

# Title IX & Violence Against Women Act (VAWA) Update



**CHANGES IN FEDERAL POLICIES REGARDING SEXUAL MISCONDUCT**

**SLT NOVEMBER 14, 2015**

# Title IX



- Civil rights law embedded in the 1972 Education Amendments  
*“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.”*
- Guarantees equal educational opportunity (not just within Athletics)

“Know your IX” is a great resource <http://knowyourix.org/title-ix/>

# What this means for GRCC

(Spirit of the Law)



- \* To reduce educational barriers created by sex discrimination
  - ✦ Protection of sex discrimination for everyone: same sex, gender identity and gender non-conforming included
  - ✦ Goal also to improve rights for victims and general campus climate around gender discrimination and violence
  
- \* Create a safe and responsive environment
  - ✦ Suggests this work is everyone's job (which is why bystander intervention training and employee training is so critical)

# Title IX requirements



- **Regarding Reports of Sexual Misconduct:**
  - Responsibility to respond to any concern we are notified about and/or reasonably should have known about
  - Must take immediate action to eliminate, prevent recurrence, and address effects
- **Employees must be trained on response**
- **Investigation/response must be prompt, thorough and impartial**
  - 60 day timeline for student related investigations

# New VAWA regulations



- Reportable through Clery (Annual Security Report)
- A lot of overlap with Title IX, but not the same
- Entire campus must be aware of this ever-changing policy, procedures, training, etc.
  - ❖ **Please take this discussion back to the areas you represent**
- Fines associated with non-compliance or failure to report what is required

# Training Requirements



- Required to provide primary prevention and awareness programs to incoming students and new employees.
- Required to provide ongoing prevention and awareness campaigns for students and employees.
- Required training is very prescriptive, we must cover several topics:
  - Must define a variety of terms, such as “bystander intervention” and “risk reduction”
  - Must describe disciplinary proceedings
  - Must list all possible sanctions that could be imposed
  - Must describe range of protective measures
  - And more...

# Reporting Requirements



- Added definitions and statistical tracking to include Domestic violence, Dating violence, sexual assault and stalking
- VAWA states specifically that compliance with reporting does not violate FERPA
- IF a student or employee reports any type of sexual misconduct, make sure you contact the Title IX Coordinator or a Deputy Coordinator
  - Deb Sanders
  - Sara Dorer
  - Cathy Wilson
  - Chief Whitman

# Tips if you receive a report



- Treat all reports as important and real – make no assumptions, no judgments
- Avoid any urge to defend the potential perpetrator, regardless of how well you might know said person
- If at a loss of what to say, simply state “I am sorry you experienced that” and connect the person to an appropriate party
- Consider having some sexual misconduct brochures in your office (or familiarize yourself with the webpage)

# GRCC response to regulations and changes



- Sexual Misconduct Policy was updated this fall
- Skillport training was purchased and will be rolled out for employees
- Funding approved for a student training software – in RFP process currently
- We have delivered trainings to specific student groups and had a table for two days at Welcome Week
- We have developed a plan with Communications to deliver messaging via social media
- Several employees have been trained on Title IX investigations
- We continue to watch what is happening nationally (White House Task Force to Protect Students from Sexual Assault will likely release additional regulations – including mandate to do a Climate Survey)

# Climate Survey Results



- 31 respondents (1%) experienced unwanted sexual contact
  - 23 were students, 27 were women
  - 16 stated it occurred off campus, 8 stated it occurred on campus
  - Perpetrator?
    - ✦ Acquaintance/friend 13
    - ✦ Stranger 4
    - ✦ Family Member 2
    - ✦ Staff 2
    - ✦ Faculty 1
- Remember – we know many cases go unreported
- When asked why people didn't report, they stated they “felt responsible”

# Most Important Take Aways



- This work is about a culture change...we all have to embrace it
- We each have a responsibility to protect the educational environment
- It is up to us to make sure we say something if someone is using language or displaying behaviors that are inappropriate
- You are a mandatory reporter (unless you are a counselor) -  
If you receive a report, you must inform someone
- If you don't know what to do about something, call someone
- We need everyone to pay attention – read the policy, complete the training

# Questions?



**FOR MORE INFORMATION**

**[WWW.GRCC.EDU/SEXUALMISCONDUCT](http://WWW.GRCC.EDU/SEXUALMISCONDUCT)**