
UNIVERSITY RESPONSE TO SEX DISCRIMINATION

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TITLE IX

Title IX of the Education Amendments Act of 1972 is a federal law that states that 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

- Applies to all students regardless of gender identity.
- Must keep parties free from retaliation.*
- Be proactive in ensuring that our campus is free of sex discrimination.*
- Must have established procedures for handling complaints.*
- Ensure that a victim does not have to share spaces with his/her assailant.*
- Can issue a no contact directive to prevent the accused from interacting with the complainant.
- Cannot encourage or allow mediation or discourage a complainant from continuing his/her education.

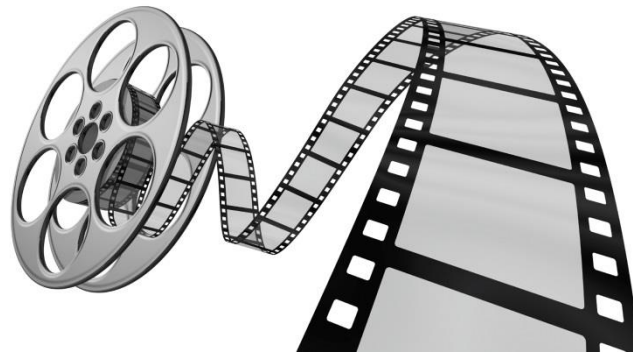
TITLE IX OFFICE

- Filing a formal complaint.
- Complaint resolution process.
- Supportive measures.
- Support person for involved parties.
- Pregnancy and Parenting accommodations.

UNIVERSITY DISCIPLINARY COMMITTEE

- Vision: To promote, manage and maintain a safe and thriving campus community conducive to academic excellence.
- Pre-hearing
- Hearing
- Questioning
- Bias
- Deliberation
- Preponderance of Evidence
- Sanctioning

SEXUAL VIOLENCE 101



<https://www.youtube.com/watch?v=-IIEXcgIHug&list=PLg2T6B2salhJbHLOsPT9IUS6eWDsD9i-s>

SEXUAL VIOLENCE

Sexual violence is a particularly severe form of sexual harassment that, by its very nature, is likely to create a hostile environment. Sexual violence includes physical sexual acts perpetrated without consent or where a person is incapable of giving consent because of physical, mental, or legal incapacity.

SEXUAL ASSUALT

Any sexual act directed against another person, without the consent of the complainant, including instances where the complainant is incapable of giving consent.

CONSENT

Consent is defined as conduct that a reasonable person would understand to indicate agreement to the sexual conduct at issue. Under this policy, consent must be informed, freely given, and mutually understood. Lack of consent is a critical factor in determining whether sexual violence has occurred.

FACT OR MYTH

- Most rapes happen on the street late at night.
- Someone who has been assaulted often knows the offender.
- If a woman has been raped, she will be hysterical.
- If there was no semen present, there was no rape.
- Rape is about power and control.
- When a complaint of sexual misconduct is filed, we can automatically assume that the respondent is responsible for violating the University policy.

RESPONSES TO TRAUMA

- **Fight**
 - ❖ If you assess the immediate threat as something that you have the power to defeat, you go into fight mode.
- **Flight**
 - ❖ If you view the threat as being too powerful to overcome, your impulse is to outrun it.
- **Freeze**
 - ❖ If you perceive that you can neither defeat or nor safely bolt from a dire threat, you will freeze.

VICTIM BLAMING

- Freeze response
- Memory loss, scrambled memory of the assault
- Flat emotional effect
- Delayed Reporting

ADVOCATE PROGRAM

- The Support Advocate's goals are to:
 - Enhance the reporting individual's recovery.
 - Provide emotional support.
 - Provide appropriate information and referrals regarding:
 - Medical procedures
 - Alternative housing assignments
 - Academic assistance
 - Counseling services
 - University disciplinary process
 - Criminal Charges/Court proceedings
- Assist in coordinating services.
- Attend meetings and hearings.

ADVOCATE PROGRAM

- The sexual assault hotline is 251-460-7151 or 251-341-9884 after hours. 24 hours a day, 7 days a week.
- Make every effort to meet with the person within 60 minutes of the assault or time of notification of advocate.
- Assist in making sure the person has a safe place to go.
- Encourage the reporting person to seek medical attention and accompanies her/him to the hospital, if the person chooses.
- Contacts friends or family, if the person chooses.

MEDICAL SERVICES

- Medical treatment options:
 - USA Children and Women's Hospital
 - Student Health Center
 - Private provider
- USACW and the Student Health Center can provide treatment and medical evaluation (treatment of injuries, medication to prevent STI's and/or pregnancy).

RESPONDENT RESOURCES PROGRAM

- Provides support and assistance to respondents of complaints of sexual misconduct.
- Respondent Resource persons are University employees.
- Attend meetings and hearings with the respondent.
- Provide appropriate information and referrals regarding:
 - Academic assistance
 - Counseling services
 - University disciplinary process
 - Criminal Charges/Court proceedings

CASE STUDY

Amy and Todd: Allegation of Sexual Misconduct

Reporting Party: Amy Craft – First year student at Tessera University

Responding Party: Todd Martin – First year student at Tessera University

TITLE IX STAFF

Know Your IX

TITLE IX IS FOR EVERYONE

Title IX goes beyond athletics, and includes sexual harassment and sexual violence. It's quite literally for everyone. If you or someone you know needs help navigating the system, **we are here for you.**

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Questions