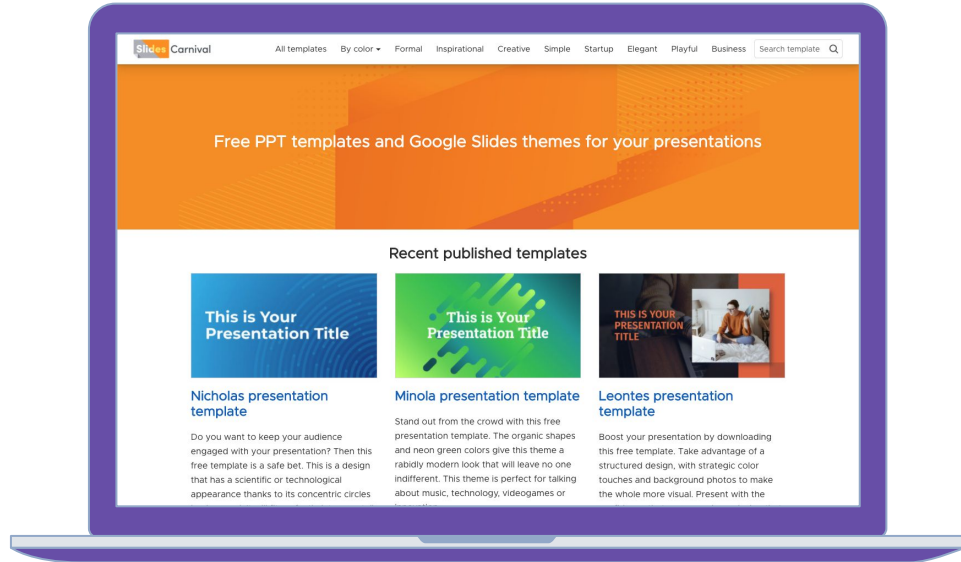
## TABLET PROJECT

Show and explain your web, app or software projects using these gadget templates.



# DESKTOP PROJECT

Show and explain your web, app or software projects using these gadget templates.





# THANKS!

**Any questions?**

You can find me at  
@username & user@mail.me





## CREDITS

Special thanks to all the people who made and released these awesome resources for free:

- Presentation template by [SlidesCarnival](#)
- Photographs by [Startup Stock Photos](#)



## PRESENTATION DESIGN

This presentation uses the following typographies and colors:

- Titles: Roboto Condensed
- Body copy: Roboto Condensed

You can download the fonts on this page:

<https://material.io/guidelines/resources/roboto-noto-fonts.html>

Navy #3f5378 · Dark navy #263248 · Yellow #ff9800

*You don't need to keep this slide in your presentation. It's only here to serve you as a design guide if you need to create new slides or download the fonts to edit the presentation in PowerPoint®*

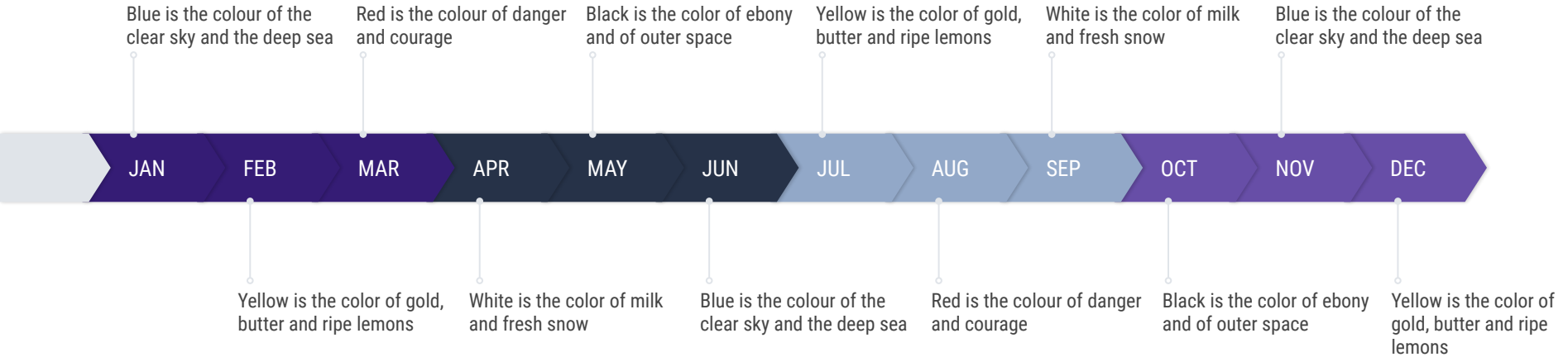
# 2

## **EXTRA RESOURCES**

For Business Plans, Marketing Plans,  
Project Proposals, Lessons, etc



# TIMELINE





# ROADMAP

Blue is the colour of the clear sky and the deep sea



Red is the colour of danger and courage



Black is the color of ebony and of outer space



Yellow is the color of gold, butter and ripe lemons



White is the color of milk and fresh snow

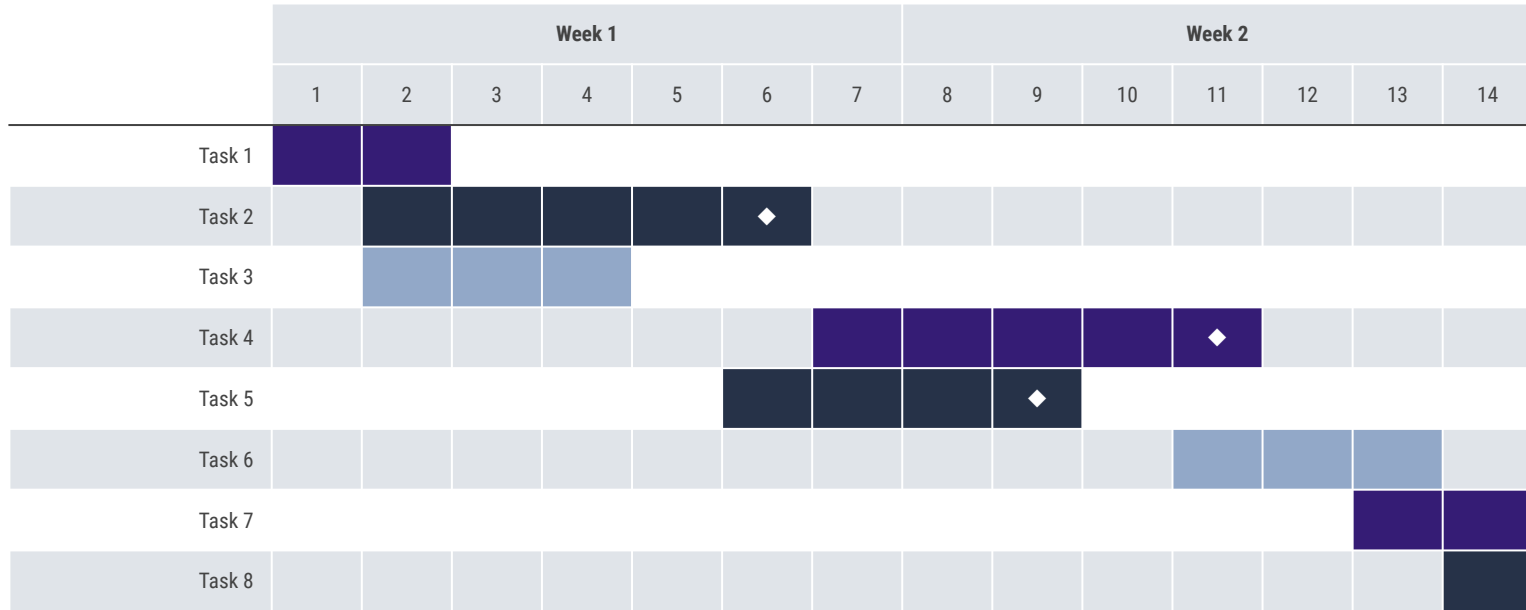


Blue is the colour of the clear sky and the deep sea





# GANTT CHART





# SWOT ANALYSIS

## STRENGTHS

Blue is the colour of the clear sky and the deep sea

S

## WEAKNESSES

Yellow is the color of gold, butter and ripe lemons

W

Black is the color of ebony and of outer space

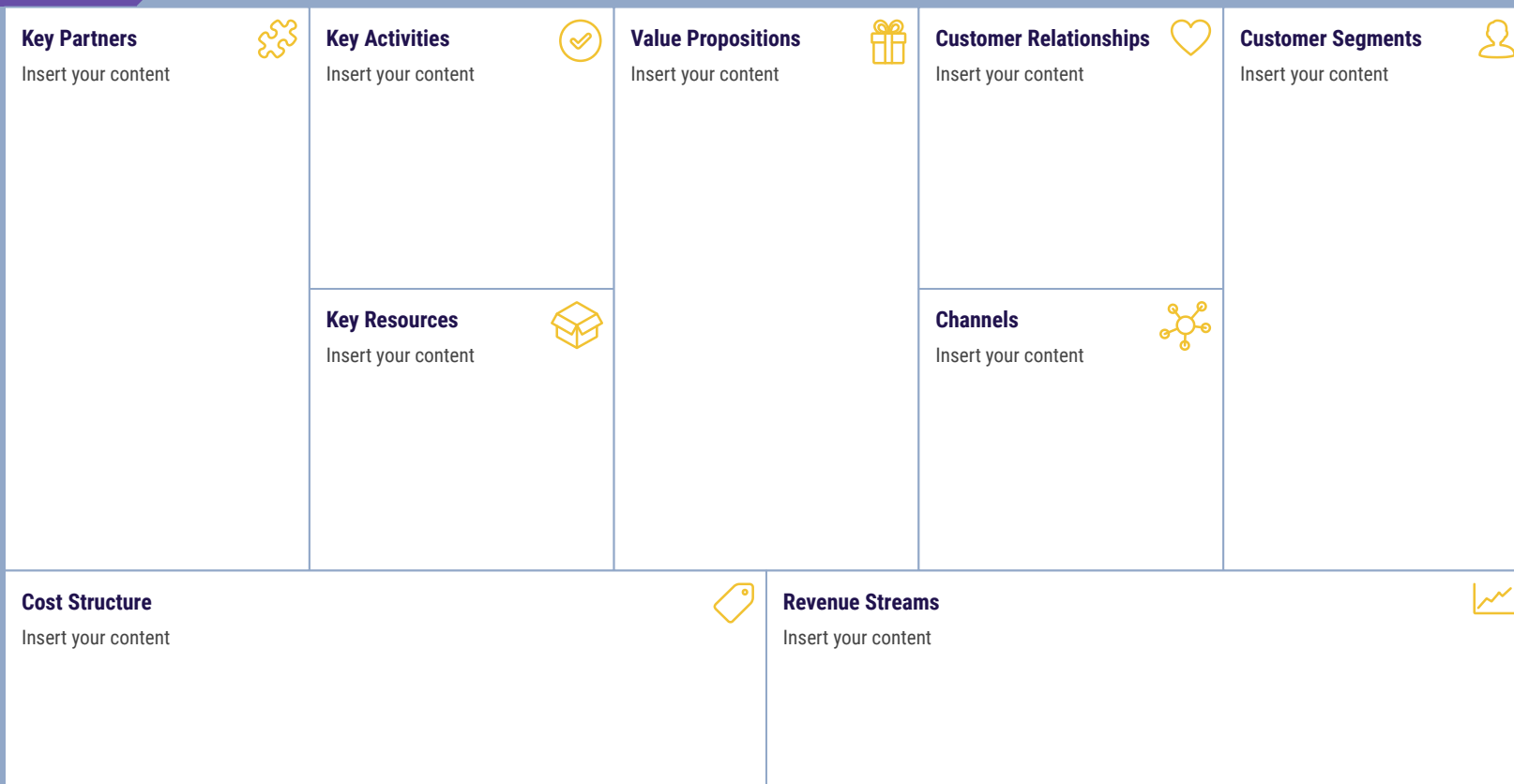
## OPPORTUNITIES

O

White is the color of milk and fresh snow

## THREATS

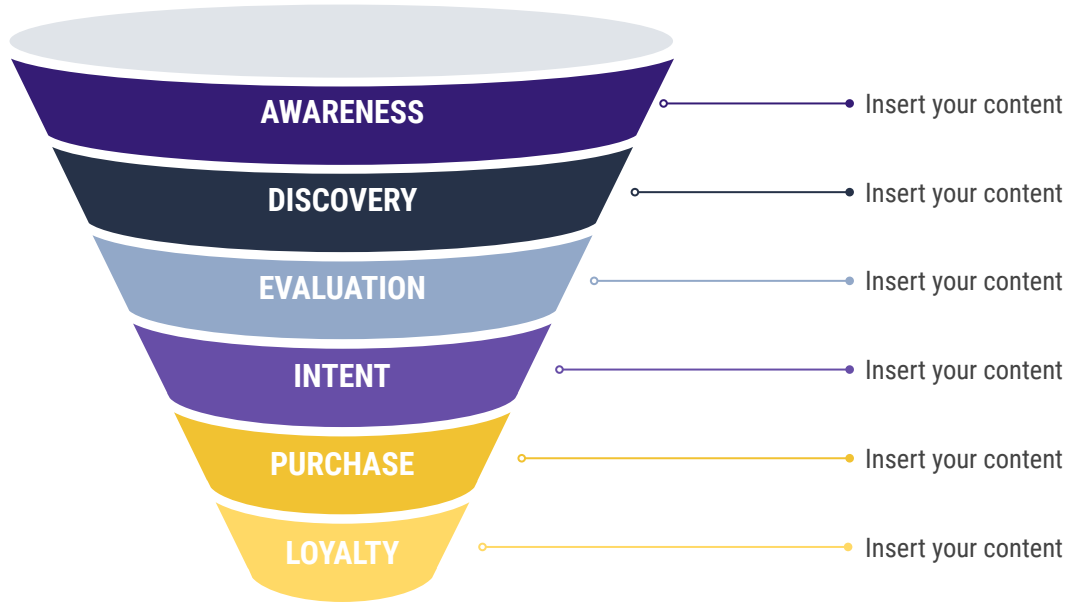
T







# FUNNEL





# TEAM PRESENTATION



**Imani Jackson**

JOB TITLE

Blue is the colour of the clear sky and the deep sea



**Marcos Galán**

JOB TITLE

Blue is the colour of the clear sky and the deep sea



**Ixchel Valdía**

JOB TITLE

Blue is the colour of the clear sky and the deep sea

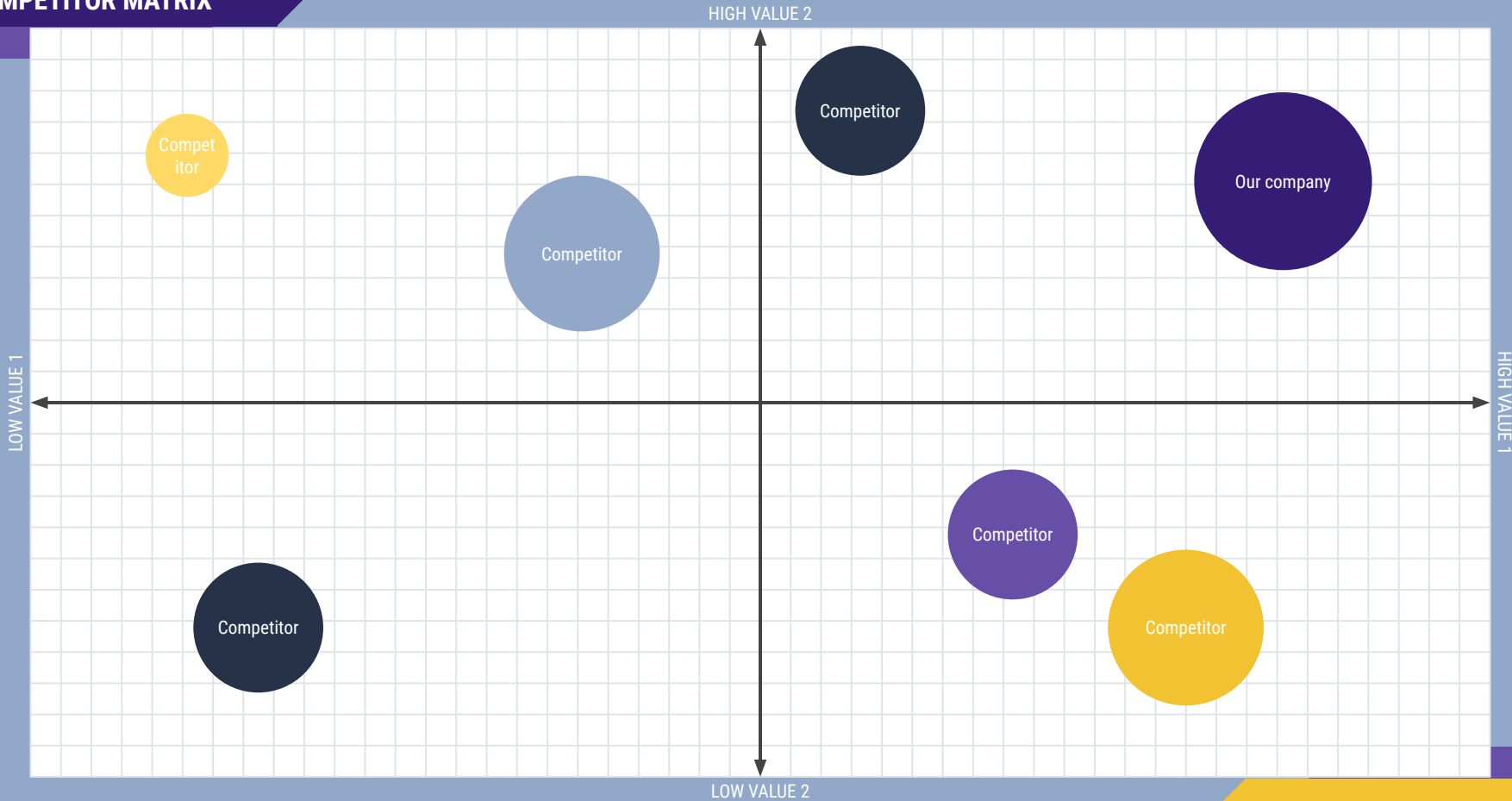


**Nils Årud**

JOB TITLE

Blue is the colour of the clear sky and the deep sea

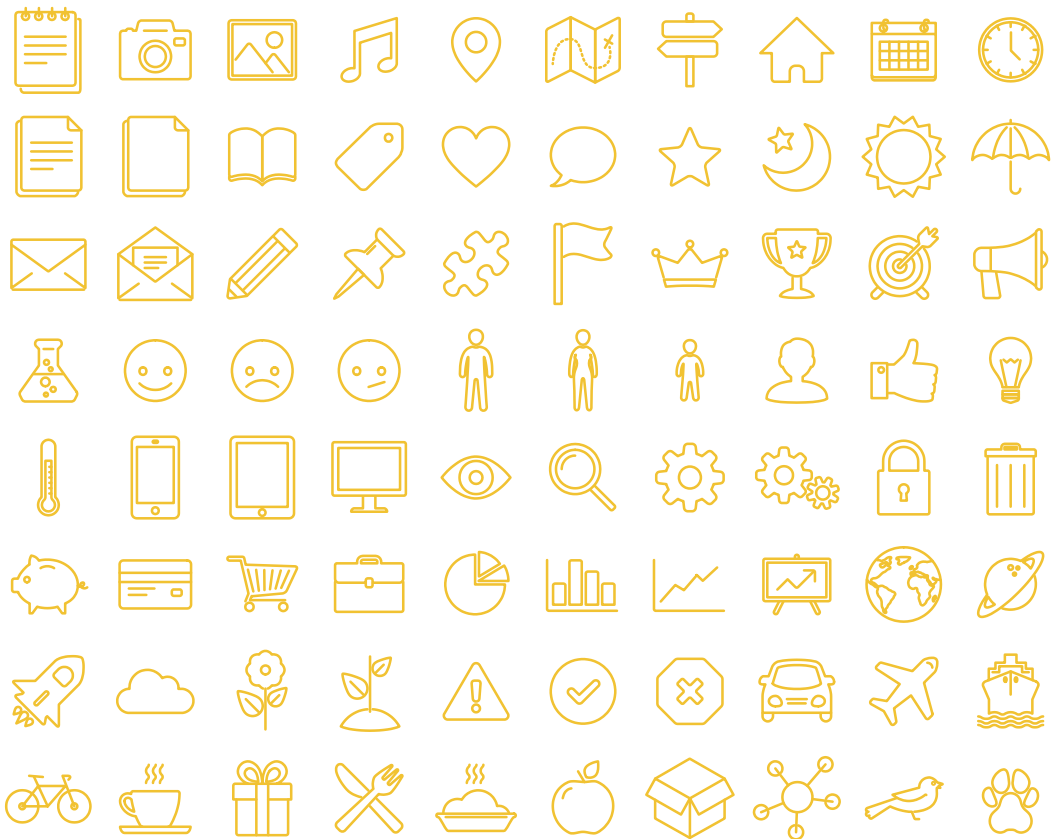
# COMPETITOR MATRIX





# WEEKLY PLANNER

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
9:00 - 9:45	Task	Task	Task	Task	Task	Task	Task
10:00 - 10:45	Task	Task	Task	Task	Task	Task	Task
11:00 - 11:45	Task	Task	Task	Task	Task	Task	Task
12:00 - 13:15	✓ Free time	✓ Free time	✓ Free time	✓ Free time	✓ Free time	✓ Free time	✓ Free time
13:30 - 14:15	Task	Task	Task	Task	Task	Task	Task
14:30 - 15:15	Task	Task	Task	Task	Task	Task	Task
15:30 - 16:15	Task	Task	Task	Task	Task	Task	Task



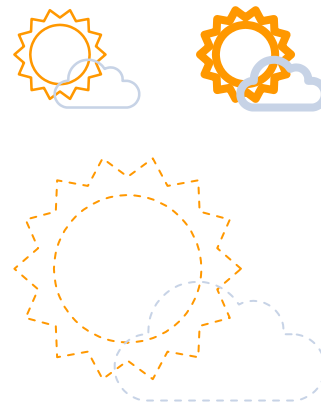
**SlidesCarnival icons are editable shapes.**

This means that you can:

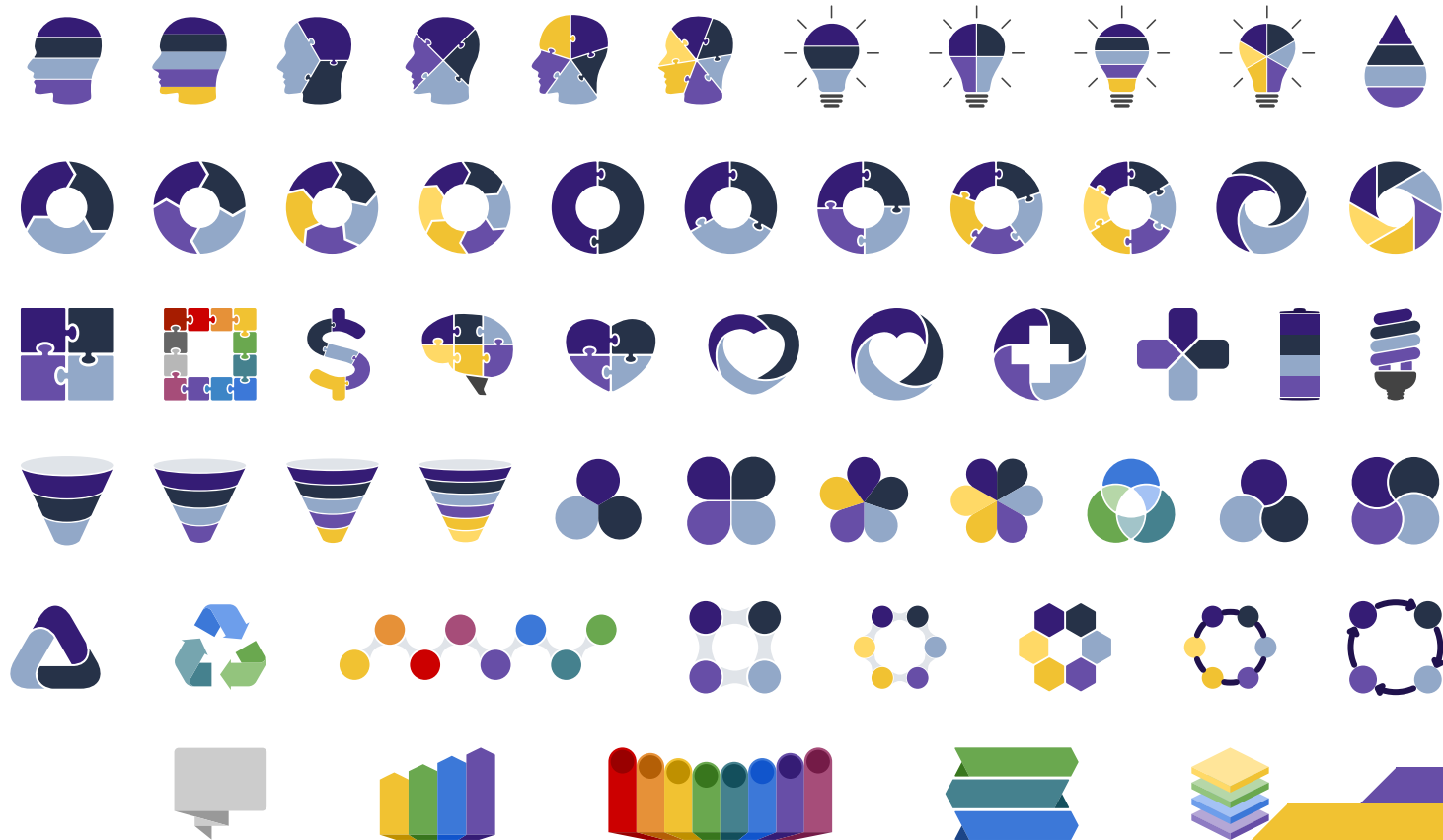
- Resize them without losing quality.
- Change line color, width and style.

Isn't that nice? :)

Examples:



# DIAGRAMS AND INFOGRAPHICS



## You can also use any emoji as an icon!

And of course it resizes without losing quality.

How? Follow Google instructions

<https://twitter.com/googledocs/status/730087240156643328>



and many more...



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