

# Title IX Training for Forensics Coaches

# Title IX Coordinators

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# TITLE IX

*20 U.S.C. § 1681 & 34 C.F.R. Part 106 (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.”



# KEY TITLE IX-RELATED ISSUES

## Sex-Based Discrimination

- Program Equity
- Recruitment, Admissions, & Access
- Pregnancy
- Athletics
- Employment, Recruitment, & Hiring
- Extra-curricular activities
- Housing
- Access to Course Offerings
- Salaries & Benefits
- Financial Assistance
- Facilities
- Funding
- Sex, Sexual Orientation, & Gender Identity

## Sexual Harassment

- Quid Pro Quo
- Hostile Environment
- Sexual Assault
- Domestic Violence
- Dating Violence
- Stalking

## Retaliation

# Definition of Sexual Harassment

- Sexual harassment is identified as a form of sex discrimination
- Must be so severe, pervasive and objectively offensive that it denies equal access to Carroll program or activity
- Definition of sexual harassment includes the Violence Against Women Act crimes
  - Sexual Assault
  - Dating Violence
  - Domestic Violence
  - Stalking

# Sexual Harassment (cont.)

CONDUCT that....

1. occurs within a Carroll Program or Activity located in the United States
  2. affects an individual participating or attempting to participate in a Carroll Program or Activity at the time the Formal Complaint is filed
  3. is based on sex, gender identity, gender expression, or sexual orientation
  4. satisfies the elements of Quid Pro Quo Conduct (something for something), Hostile Environment (severe, pervasive, & objectively offensive), Sexual Assault, Domestic Violence, Dating Violence, Stalking, or Sexual Exploitation
- Note: Harassment does not have to be based on intent to harm, be directed at a specific target, or involve repeated incidents.

# Let's talk about Forensics...

- What might Sex-Based Discrimination look like in Forensics?
- Sexual Harassment: Quid Pro Quo?
- Sexual Harassment: Hostile Environment?

# Mandatory Reporting

ALL EMPLOYEES, including RAs, Peer Ministers and Volunteers are required to report any known or suspected incident of sexual harassment, including:

- Quid Pro Quo
- Hostile Environment
- Sexual Assault
- Dating or Domestic Violence
- Stalking
- Sexual Exploitation



# Confidential Conversations

- Priest within the confines of Confession
- Victim Advocate / Friendship Center
- **NOT YOU** – even if the student asks you to keep this information confidential!
- *Disclose that you are a mandatory reporter IMMEDIATELY when a student starts sharing information that could be sexual harassment.*

# Let's Practice Interrupting



# When to Report

- As a mandatory reporter you are **REQUIRED** to report to a campus Title IX coordinator if you see, hear, know of, suspect, etc. any type of Sex Based Discrimination, Sexual Harassment, or Retaliation
- Report UP, not Out (**not required to inform your supervisor**)
- Report as soon as possible (within 24 hours)
- When in doubt, **REPORT**
- Encourage the student(s) involved to also report
- Assist the student(s) to connect with the Title IX Coordinator

# Reporting Process

- Title IX Coordinator determines jurisdiction
- Title IX Coordinator determines if there is an immediate health or safety risk to campus which would require immediate action
- If no immediate threat, Title IX Coordinator reaches out (usually via email) to the party who was reported to have experienced the behavior
- The Complainant can decide to proceed or not to proceed with a formal complaint

# Options for Reporting

Without a signed formal complaint:

- Receive the contact from the Title IX Coordinator and take no action
- Receive Supportive Measures and take no further action

With a signed formal complaint:

- Informal Resolution (not always appropriate)
- Formal Investigation

# Online Reporting Form

[Give](#)[Calendar](#)[Portal / Current Students](#)[About ▾](#)[Academics ▾](#)[Admission & Aid ▾](#)[Campus Life ▾](#)[Athletics](#)[Alumni ▾](#)[Apply](#)[Request Info](#)

[Campus Life](#) / [Safety & Emergency](#) / [Sexual Misconduct](#)

## Title IX

[Sexual  
Misconduct  
Home](#)

[Bystander  
Intervention](#)

[Contact](#)

Providing all students with an educational environment free from discrimination is extremely important.

### Title IX of the Education Amendments of 1972

As a recipient of federal financial assistance for education activities, Carroll College is required by Title IX of the Education Amendments of 1972 to ensure that all of its

**Notify Carroll  
College of Sexual  
Misconduct**

**Title IX Coordinator**



# Once a Report is Received

- Supportive measures must be provided to all Complainants whether they wish to proceed to investigation or not
- Complainants who wish to proceed to investigation must file a signed Formal Complaint (Title IX Coordinator may sign in some circumstances)
- Both parties are provided written notice of allegations, equal opportunity to select an advisor and equal opportunity to review evidence and the Investigative Report
- Presumption that Respondent is not responsible (presumption of innocence)
- Decision maker may not be investigator or Title IX Coordinator

# Supportive & Protective Measures

- Reasonable measures designed to restore or preserve equal access to Carroll programs and activities without unreasonably burdening the other party, including measures designed to protect the safety of the parties or the campus environment or to prevent or deter sexual harassment
  - Safety Measures (escort, change of housing, safety planning, no-contact order)
  - Support Measures (referrals to campus/community resources)
  - Academic Assistance (extensions, additional tutoring)



# Retaliation

Retaliation means any adverse employment or educational action, including efforts to intimidate, threaten, coerce, or discriminate against any individual

- for the purpose of interfering with any right or privilege secured by Title IX or this the Title IX Policy, or
- because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy and the Title IX Grievance Procedures.

Retaliation is prohibited by the Title IX Policy

# Contacting Law Enforcement

- No Complainant is required to make a police report or participate in a criminal case unless they wish to do so
- Carroll may not contact police unless the Complainant wishes to file a police report
- Complainant's privacy is protected by FERPA except in emergency situations

# Parting Thoughts

- Create positive, hostile-free environments for ALL students
- Address questionable behavior, comments, etc. IMMEDIATELY
- Talk with your team about expectations and hold them to high standards
- **Report**
- Once you (Coach) files a report you may not hear/see much 'action' – this is a GOOD thing!

# Questions