



Responsible Employee
Gender-based Misconduct Reporting Obligations
Orientation Leader Training

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Agenda

1

Introduction and Overview of Title IX/Gender-based Misconduct

2

Who are *Responsible Employees*?

3

Your role in Responding and Reporting (*Responsible Employee Obligations*)

4

Support for Students Impacted by Gender-based Misconduct

Take Care of Yourself

This training covers serious topics including sexual assault, sexual harassment, intimate partner violence, and stalking

We recognize that it is likely that there are individuals in the room who have been impacted by gender-based misconduct

Please do what you need to do to take care of yourself during this presentation

If you are in need of support, resources, or accommodations related to an incident you experienced, the Title IX Office and/or the Counseling Center is here for you



“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.”

What Types of Behavior are Prohibited by Title IX?

Gender Discrimination/Harassment

Quid Pro Quo Sexual Harassment

Hostile Environment Sexual Harassment

Sexual Violence (indecent exposure, nonconsensual sexual contact, sexual exploitation)

Intimate Partner Violence

Stalking

Only violations of our Student Conduct Code that come with response/adjudication requirements from the federal government.

Institutional Obligations



- Publish nondiscrimination policy and grievances procedures (prominently posted on web sites, available around campus, and summarized in or attached to all major publications)
- Train all employees on their obligation to report
- Train responders
- **Designate at least one employee to coordinate efforts to comply with and carry out responsibilities under Title IX**
- Disseminate nondiscrimination policy & grievance procedures
- Education and prevention

Under Title IX - Once the College is Aware...we must

1

Stop the
Harassment

2

Prevent it
From
Recurring

3

Remedy its
Effects

To make sure this happens, **all regular employees** and **some student employees** are required to share what they know about an alleged incident of gender-based misconduct with the Title IX Coordinator.

If You Think Someone Is About to Disclose

Before someone reveals information that they may wish to keep confidential, please make every effort to ensure that they understand:

- your obligation as a *Responsible Employee* to report to the Title IX Coordinator
- the ability to share the information confidentially with a counselor in our Counseling Center

Responsible Employee (YOUR) Obligations (Protocol)

Respond	Respond with empathy Call out their courage Clarify - From what I am hearing you're Convey that you care Check-in
Refer	Refer them to resources Health Center/Counseling Center Title IX Website (on & off-campus) Title IX Coordinator
Report	Report what you know to your <u>supervisor (Tier 2)</u> and write an information report for the Title IX Coordinator *Call Campus Safety in the event of a crime in progress, emergency (situation requiring immediate action), safety at risk

Do's and Don'ts of Responding to Disclosures

Do:

- Acknowledge that what they are going through and how it can be hard to reach out for help
- Ask what you can do to help them right now
- Tell them you will be sharing what they told you with your supervisor (Me/Victoria) and the Title IX Coordinator and that the Title IX Coordinator will be reaching out to ensure that they are aware of all their resources

Don't:

- Conduct your own investigation
- Make your own finding
- Take the role of a therapist
- Gossip about or share what you know with anyone other than the Title IX Coordinator and your supervisor
- Make at least... statements
- Ask questions that start with why
- Promise confidentiality

Title IX - What Should You Report?

A Responsible Employee must report all known details about the reported incident

In addition - it is helpful to know:

Whether the complainant requested confidentiality and/or no action

Whether other offices are reportedly involved

How you left the matter with the complainant/reporting party

What Happens After a Disclosure is Made?

After you share what you know, the Title IX Coordinator or a Deputy will reach out to the person who reported to you to offer them resources and see if they are interested in making a formal complaint and to talk them through that process.

A formal complaint is not required for someone to receive supportive measures and assistance.

Supportive Measures

- Outreach to Faculty (Shanna Webster)
- Outreach to Coach
- Outreach to Supervisor
- No Contact Order
- Coordination with Housing
- Accommodations in classes (remote/in-person, section change, incompletes, extensions, etc.)
- Connections to Counseling and/or Advocacy Services

What About Retaliation?

Retaliation is prohibited both by SJCME policy and various laws. In order for our community to be at it's best, we have to have a culture where people can freely report concerns. Retaliation will lead to serious disciplinary action.

No individual may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege or because an individual has made a report or formal complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing.



Rumors

- Difficult to handle
- On one hand - awareness, community accountability and on the other hand skewed, exaggerated, inaccurate rumors can convict someone in the court of public opinion
- **Don't take part in them - Just don't**
- The incident has potentially life-long impacts and so can the accusation
- Critical thinking - do not automatically accept or reject, you don't have all the information
- Support and dignity
- Affirm your values - GBM is not ok and also not accuse someone of a crime for which you do not have all the information
- Spread resources, dialogue and programming about bystander intervention and consent
- Consult with me
- Explain the process (resources on Title IX website)

Questions



