

Title IX Training



RA/Mentor Training

Jody Motz

Title IX coordinator

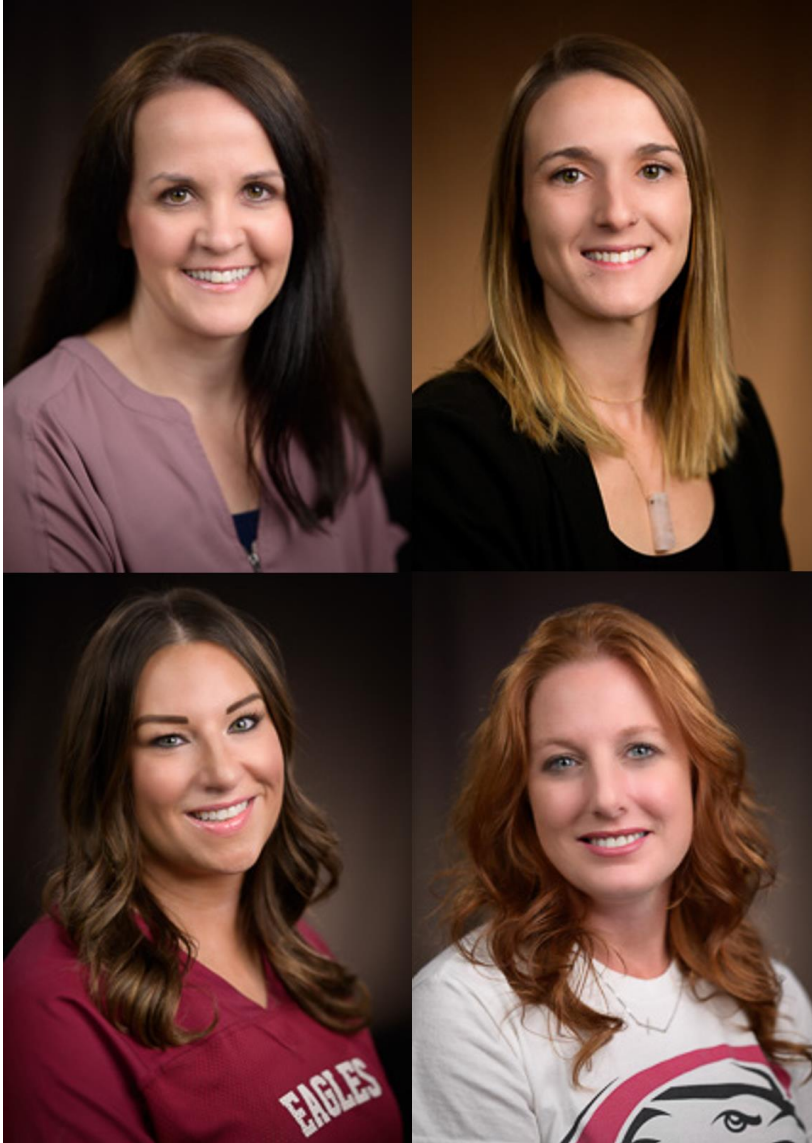
Please scan the QR code to sign in

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!

Counseling Staff



Health Services Crites Hall - 3rd Floor Lobby

Licensed Student Counselors:

Christina Winters

Amy Carnahan

Chelsea Turner

Jessaca Denke - Nurse

Title IX Team

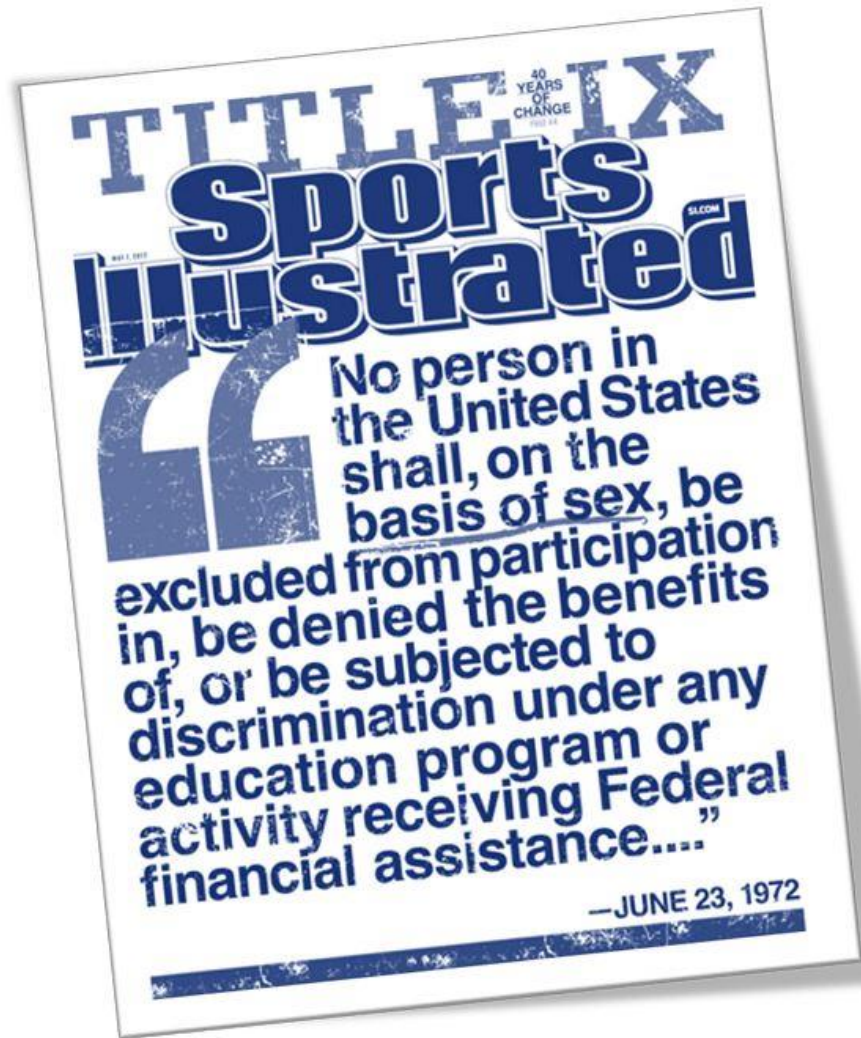


Jody Motz
Title IX Coordinator



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

Mandatory Reporter Training

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).

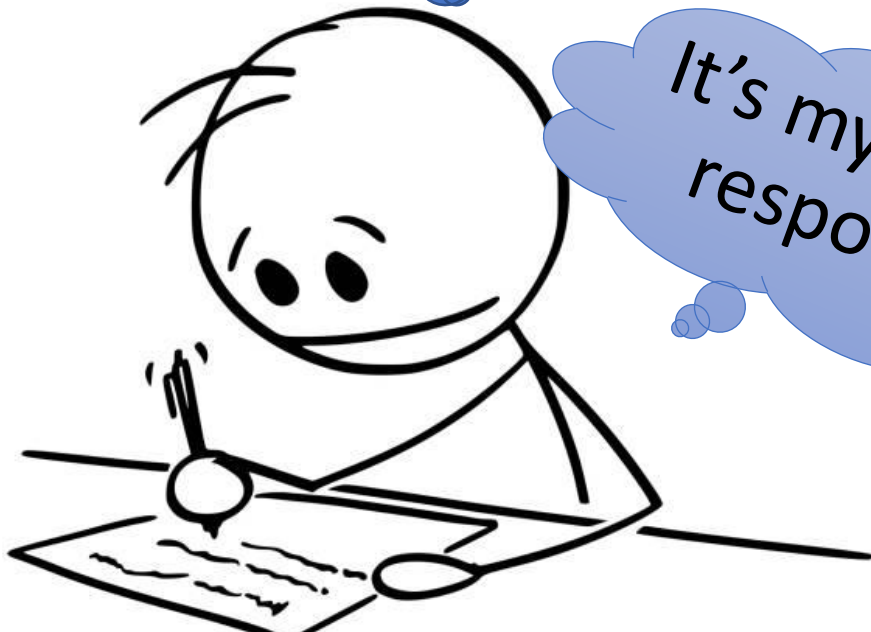
**Faculty is in
neither category!**

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.

Things You Can Say

- I really care about you.
- I want to make sure you are safe.
- As a RA 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.

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”

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

Do Not!

- Determining the truth or accuracy of a situation
- Probe for details
- 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



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

Common Concerns for RA's

- The Student does not want the information reported, what do I do?
 - You are required to report. It is part of your job duties.
 - Be honest with them about reporting.
 - Confidentiality cannot be guaranteed
- Incidents can occur at anytime.
 - Find a 2nd RA or AD
 - Do NOT share beyond that! You don't want a bunch of people to know.
 - Possible reactions?
- They are your peers.
 - Do not take on the responsibility of handling the situation. Just empathize, listen, take report, report it.
 - Remain unbiased and set friendships aside.
 - You may not know the outcome, and that is okay!

Listen - Support - Report

- Tell them its confidential.
 - Don't talk to other RA's, students, employees about it. If you need to talk to someone talk to TIX or Counseling staff.
 - Be as discreet as possible!
- Let them know we are here to help.
 - They don't have to do anything they do not want to do.

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 on-staff counselors, 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 helpline 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



Log Entry

Expand All

Send Alert Student Update Record Contact Add Note Attach File Email Nutshell Export

Search...

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 during rounds that seems questionable
 - Inappropriate relationships with faculty or staff
 - 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 to determine if the incident is sexual harassment, based on investigation.

Examples

NOTE: It is important to remember that in some instances a student may not say I was raped or sexually assaulted; they may instead describe a situation that they were uncomfortable with. Be mindful that students may not necessarily always use the “buzz words”.

- I had sex on Saturday night and I wasn't 100% comfortable.
- 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.
- A person kept pressuring me to have sex last night and I eventually gave in.
- I don't like them because last semester they pressured me to have sex.

Who Should I Report to? What Should I Report?

- AD, Associate Director of Housing, Housing Director, Title IX Coordinator, Dean of Students
- Any details that you have
 - Name of student(s) involved
 - Location of incident
 - Time
 - Witnesses?
 - If physical violence was allegedly used
- Once this information has been communicated, you have fulfilled your responsibility.
- 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.

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

- The Title IX Coordinator will reach out to the student and will complete an intake.
 - Student may never reach out, they may choose to do nothing, that is within their rights.
- Title IX Coordinator will make determination it falls within jurisdiction.
 - If you aren't sure ask me! I love questions
- All options are provided to the student for them to make a decision on what to do next.
- Supportive measures will be provided.

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...

**Report
Received**



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



Now what happens?



**CHADRON
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Referral

Human
Resources

Student
Conduct



CHADRON
STATE COLLEGE

College Response to Reports

Non-Disciplinary, Non-Punitive individualized services offered to ALL parties equally

Supportive Measures

- Mutual No Contact Order
- Changes to on campus living or working situations
- Referral to a Licensed Student Counselor
- 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 a student's ability to participate in or benefit from the schools program.

Sexual Harassment

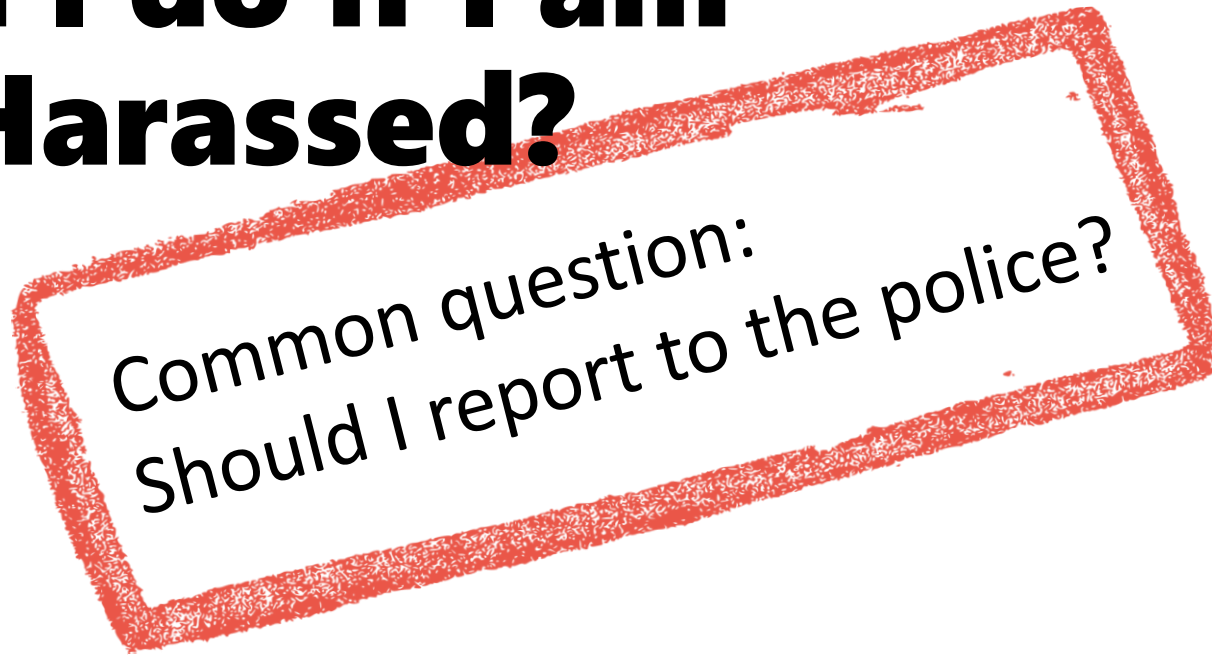


Examples of Sexual Harassment

- Physical acts of sexual assault
- Requests for sexual favors
- 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

What should I do if I am Sexually Harassed?

- Report it to Title IX
 - 24 hour hotline: 308-430-0980
 - Email titleixcoordinator@csc.edu
- Keep records
 - Document as much as possible (phone notes or on paper)
 - Dates, places, times, witnesses, nature of harassment
- Preserve any evidence
 - Text messages, Snapchats



What should I do if I am accused of Sexual Harassment

- Respond to Title IX outreach requests
- Reach out to Title IX
 - 24 hour hotline: 308-430-0980
 - Email: titleixcoordinator@csc.edu
- Keep records
 - Document as much as possible (phone notes or on paper)
 - Dates, places, times, witnesses, recollection
 - Preserve any evidence
 - Text Messages, Snapchats

Common question:
Should I get a lawyer?

Common Questions

QUESTION: Sexual Assault is a crime. Should I report it to the police instead of the college?

ANSWER: In the event of an emergency call 911!

Non-emergency - The report should be made to Title IX. Title IX will inform the student of their right to file a criminal complaint. It is up to the student 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? I don't want to make them uncomfortable.

ANSWER: Ask them if they are okay? They will share if they want too. If you are comfortable you can tell them "I am always here if you just want to talk"

Common Questions

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

ANSWER: Submit a CARE Referral, check in with them, be detailed in your intentional interaction. Notify Title IX or the Dean of Students

Common Questions

QUESTION: What if my AD is not on call? What do I do?

ANSWER: Call AD on duty, Call TIX, Call on-call counselor, Call security – especially if it is a present risk.

Common Questions

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

ANSWER: You can notify your AD's, Notify Housing Directors, Contact Title IX, Contact Health Services. You are not alone, staff are here to support you.

Thank you for your time

Questions?

Contact Information

24 Hour Title IX Helpline: 308-207-5072

Email: titleixcoordinator@csc.edu

Office: Crites Hall, 351

Phone: 308-432-7020

Campus Security: 308-432-6037

CSC Safety Escort: 308-207-5435