

2025-2026 Title IX Training and Events



Student Athlete Training

Morgan Cullan
Title IX Coordinator

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

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



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Recording of this Training is Strictly Prohibited

Phones Down

Heads Up

Hoods off

No Earbuds

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

TIX Training – What to Expect

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

Title IX Team



Morgan Cullan
Title IX Coordinator

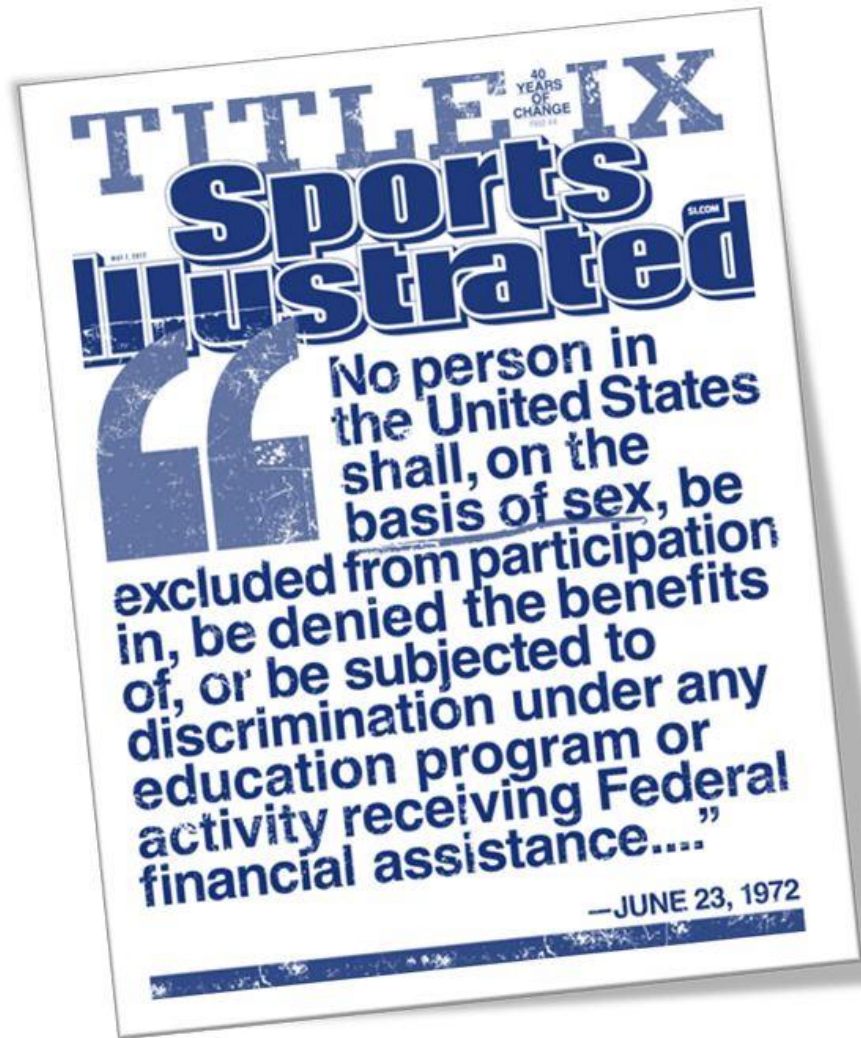


Nathan Favaloro
Title IX Designee



Rebecca Fernau
Title IX Designee

What is Title IX?



What Title IX is and is Not!

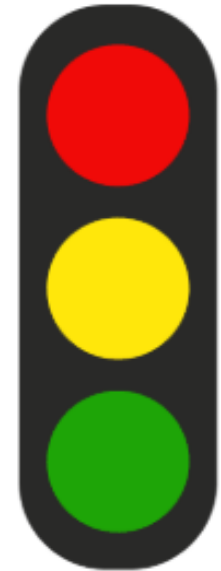
- We are not law enforcement!
- We are not the sex police!
- We are not attorneys!
- We look to see if policy was violated (3020, 5011)
- Ensure that everyone has an equal opportunity to an education
- Provide support equally to all parties
- Supportive measures



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.
 - Preponderance of Evidence Standard
- 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 or Confidential Resource?

Mandatory Reporter

- ✓ President
 - ✓ Vice Presidents
 - ✓ Deans
 - ✓ Title IX Coordinator
 - ✓ Housing/Residence Life Staff
 - ✓ Coaches and Assistant Coaches
 - ✓ Campus Security Officers
- *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!**

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



Example:
Hazing at Northwestern

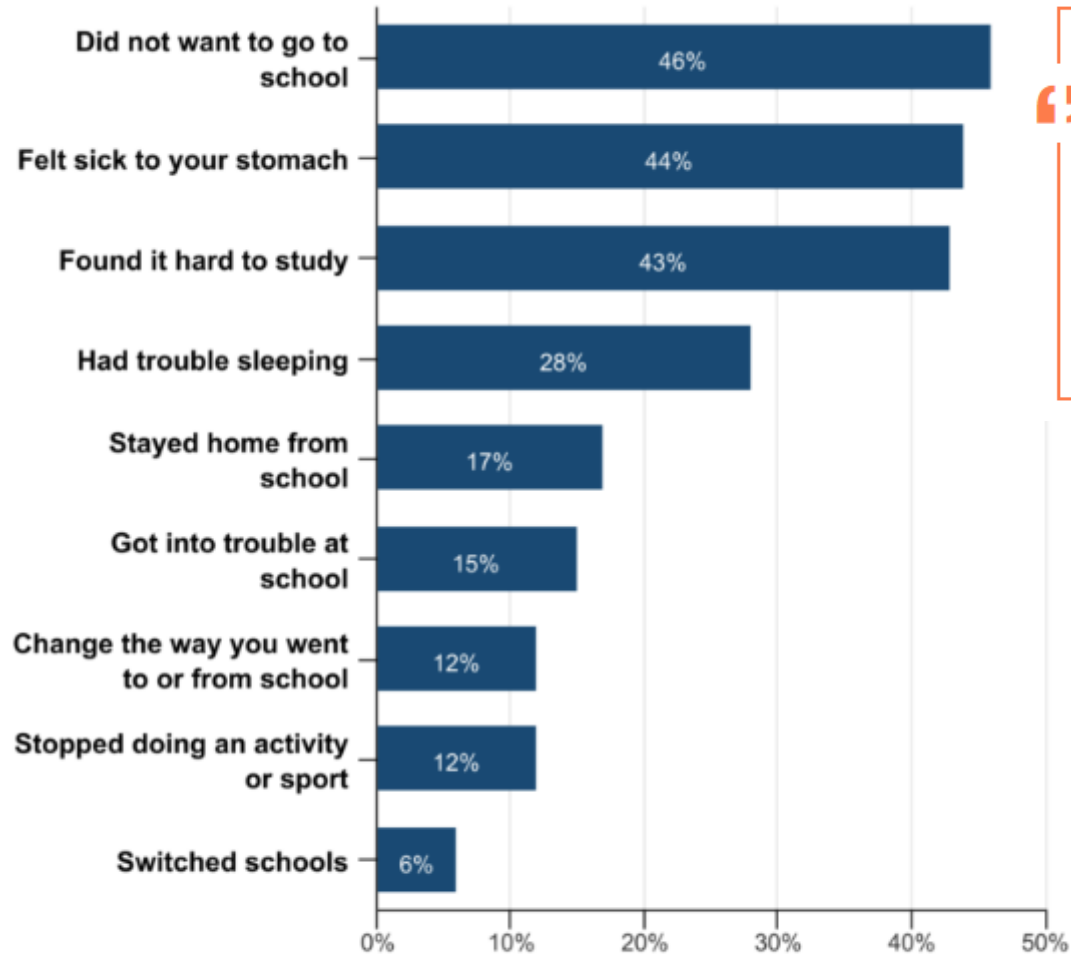


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Examples of Sexual Harassment

- 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

How is Sexual Harassment a Barrier to Educational Opportunities?



Data source: AAUW sexual harassment survey, 2011



According to AAUW's 2010–11 Crossing the Line report, nearly half (48%) of the students surveyed experienced some form of sexual harassment and the majority of those students (87%) said it had a negative effect on them.

- PTSD
- Anxiety/Depression
- Missed Classes
- Lower Grades
- Social Withdrawal
- Drug and Alcohol Abuse

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?

What is the process?



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?



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Referral

Human
Resources

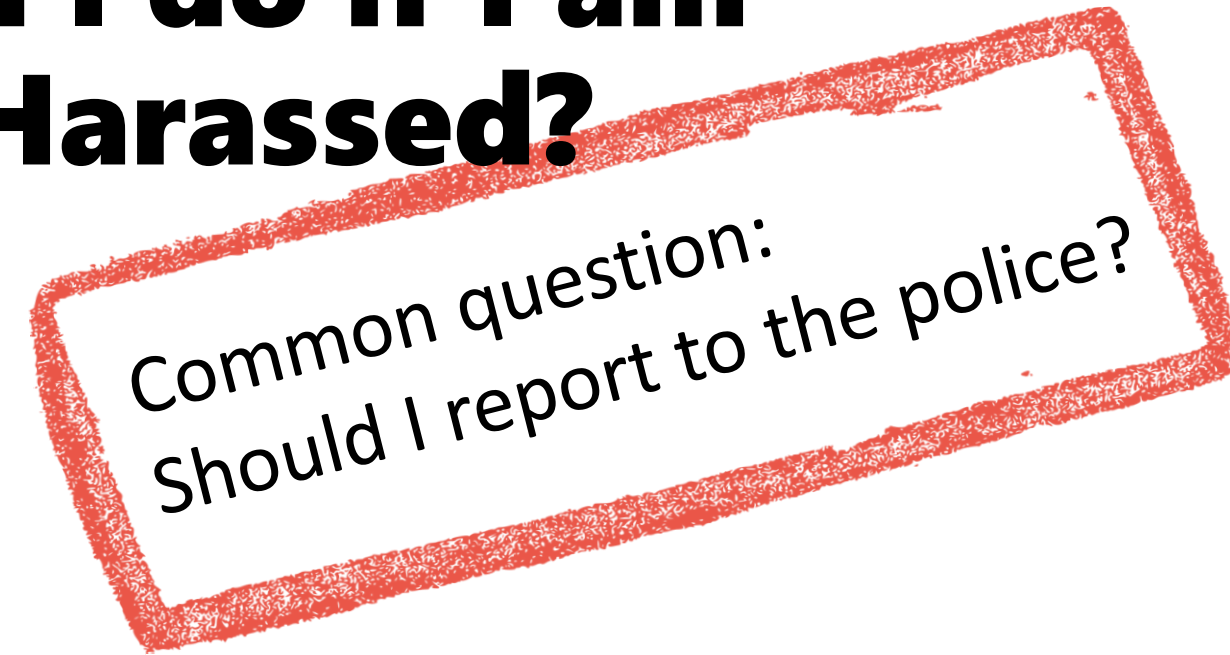
Student
Conduct



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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?

CONSENT



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Consent

Hearing "yes"

Nonverbals like:

Participating in sexual activity

Head nodding yes

Pulling someone close

Not Consent

"NO"

"Maybe"

"I don't know"

"I don't want it anymore"

Threatened to say yes

silence

flirting

intoxicated

assuming they said yes

smiling or laughing

dressed a certain way



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What Does Consent Look Like?

That feels
so good!

I want to

I like that

I like
it
when
you...

**STOP
AND
CHECK IN**
WITH YOUR PARTNER.

Consent is Ongoing

Do you
want to...?

Does that
feel good?

Are you
ok?

Should we
stop?

CAN BE WITHDRAWN



AT ANY TIME!



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Read the Room!

Body language can be a giveaway

- Silent?
- Turning away from you?
- Lying still, not participating?
- Do they seem uncomfortable?

Unsure?



Pause & Listen



**Defenses, Assumptions,
& Emotions**

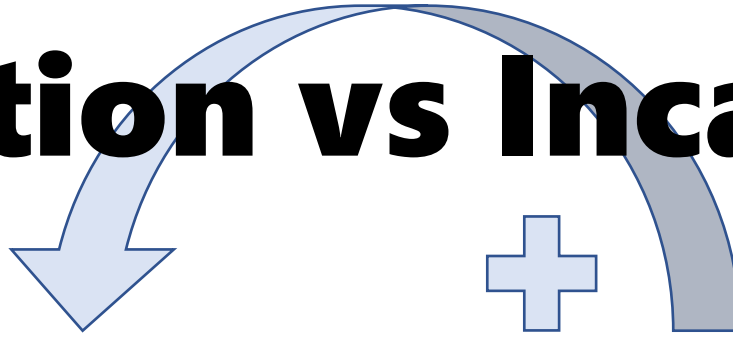


Acknowledge and Ask



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Intoxication vs Incapacitation



- Mildly Slurred Speech
- Stumbling but walking unassisted
- Outrageous or unusual behavior
- Loud or quiet speech
- Decreased alertness
- Bloodshot eyes

- Incoherent Speech
- Inability to walk unassisted
- Passing out
- Throwing up
- Unresponsive
- Blackout
- Incontinence



Upstander ~~Bystander~~ Intervention

- Stand-up not by!
 - Bystander Effect..what is it?
- Notice the event
- Interpret it as a problem
- If not you, then who?



Upstander Intervention

- Know how to help
 - **Make sure it is safe for you to do so!**
 - Assess your surroundings
 - If the situation is dangerous call for help
- Take Action
 - Delay - Don't leave. Be that awkward third wheel. If you remain at the scene, less likely the perpetrator is going to do anything.



Upstander Intervention

- If you know the harasser:
 - “They are too drunk and lets do the right thing and get them home safe”
 - Ask them to stop
- Distract!
 - Drunks like shiny objects....



Upstander Intervention

- Be a leader not a follower
 - Complicity: What does it look like?
 - Dismissal “It’s not a big deal” “It was just a joke” “They didn’t actually mean what they said” “This was just locker room talk.”
 - Denial “That’s not what happened, they don’t really mean that”
 - Deflection “Eh, they just don’t get it” “They’re a good person”
 - Defensiveness “Athletes are always blamed!”

Relationships in College

- Student to Student
- Faculty member to Student
- Supervisor to Subordinate
- Faculty member to Faculty member
- Staff to Staff
- Staff to Student
- Coach to Student-Athlete

Prohibited relationship by an individual with authority

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

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.

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.

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

Prohibited relationship by an individual with authority



The dynamics of the coach-athlete or instructor-student relationship in intercollegiate sport or classroom make any sexual contact between a coach and an athlete or instructor and a student abusive, regardless of whether it was wanted by the athlete/student and regardless of whether the athlete/student is over the age of consent.

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

How to file a report or find additional info ?



Anonymous Reporting Form

www.csc.edu

-  Campus Safety
-  Directory & Map
-  Employee Resources
-  Events
-  Human Resources
-  IT Help Desk
-  Library Resources
-  News
-  Policies
-  SANS Security Awareness
-  Title IX Reporting/Resources

Thank you for your time

Questions?

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