



The College at
BROCKPORT
STATE UNIVERSITY OF NEW YORK

Title IX & Sexual Violence: What Student Employees Need to Know

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Student Employee Tutorial

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Federal Compliance Statement

- ❑ The College at Brockport **prohibits** the crimes of dating violence, domestic violence, sexual assault and stalking.



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Student Learning Outcomes

- ❑ Students will gain an understanding of the College's obligations under Title IX
- ❑ Students will gain an understanding of the College's policies and procedures in relation to incidents of sexual violence
- ❑ Students will understand their responsibility to report information to the Title IX Deputy Coordinator/Interim Title IX Coordinator.
- ❑ *The expectation is that you **view ALL hyperlinks** contained in this tutorial!*



Introduction

- ❑ You are probably wondering what Title IX—a women and sports legislation--has to do with colleges and sexual assault.
- ❑ Title IX legislation has progressively **expanded** to include other protections for gender-based (sex) discrimination.
- ❑ Other gender-based discrimination includes **sexual harassment and sexual assault** and colleges have a duty to investigate and resolve all complaints.



Introduction (cont.)

- This means that The College at Brockport must:
 - Eliminate sexual harassment
 - Prevent its recurrence
 - Address its effects
 - Promptly respond to all complaints
 - Prevent and address retaliation
- A College violates Title IX if it “**has notice**” of a sexually hostile environment and fails to take **immediate and effective corrective action**.



Colleges & Sexual Assault

- ❑ Sexual assault on College campuses has received a surge of national attention. You may have read articles or heard media coverage of various college campuses being investigated by the Department of Education for the way they handled complaints of sexual assault.
- ❑ Even the White House appointed a task force to determine what campuses need to do to improve the management of sexual assault complaints and published a [Website](#), a report titled [Not Alone](#) and a PSA: [Whitehouse PSA on Sexual Assault](#)





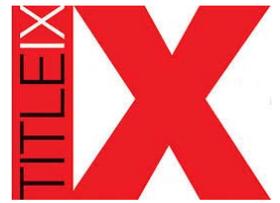
Know Your IX is a student-driven national campaign to raise awareness about student's rights under the federal legislation of Title IX. To gain a full understanding please view both video clips.

Know Your IX

Know Your IX



Let's review the IX things you need to know



#1) Title IX **prohibits** gender-based discrimination in education programs that receive federal funding. Here is the law as written in 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 education 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



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IX things you need to know

- #2) Sexual harassment and sexual assault (sexual misconduct) are forms of discrimination.
- #3) Title IX applies to all genders and students, faculty and staff.
- #4) K-12 and College's are mandated to establish policies and procedures to handle complaints of sexual misconduct. The College at Brockport has an entire section of the [Code of Student Conduct](#) dedicated to managing cases of sexual misconduct (Section IX, pgs 12-22).



IX things you need to know

#5) College's must take **immediate action** to ensure complainants continue their education –free from ongoing harassment. View the [College's reporting process](#).

#6) College's must **not retaliate** against someone filing a complaint and have responsibility to keep complainants safe from retaliation. Brockport has a strict anti-retaliation policy and strongly prohibits any actions that can be considered retaliatory.



IX things you need to know

#7) College's must provide complainants with **interim measures** --which are supportive actions taken by the college for the complainant's protection, such as a "no contact" order, where the accused person is prohibited from any interactions with complainant.

#8) Sexual harassment and sexual assault create hostile environments that interfere with a student's ability to **benefit from education program**.



#9) Know Your Title IX Coordinators

- ❑ **Christa Aldrich**, Interim Title IX Coordinator, Assistant Affirmative Action Officer, 523 Allen Building, 395-5938, caldrich@brockport.edu
- ❑ **Karen Logsdon**, Title IX Deputy Coordinator for Students, 7th floor, Rm. 707 Allen Building, 395-5042, klogsdon@brockport.edu
- ❑ **Title IX Website:** <http://www.brockport.edu/titleix/>



What Title IX Coordinators Do

- ❑ **Provide oversight and monitoring of Title IX Compliance working closely with Student Conduct, University Police, Counseling Center and Center for Select Respect**
 - ❑ Provide education, communication and training for students, staff, and faculty. Primary role is training College Officials with Title IX duties.
 - ❑ Provide input for **case management** of sexual misconduct complaints including
 - ❑ Review of complainant forms for sexual misconduct, review of investigation findings/police reports, attend Sexual Misconduct Hearings as a resource not an active board member, etc.
 - ❑ Assess **campus climate** and address reported concerns



Know Your Rights & Resources

- ❑ Code of Student Conduct (Complainant rights, definition of consent, etc).
- ❑ Campus & Community Resources
- ❑ The College's Statement of Non-discrimination

*For Title IX questions or concerns please contact
Karen Logsdon or Christa Aldrich.*



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Additional Campus Resources

- Counseling Center, Hazen Hall, 395-2207
- Health Center, Hazen Hall, 395-2414
- Student Conduct
 - Michele Reed, Student Conduct Coordinator, 395-5170
- University Police, 395-2222 emergency no., otherwise x2226
- Women's Center, Seymour Union, 395-5584
- RESTORE -Community 24/7 Rape Crisis Confidential Hotline - 800.527.1757



Closing Statement

- ❑ If you have been negatively affected by the content of this tutorial do not hesitate to reach out to any of the campus or community resources reviewed in the previous slide.
- ❑ Thank-you for taking the time to review this very important tutorial and hope that you found it informative. Please send comments or suggestions to klogsdon@brockport.edu



National Resources

- ❑ National Resources:
 - ❑ NotAlone.gov
 - ❑ KnowYourIX.org
 - ❑ [SAFER](#) Campus
 - ❑ [ATIXA](#)
 - ❑ [DOE Office of Civil Rights](#)
 - ❑ [RAINN](#)
 - ❑ [NYSCASA](#)

