

Title IX Training



Student Athlete Title IX Training

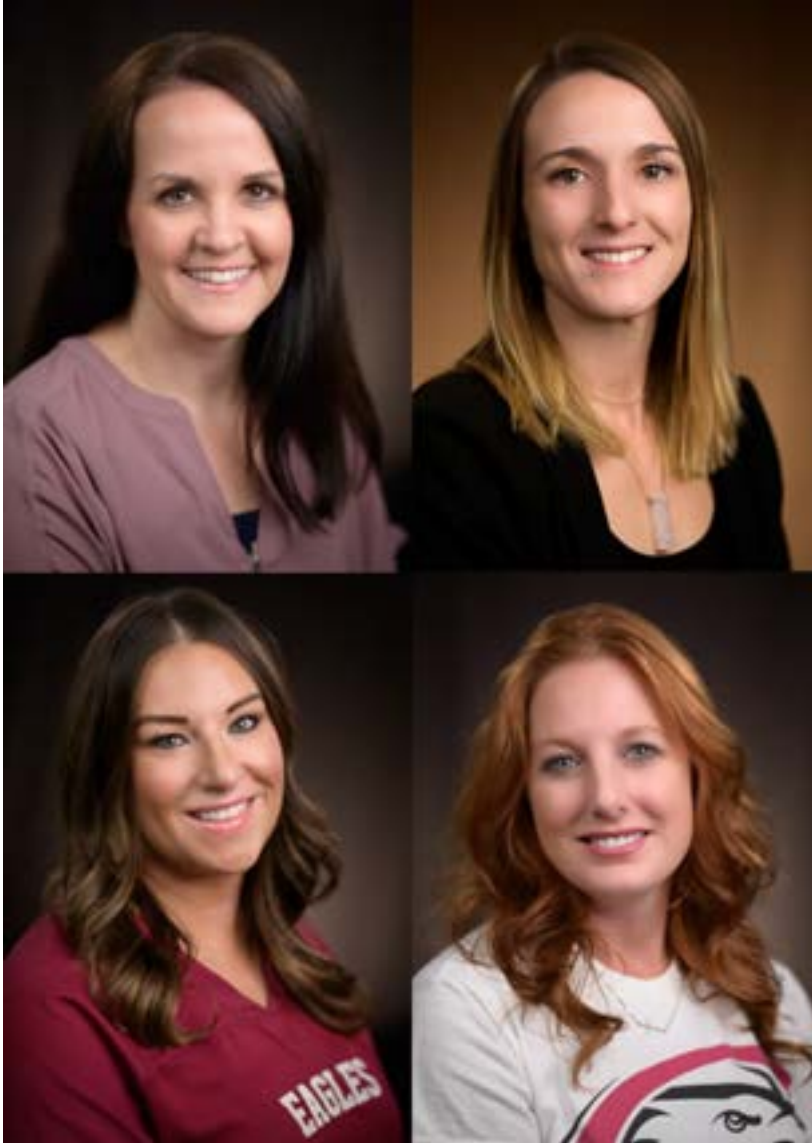
Jody Motz - Title IX Coordinator

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!

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

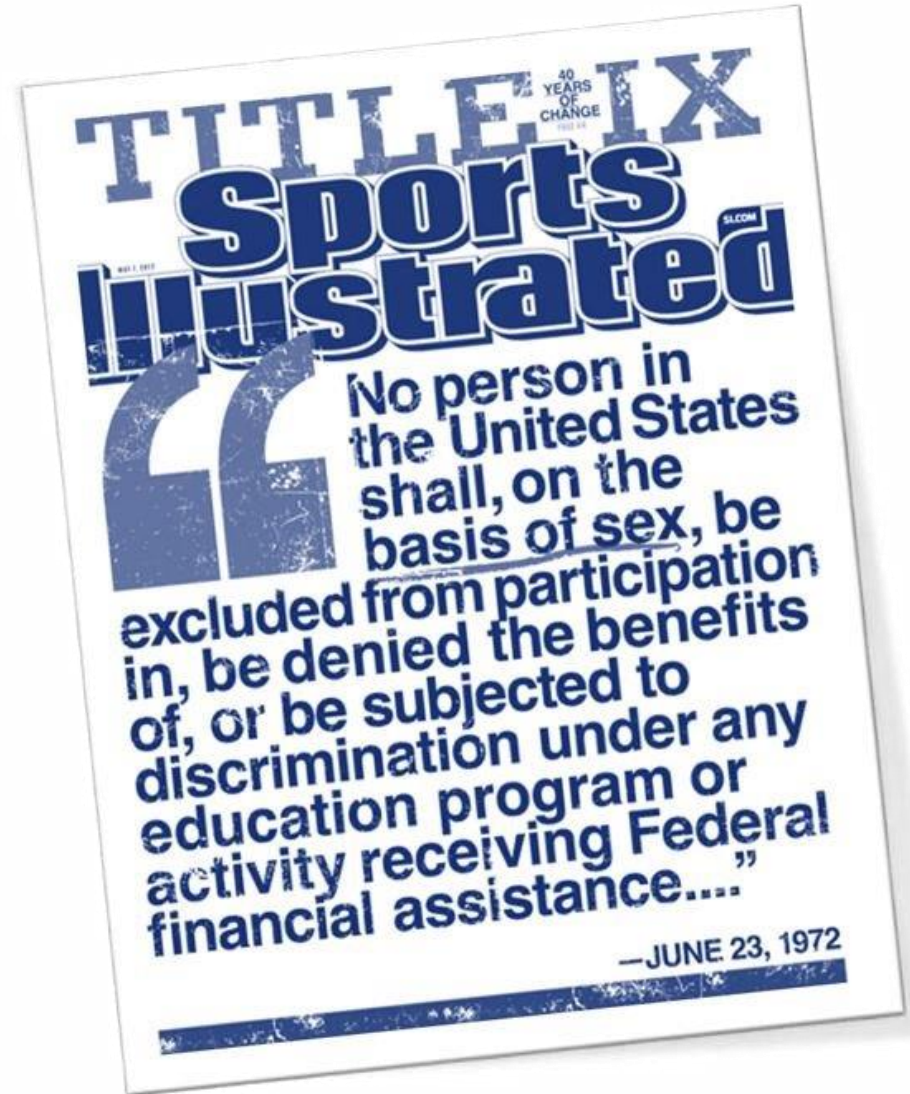


Rebecca Fernau
Title IX Designee

TITLE IX DEFINED

Board Policy 3020

Sexual Harassment is prohibited by law and by Board policy and CSC will not tolerate it in any form, including, but not limited to, Quid Pro Quo Harassment; Severe, Pervasive, and Objectively Offensive Unwelcome Conduct; Sexual Assault; Dating Violence; Domestic Violence, Stalking, Sexual Exploitation and Retaliation. A student alleged to have committed Sexual Harassment can be disciplined under the Code of Student Conduct and or prosecuted under Nebraska criminal statutes. 3020 can be found at: NSCS Board Policy 3020.



What Title IX is and is not:

- We look to see if policies 3020 or 5011 were violated
- Ensure that everyone has an equal opportunity to an education
- Provide support equally to all parties
- Supportive measures
- We are not law enforcement!
- We are not attorneys!

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

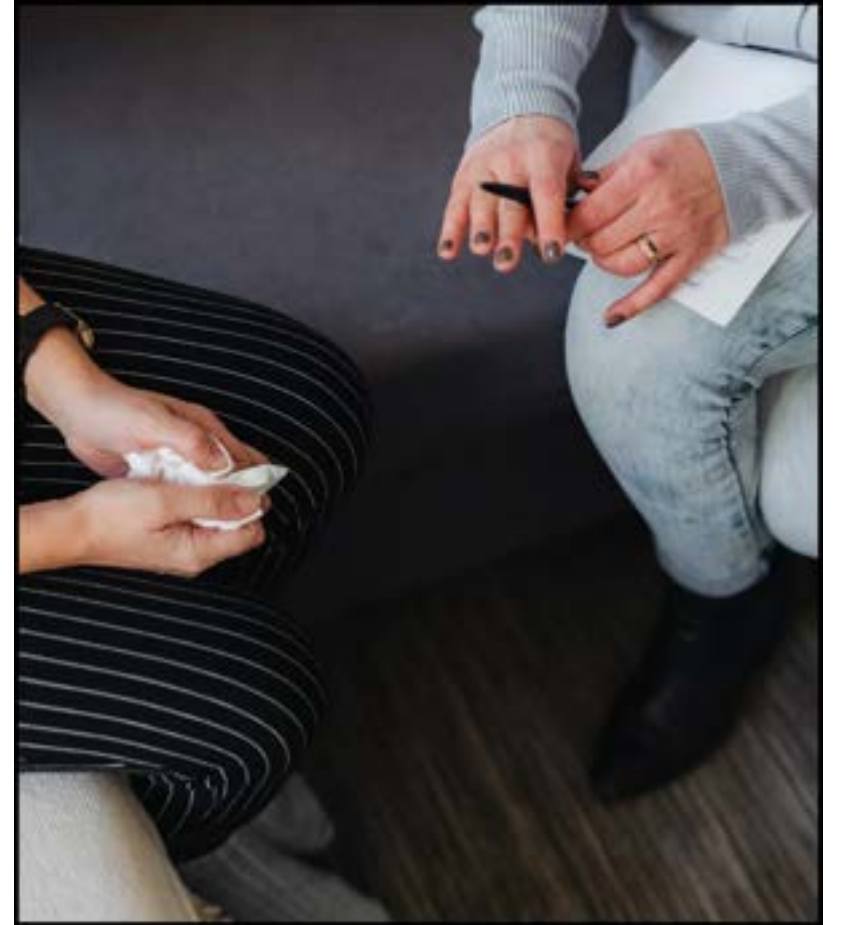
Changes to on campus living or work

Referral to a Licensed Student
Counselor

Referral to EAP

Connect with other campus resources

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

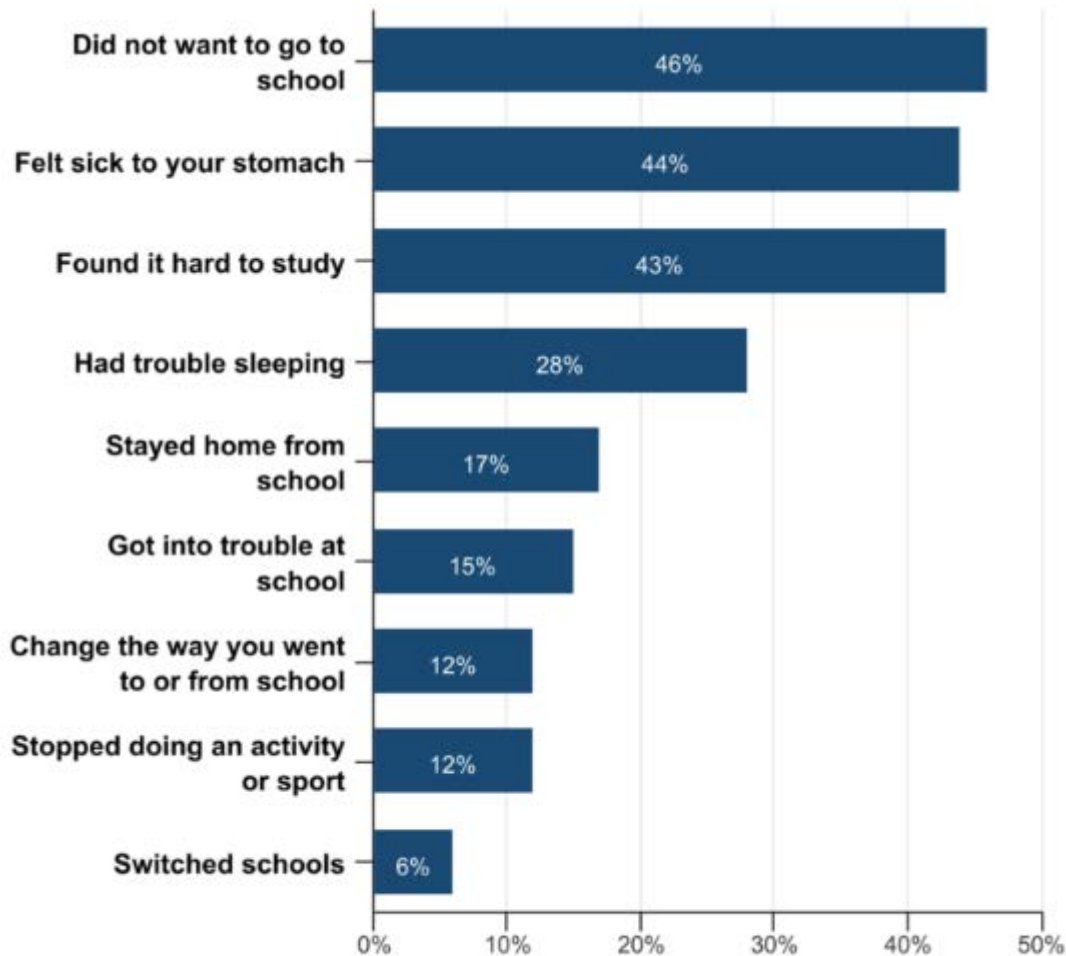
- ✓ Licensed Student Counselors
 - ✓ Athletic Trainers
- *Can keep information they receive confidential and are not required to report information to the Title IX Coordinator (in most cases).

**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.

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/Practices/Games
- Lower Grades
- Social Withdrawal
- Drug and Alcohol Abuse

Sexual Harassment

- Dating Violence
- Domestic violence
- Sexual Assault
- Quid Pro Quo
- Stalking
- Severe Pervasive, Objectively Offensive (SPOO)



Examples of Sexual Harassment

- Rape
- Requests for sexual favors
- Making conditions of employment or advancement dependent on sexual favors
- Fondling: Unwanted touching or physical contact of ANY body part for sexual gratification
 - Massaging, hugging, groping, tickling, brushing up against, etc.
- Exposing genitals
- 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 *online or in person*
- Sexual Hazing
- Non-consensual image sharing

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

- The Title IX Coordinator (TIXC) will reach out to the individual
 - They may never reach back out. That is okay!
- TIXC will make determination it falls within the jurisdiction of Title IX
- All options are provided to the individual
- Possible referral?

Title IX Roadmap

Investigation and Hearing Process

Report Received

- TIX office receives information
- TIX office contacts C to share supportive measures, reporting options, and process

Active Investigation

- TIX interviews parties and witnesses and gathers relevant documentation and materials

Formal Complaint

- C provides full statement and files formal complaint, or TIXC signs
- Meets jurisdiction
- Supportive measures offered to C/R
- R is notified and provided information on process and resources
- C/R may have an advisor throughout the process

Evidence Review

- TIXC drafts report and shares all evidence with parties and advisors for 10 day review and written comments

Pre-Live Hearing Preparation

- C/R and advisors given all information. 10 day review starts

Live Hearing

- Live hearing held with hearing officer and panel, where advisors ask questions of parties and witnesses

Decision

- Decision made
- Sanctions and remedies issued
- Outcome shared with both parties

Appeal

- Under limited circumstances a party may appeal the finding and/or sanction.

Informal Resolution may be considered at any point prior to the hearing



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Common Question

- **Question:** Can it still be sexual harassment and not Title IX?
- **Answer:** Absolutely!! Title IX has very specific definitions and jurisdiction that must be met.
 - The Title IX Coordinator will make that determination.

Referral

Human
Resources

Student
Conduct



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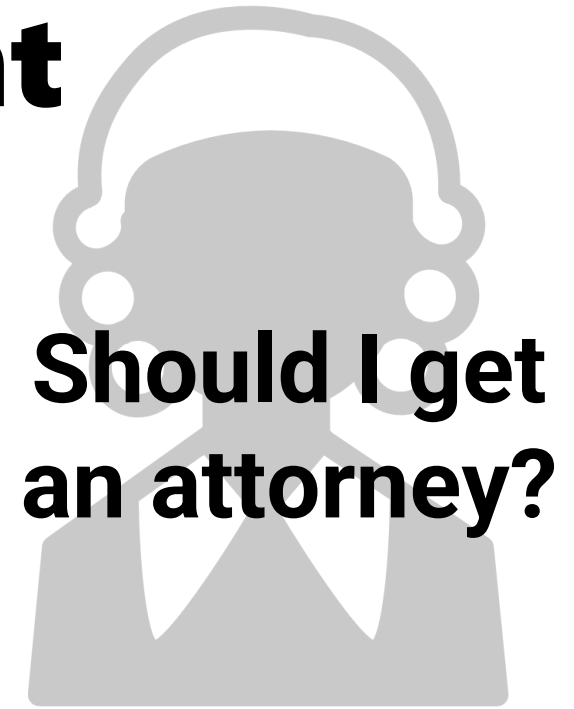
What should I do if I am Sexually Harassed?

- Report it to Title IX
 - 24/7 Helpline: 308-207-5072
 - 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 helpline: 308-207-5072
 - 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



CONSENT



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Consent is:



Freely Give

reversible

informed

enthusastic

Specific



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Consent is not:



- ✗ Forced – Pressure, guilt, threats, or manipulation do not equal consent.*
- ✗ Forever – Saying “yes” once doesn’t mean “yes” every time.*
- ✗ Uninformed – If someone isn’t told the whole truth, their “yes” isn’t real.*
- ✗ Reluctant – Silence, “I guess,” or going along isn’t consent.*
- ✗ Everything – Agreeing to one thing doesn’t mean agreeing to all things.*
- ✗ Assumed – Past hookups, flirting, or clothing are not consent.*
- ✗ Possible when impaired – Someone drunk, high, or asleep cannot legally consent.*
- ✗ One-sided – It has to be mutual, not just what one person wants.*



Sober

- Clear, fluent speech
- Walking and moving unassisted
- Aware of surroundings
- Alert and conscious
- Normal balance and coordination
- Unimpaired judgment

Intoxication

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

Incapacitation

- Incoherent Speech
- Inability to walk unassisted
- Passing out
- Throwing up
- Unresponsive
- Blackout
- Incontinence
- Asleep
- Mentally/Legally

Can Consent

May Consent

If they still understand the who, what, where, and how

Cannot Consent



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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**



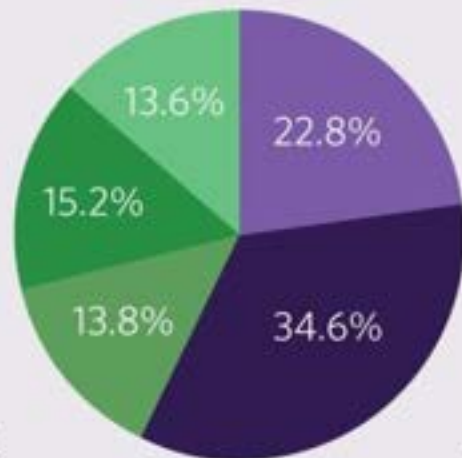
Acknowledge and Ask



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SEXUAL ASSAULT BYSTANDER INTERVENTION

Reactions of witnesses of sexually violent or harassing encounters



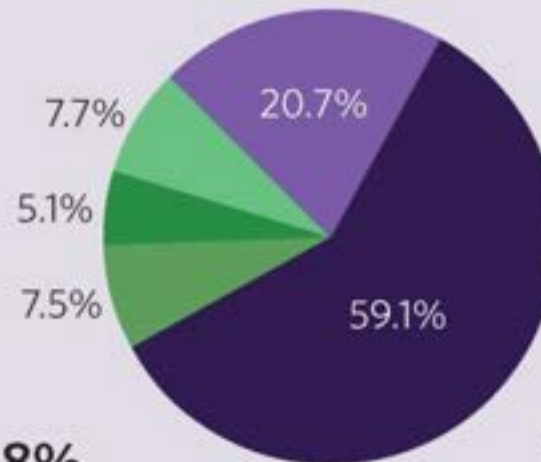
57.4%
did *not* intervene

42.6%
did intervene

- Didn't know what to do
- Other reason

- Sought help
- Directly stepped in
- Other

Reactions of witnesses of an intoxicated person heading for a sexual encounter



79.8%
did *not* intervene

20.2%
did intervene

- Didn't know what to do
- Other reason

- Sought help
- Directly stepped in
- Other

Source: Report on the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct



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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!”



Notice

...the situation.

Be aware of your environment.
Recognize when a situation is
deviating from the norm.



Interpret

...it as a problem.

Do I recognize that
someone needs help?

Responsibility

...to act.



See yourself as being
part of the solution to
help.



Act

...safely!

Educate yourself on what to
do.



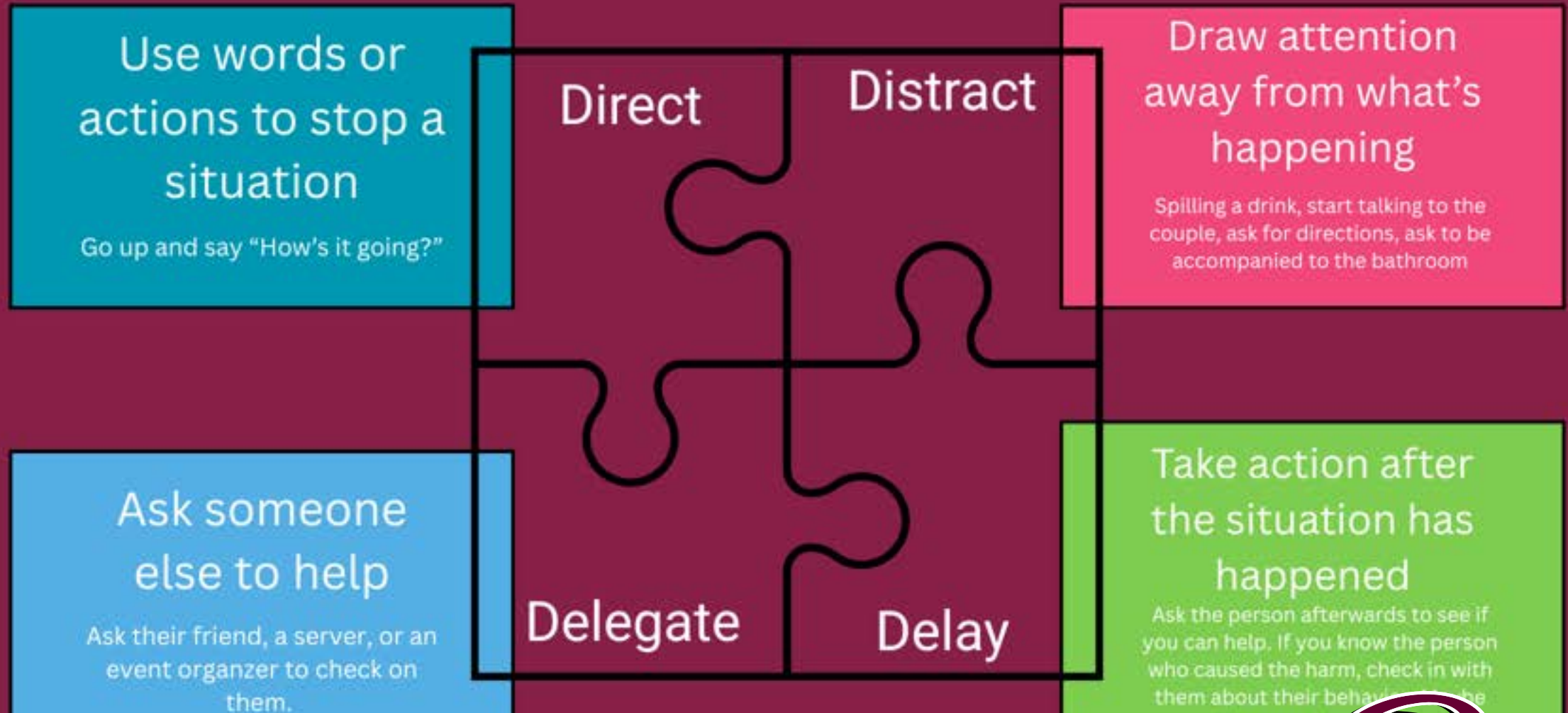
Know how to intervene safely:

1. Tell another person.
2. Make sure it is safe for YOU!
3. Ask the person if they are okay.
4. Distract or redirect individuals in unsafe situations.
5. Call the Police (911 or 9-911 from campus phone).



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Bystander Intervention



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)



APPLY NOW

ACADEMICS

STUDENT U

Resources

Close Menu

✕

- CSC Hub
- CSC Online – Canvas
- EagleMail
- Eagles360
- Employee Self-Service
- MyCSC
- Office 365

- Campus Safety
- Directory & Map
- Employee Resources
- Events
- Housing Portal
- Human Resources
- IT Help Desk
- Library Resource
- News
- Policies
- Title IX Reporting/Resources
- TLPEC

FOUNDATION

and we being of our students and employees is a top priority for Chadron State College

an emergency or an immediate threat, contact 9-1-1 (or dial 9-9-1-1 from a campus phone)

Student Affairs
CARE Team

Additional
Resources

Anonymous
Reporting Form

Eagles360 (CSC
Employees)

Filing a Title IX report is different than filing a report with the local police department. To file a police report contact

8-432-0510.

mpus
e College with a
d tour.

"No person in the United States shall, on the basis of sex, be excluded from participation in



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Enter as much information as you have. You might not have a lot, THAT'S OK!



Eagles 360 - Anonymous Sexual Harassment Reporting Form - Title IX

For assistance, please call the 24/7 Title IX Helpline at 308-207-5072 or Campus Security at 308-432-6037. If this is an emergency, please call 911 or 9-911 from a campus phone.

Questions on this form are not required. Please complete the form to the best of your knowledge. If you don't know the answer, please leave the question blank or type "unknown."

1 Your Name (Preferred but Optional)

2 Please indicate your affiliation with Chadron State College

- ☐ Student
- ☐ Employee
- ☐ Visitor/Guest
- ☐ Other

3 Did you personally witness the situation or behavior?

- ☐ Yes



Title IX 24/7 Helpline: (Calls & Texts):

308-207-5072

Email: titleixcoordinator@csc.edu

Office: Crites Hall 351

Office Phone: 308-432-7020

Campus Security: 308-432-6037

Security Escort: 308-207-5435

