

# What to know about Title IX

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## Today's Goals

- Define Title IX
- Walsh policies and procedures
- Reporting an incident
- Your responsibility
- Resources

## What is Title IX

- *“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.”*

Title IX protects **ALL** students, faculty, staff and university volunteers from sexual misconduct, including sexual harassment.

- Male or Female
- Individuals of Different Sexual Orientation/Identities
- Different Races/National Origins, including International
- Pregnant and Parenting

## Rights under Title IX legislation

- Be free from all types of sexual misconduct including sexual assault, domestic violence, dating violence, stalking, or severe, pervasive, & objectively offensive sexual harassment
- Bring forward a complaint in good faith
- Be informed of complaint procedures and options for resolution
- Expect a complaint to be thoroughly investigated, if they so choose\*
- Receive *Supportive or Interim Measures* to aid in resuming of educational activities while deciding next steps
- Be advised of outcome of any investigation
- Be free from retaliation

## Title IX Coordinator

The University Title IX Coordinator oversees and provides leadership for Walsh University's Title IX activities. Some of the many responsibilities include:

- Disseminate/implement Walsh University policies & procedures on Title IX
- Oversee training initiatives for the campus community on Title IX
- Serve as a resource for the community
- Oversee initial investigations of complaints
- Work closely with Deputy Coordinators



## Sexual Misconduct

- Sexual Harassment
- Sexual Violence
- Domestic/Intimate Partner/Dating Violence
- Stalking
- Sexual Exploitation

## Duty to report

A Responsible Employee is any employee who

- 1) has the authority to take action to address sexual misconduct, OR
- 2) who has been given the duty to report to appropriate officials of an institution about incidents of sexual misconduct, OR
- 3) who an employee that someone could reasonably believe has this authority or responsibility.

## Duty to report

- All Faculty and Staff (full and part time)
  - Includes adjuncts/grad assistants
- Identified Campus Security Agents (CSAs)
- Resident Assistants and Peacemakers (RAs)
- University Volunteers

## Confidential Resources

### Students, Faculty, Staff and University Volunteers

- Health Services **Washington Square Aultman Now** | 6525 Market Ave. N., North Canton | (330) 363-8680
- University Chaplain | Our Lady of Perpetual Help Chapel | (330) 490-7051/Fr. Guy Trudel
  - (PLEASE NOTE: The University Senior Chaplain may only promise confidentiality to students when in the Sacrament of Reconciliation. Outside of this sacrament, he is unable to provide confidentiality and is considered a mandatory reporter of the university.)
- Moira Hill- Victim Advocate | (330)490-7416

## Confidential Resources

### Students & Staff from an initial consultation

- ❑ Counseling Services | David Campus Center (Suite 104) | (330)490-7348
  - Francie Morrow, LPCC-S | Executive Director of Counseling and Health Services
  - Stephanie Walker, LPCC-S | College Counselor; Programming and Outreach Coordinator
  - Lisa Lutz, LPCC-S | College Counselor
  - Megan Rhoads, LPC | College Counselor

## A word about confidentiality

It's important to have transparency! You don't want anyone to think you manipulated them into disclosing such sensitive and private information, knowing you couldn't keep it confidential. That's why telling the person at the beginning is crucial. Below are a couple of phrases you could use:

*"I have an ethical responsibility to ensure that I get this information to the Title IX office on campus so you are connected to the appropriate support system, but that doesn't obligate you to file an official report"*

## Caring Cavalier Amnesty Policy

- Waive student conduct policy for the common good

## Once information is shared

- The University has a legal obligation to outreach to the survivor
- The Complainant has right to take no action, except in cases of **Imminent Threat**, where the University has determined there is an overarching safety concern to the whole of campus, and they must move forward with or without the information from the survivor.
- If the Complainant chooses to file a formal complaint/report, the University must conduct an Investigation

## Reporting options

- Talk with the Office of Title IX regarding interim/supportive measures (no formal report required)
- File an Formal Report
  - Informal or Formal Process
- File criminal complaint with Walsh University Police
- File no official report and request no supportive measures

## Practice

Two first-year students are sitting outside of your office talking at a very loud volume. You recognize one is Emily – who is very active in programming and serves in a student leadership role on campus. You overhear Emily talking about how scary her weekend was, but she was afraid to go to Campus Police about what she had experienced on Saturday. She revealed she had been at a party over the weekend and had been drinking heavily—which was why she didn't want to file a police report, since she is underage. When she was leaving the party, a stranger approached behind her and pulled out a knife on her, demanding she hand over her wallet. She handed it over, fearful they would use the knife against her.

**How would you approach this situation? What are your next steps?**