

2025-2026 Title IX Training and Events



Employee Training

Morgan Cullan
Title IX coordinator

Please scan the QR code to sign in
Question 2: Leave blank
Question 3: Put “Title IX Training”

Employee Title IX Training

Morgan Cullan, Title IX Coordinator

The content of this training contains sexually explicit hypothetical scenarios of sexual assault or conduct.

If you are struggling with this subject and would like a break, and/or would like to connect to a counselor please let me know.

Material presented is of a mature topic, maturity is expected!



Title IX Team



Morgan Cullan
Title IX Coordinator

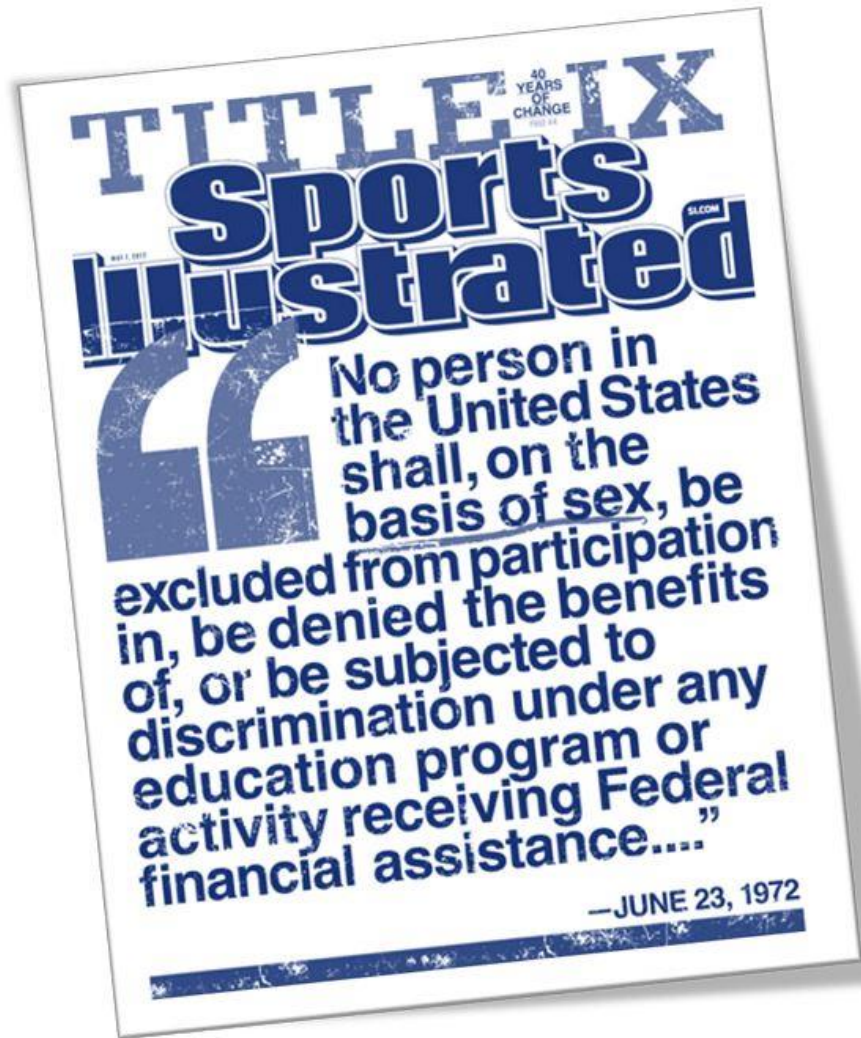


Nathan Favaloro
Title IX Designee



Rebecca Fernau
Title IX Designee

What is Title IX?



What Title IX is and is Not!

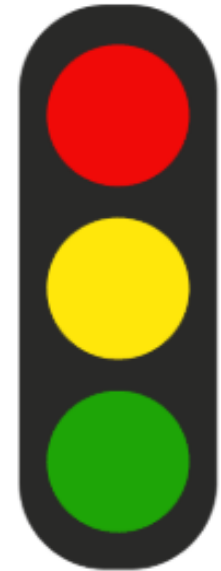
- We are not law enforcement!
- We are not the sex police!
- We are not attorneys!
- We look to see if policy was violated (3020, 5011)
- Ensure that everyone has an equal opportunity to an education
- Provide support equally to all parties
- Supportive measures



TITLE IX – What We Do!

Essential Compliance Elements

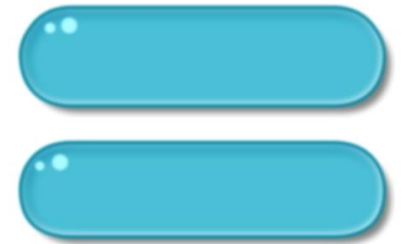
- Take immediate and appropriate steps to investigate what occurred
- Take prompt and effective action to:
 - STOP the harassment
 - PREVENT the recurrence
 - REMEDY the effects



Must be done regardless of whether the Complainant makes a formal complaint or asks the school to take action!

College Response to Reports

- Non-Disciplinary, Non-Punitive!
- Determination of Responsibility must be made before any sanctions.
- Individualized services offered to ALL parties equally



Ways Title IX Can Help

Supportive Measures

- Mutual No Contact Order
- Changes to on campus living or working situations
- Referral to a Licensed Student Counselor
- Referral to EAP
- Connect with other campus resources and services
- Academic Accommodations

What is Sexual Harassment?

- Unwelcome conduct of a sexual nature including sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature.
- The harassing conduct creates a hostile environment if the conduct is sufficiently serious that it interferes with or limits an individual's ability to participate in or benefit from the school's program.

Sexual Harassment



Example:
Hazing at Northwestern



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Examples of Sexual Harassment

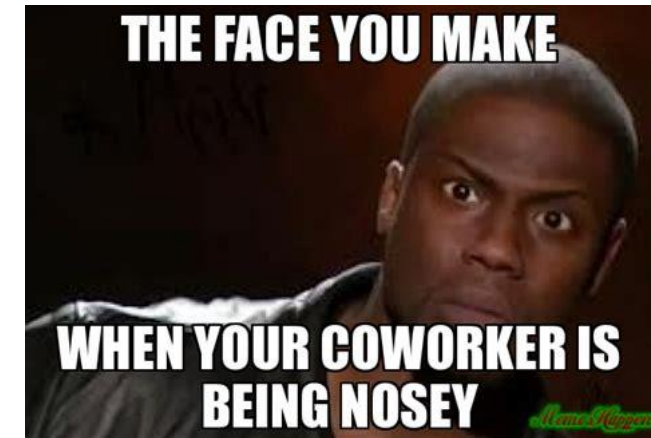
- Physical acts of sexual assault
- Requests for sexual favors (Quid Pro Quo)
- Making conditions of employment or advancement dependent on sexual favors
- Unwanted touching or physical contact
 - Massaging, hugging, groping, tickling, brushing up against, etc.
- Exposing oneself
- Unwanted sexually explicit photos, text messages, emails
- Repeatedly asking out someone who is not interested
- Asking questions about sex life, fantasies, etc.
- Following someone around continuously
- Lewd gestures
- Inappropriate statements or jokes

Common Question

- **Question:** Can it still be sexual harassment and not Title IX?
- **Answer:** Absolutely!! Remember Title IX has very specific definitions and jurisdiction that must be met. The Title IX Coordinator will make that determination. Let's talk about what happens next...

What Happens After the Report is Received by the Title IX Coordinator?

- The Title IX Coordinator will reach out to the individual.
- They may never reach back out. That is okay!
- Title IX Coordinator will make determination it falls within scope of Title IX.
- All options are provided to the individual.
- Possible referral?
- **You may not know the outcome! That is okay!**



**Report
Received**



**Does not meet Title IX
Definition or
Jurisdiction**



Now what happens?



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Referral

Human
Resources

Student
Conduct



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Title IX or Not?

- Physical acts of sexual assault
- Requests for sexual favors (Quid Pro Quo)
- Making conditions of employment or advancement dependent on sexual favors
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Mandatory Reporter or Confidential Resource?

Mandatory Reporter

- ✓ President
 - ✓ Vice Presidents
 - ✓ Deans
 - ✓ Title IX Coordinator
 - ✓ Housing/Residence Life Staff
 - ✓ Coaches and Assistant Coaches
 - ✓ Campus Security Officers
 - ✓ Athletic Directors
- *Report information will be communicated to the Title IX Coordinator

Confidential Resource

- ✓ Licensed Student Counselors
 - ✓ Athletic Trainers
- *Can keep information they receive confidential and are not required to report information to the Title IX Coordinator (in most cases).

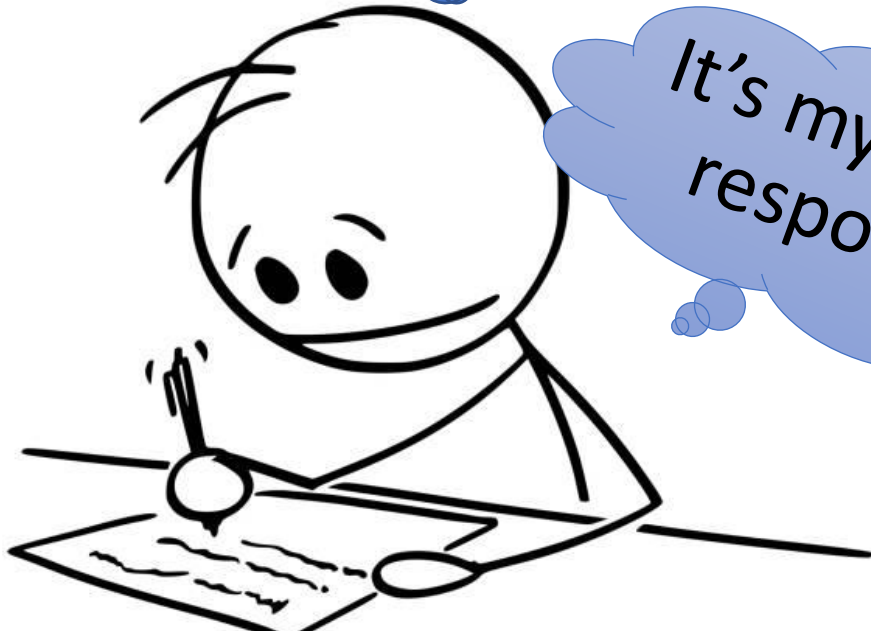
**Faculty is in
neither category!**

YOUR Role Includes:

Reporting is good, the students will be helped!

I don't need all the facts, it's TIX's job to investigate

It's my duty, and responsibility



Listening

Supporting

Making the Report!!

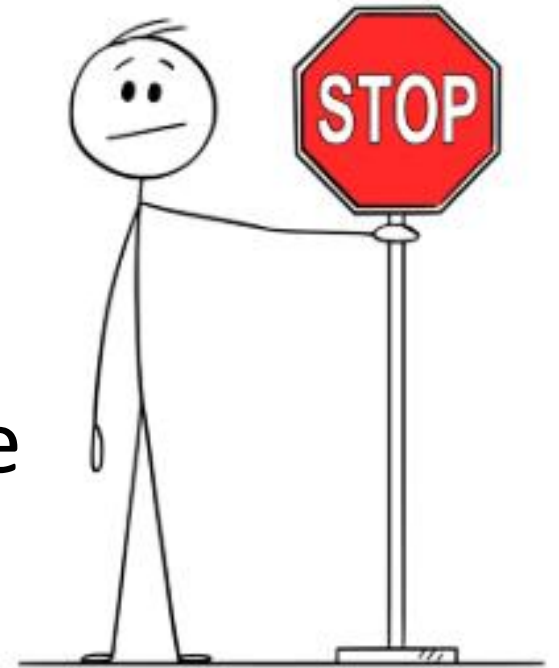


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Stay Away From “Wait, stop, I am a Mandatory Reporter”

Retrain your brain

- I am a **responsible employee**.
- I am a resource
- I’m here to listen but I have to relay the information.



Coming Forward Can Be Difficult...

- Embarrassment and shame
- Self-blame
- Difficulty remembering details
- No one will believe them
- Fear of being socially ostracized
- Scared for safety
- Reporting might make it worse, feel forced to report
- Could make the accused angry
- Family might find out

Possible reactions?

- Dissociation
- Avoidance
- Emotional dysregulation
- Hypervigilance
- Fear and Anxiety
- Anger
- Sadness
- Denial
- Laughter
- Joking

Listen - **Support** - **Report**

- Confirm that they are safe
- Listen to the individual and to their information
 - They came to you, it is important that you make them feel heard
- Respond with compassion/empathy
 - “I am so sorry,” “I am here for you”
- Preserve any possible evidence – text messages, snapchats, clothing etc

Buzz Words

NOTE: It is important to remember that in some instances a student or employee may not say key words; they may instead describe a situation that they were uncomfortable with.

- I had sex on Saturday night, and I wasn't 100% comfortable.
- They keep making nasty jokes and won't stop.
- I blacked out at a party and woke up naked next to someone I have never met before. I am not sure what happened or how I got there.
- I broke up with them and they are being creepy.
- I'm not comfortable being alone with them because of...
- They told me if I want to be successful, I have to sleep my way to the top.

Things You Can Say

- I really care about you.
- I want to make sure you are safe.
- I work closely with TIX and we can make sure you are taken care of.
- You are not in trouble.
 - Even if they are drinking or high.
- This is a confidential process.
- You don't have to do anything you don't want to.

Tips for Responding:

- Refrain from...
 - Making decisions for the individual
 - Defining or labeling what happened
 - Blaming the individual for what has happened to them
 - Remember, you are not their therapist
 - Don't promise any outcomes
 - Let them know what they discuss is confidential and will only be shared with the appropriate staff (if Mandatory Reporter)

Do Not!

- Determining the truth or accuracy of a situation
- Probe for details
 - If they don't want to talk don't force them
- Ask follow-up questions
- Conduct an investigation
- Determine fault
- Discuss situation with others...except for Title IX



Assumptions?...

- This story makes no sense? This didn't happen!
- They are shifting and not making eye contact, I've seen Law and Order enough times to know when someone is lying!
- I know this person, he/she is not a rapist!
- You are a guy so you can't be assaulted



At this point does your opinion matter? **NOPE!**

Listen - Support - Report

- Let them know we are here to help.
 - They don't have to do anything they do not want to do.
- Provide resources.
- Don't talk to others about it. If you need to talk to someone talk to TIX.

Listen – Support YOURSELF – Report

- Vicarious Trauma – aka Compassion Fatigue
 - Secondary traumatization, negative feelings which occur when a person repeatedly hears stories about the traumatic things that happen to other people
 - Symptoms include: anxiety, losing sleep, nightmares, sadness, physical illness, minimizing, guilt, hypervigilance, loss of motivation, feeling overwhelmed, etc
- How to Cope?
 - Self-care
 - Exercise, rest, utilize EAP, seek outside counseling, talk to TIX.
 - If you need to debrief schedule an appointment with TIX

Listen - Support - Report

Student Involved Report

- Submit a report to Eagles360 as soon as possible, If you have questions call or email TIX.
 - Try not to fill out the reporting form while the person is with you.
 - If you want to take notes, then ask the person for permission.
 - When to call TIX hotline or Security - and when to just file report
 - Call when the situation is elevated, medical concerns, police involvement, mental health concerns, if you believe that parties need to be separated, Safety concern. If needed call 9-1-1.

Listen - Support - Report

Employee Involved Report

- Call or email the TIX Coordinator, Director of Human Resources, your supervisor as soon as possible.
- If you want to take notes, then ask the person for permission.
 - When to call TIX hotline or Security - and when to just file report
 - Call when the situation is elevated, medical concerns, police involvement, mental health concerns, if you believe that parties need to be separated, Safety concern. If needed call 9-1-1

Eagle360 Reporting Form



Alan Leroy Roman-Test

Send Alert

Student Update

Record Contact

Add Note

Attach File

Email

Nutshell

Export

Actions

Text

Type

Author

Date

Last Comment

All

All

No data available in table

Actions

Text

Type

Author

Date

Last Comment

Show 10 entries

Showing 0 to 0 of 0 entries

First Previous Next Last

TITLE IX: Sexual Misconduct Reporting Form



Goes to the Title IX Coordinator to be reviewed and managed

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Fill out E360 report every time!

What Should Be Reported?

- Report ANYTHING that remotely resembles sexual misconduct.
 - Fight between a couple in the residence halls
 - Present or past incidents
 - If it occurred off-campus
 - Hear something that seems questionable – note location, date, time
 - Inappropriate relationships with employees and students
 - If you aren't sure – I would rather be involved then not, over reporting is okay!
- It is the responsibility of the Title IX Coordinator once reported

Who Should I Report to?

What Should I Report?

- Title IX Coordinator, Security, Dean of Students, Human Resources (employee involved), Security, Supervisor
- Any details that you have
 - Name of individuals involved, location of incident, time, witnesses, if physical violence was allegedly used
- You are only expected to report what you have been told; please do not need to independently investigate or otherwise attempt to resolve the complaint.

Relationships in College

- Student and student
- Faculty member and faculty member
- Faculty member and student
- Supervisor and subordinate
- Staff and Staff
- Staff and Student



Relationships in College

- What to do if one occurs?
 - Disclose the relationship to the Director of Human Resources – Every Single Time!



Prohibited relationship by an individual with authority

1.2. Board Policy does prohibit consensual relationships (romantic or sexual) where a power differential exists.

1.2 A power differential exists when one (1) party has influence or control over the other party's:

Employment; Grades;
Degrees; Evaluations;
Promotions; Tenure;
Scholarships; or Awards.

2. Power Differentials

2.1. Examples of power differentials include, but are not limited to:

A supervisor and an employee;
A faculty member and a student;
An advisor and a student; and
A coach and an athlete.

- Taken from Chadron State College (NSCS) policy #5019 (consensual relationships)

Common Questions

Question: The individual does not want the information reported, what do I do?

Answer:

- If you are a mandatory reporter. You are required to report. It is part of your job duties. Be honest with them about reporting.
- Not a mandatory reporter, support them, provide resources, submit anonymous report (tread gently)

Common Questions

Question: What if it happens after normal business hours?

Answer: Incidents can occur at anytime.

- Find a second staff member, contact your supervisor, call TIX Hotline, call Security
- Emergency – Call 9-1-1
- Do NOT share beyond that!

Common Questions

Question: What if they are my friend? Or if I am friends with who they are accusing?

Answer: They may be your peers.

- Do not take on the responsibility of handling the situation. Just **Listen** - **Support** - **Report**
- Remain unbiased and set friendships aside.

Common Questions

QUESTION: Sexual Assault is a crime. Shouldn't I report it to the police instead of the college?

ANSWER: In the event of an emergency call 911!

Non-emergency – Ask them, if they say no then the report should be made to Title IX asap. Title IX will inform the student of their right to file a criminal complaint. It is up to the individual to make the decision to file a police report or not.

Common Questions

QUESTION: I want to make sure the person is okay, how should I follow-up?

ANSWER: Ask them if they are, okay? They will share if they want too. You can tell them “I am always here if you just want to talk” Please don’t ask if you are just looking for information.

**THAT ONE CO-WORKER THAT'S IN
EVERYBODY'S BUSINESS BUT THEIR OWN**



Common Questions

QUESTION: What happens if I notice the person is struggling after the event? What should I do?

ANSWER: Ask them if they are okay. Submit a CARE Referral, Notify Title IX or Human Resources.



Common Questions

QUESTION: I am really struggling processing what occurred, what do I do?

ANSWER: Reach out to Title IX, Human Resources, your supervisor. Remember - You are not alone!!

THANK
YOU!



Questions?



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Contact Information

24 Hour Title IX Phone: 308-430-0980

Email: titleixcoordinator@csc.edu or mcullan@csc.edu

Office: Crites Hall, 350

Office Hours: M-F 7:30 am – 4:30 pm

Phone: 308-432-7020

On-Call: 24/7

Campus Security: 308-432-6037

CSC Safety Escort: 308-360-1887