

Title IX Training for Faculty and Staff

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What does Title IX have to do with it?



- ❧ Sexual Assault, Intimate Partner Violence and Stalking are all too common on college campuses across the country. HSU is no exception.
- ❧ While people of all genders survive and perpetrate these forms of violence, women are disproportionately being victimized.
- ❧ This pervasive violence is interpreted under Title IX as gender-based discrimination.

Enforcement of Title IX



- ❧ Universities across the country are being investigated for violations of Title IX
- ❧ The CA legislature has mandated that two CSU and two UC campuses will be audited to assess their institutional response to reports of sexual assault

Outline for Workshop



- ❧ I. How to prepare before a student discloses an incident that violates Title IX
- ❧ II. What to do when a student discloses
- ❧ III. How to fulfill your responsibilities after a student discloses

Part I



How to prepare before a
student discloses an
incident that violates
Title IX

Know your policy



- ❧ A new interpretation of Title IX resulted in the CSU issuing EOs 1072-4.
- ❧ With only a few exceptions* faculty and staff are deemed responsible employees who are mandated to report all knowledge of sexual assault, intimate partner violence and stalking to a Title IX officer.

* CAPS counselors, UPD officers, Mira Friedman, Health Educator and Mary Sue Savage, Prevention Coordinator for DOJ Campus Grant

Know the definition of Sexual Violence

- ❧ Sexual violence means physical sexual acts perpetrated against an individual without consent.
- ❧ Consent means fully conscious, voluntary acceptance and agreement.
- ❧ In other words, if threat, coercion, intoxication or violence is happening, consent does not exist.

Adopt a survivor-centered approach

- ❧ When we provide survivors with information so that they can make informed choices about who they tell, and the support they receive, we increase the likelihood that survivors will come forward and report violence.
- ❧ With increased reporting, we have more opportunities for holding perpetrators accountable and creating a safer campus community.

Exercise: Making sure our students are informed that we are mandated to report

- ☞ In pairs: assign one person role of survivor and one staff/faculty member.
- ☞ “Survivor” begins with a disclosure such as, “I’m really upset and I don’t know what to do or who to turn to. You see the other day.....”
- ☞ Staff/faculty: interrupt survivor mid-sentence and inform them* of your role to report.
- ☞ Switch Roles

*used intentionally to include those persons who don’t identify themselves as men or women.

Part II



What to do when a
student discloses an
incident that violates
Title IX

Remember your role



❧ You are not a counselor

❧ You are not an investigator

❧ You are a bridge to connect students
to campus and community support

Keep the survivor's needs at the center of the process

- ❧ Listen and believe
- ❧ Let the survivor know that you care
- ❧ Don't overly express your own feelings about what happened to them
- ❧ Don't define their experience for them
- ❧ Validate that what happened to them was not ok

Establish clear boundaries



- ❧ Offer forms of support that are appropriate for your role
- ❧ For support that is needed beyond your role, serve as a bridge to campus and community support and resources

Part III



How to fulfill your
responsibilities after a
student discloses

Make a Report



- ❧ Call Randi Darnall Burke, Dean of Students, to report the violation
- ❧ If you are a CSA, remember to report to UPD (via phone or via annual form) only the date, location and type of violence (for Clery Act campus statistics)

Responsibilities of the Title IX Officer

- ❧ Randi (or if she is unavailable, another Title IX officer) will call the student to discuss options for support, accommodations and accountability.
- ❧ The focus of the call is on immediate safety and meeting the needs of the survivor.

UPD and options for accountability

- ❧ Anonymous Reporting
- ❧ Confidential Reporting
- ❧ Open Reporting
- ❧ At each step of the reporting process, the survivor can choose what type of reporting and follow-up participation they want.

Protecting Student Privacy

- ❧ Provide only the minimum information necessary when discussing a student survivor
- ❧ If you need support processing a student's disclosure of violence, call CAPS or NCRCT

What is your reporting responsibility?



☞ You overhear two students talking about sexual assault.

Reporting Responsibilities



☞ At this point you have no reporting responsibilities because you don't have information about to whom, when and where this violence occurred.

Best Practice



- ❧ In a casual manner let them know that you overheard the topic of sexual assault. Show them the door sign as a general resource for information on options for support and accountability on campus, as well as information about to whom students can talk about the issue in confidence, and who on campus is mandated to report.
- ❧ Make sure to let them know that you fall in the category of a mandated reporter.

Door Sign



As an HSU student, have you experienced **sexual harassment, sexual assault, rape, dating/intimate partner or domestic violence, harassment based on gender nonconformity, stalking, cyber-stalking, or retaliation?**

You have options for support!

SUPPORT AND ACCOMMODATIONS

Options for support and accommodations as well as possibilities for holding accountable the person who harmed you can be provided by:

RANDI DARNALL BURKE, DEAN OF STUDENTS
(707) 826-5694, darnall@humboldt.edu
Nelson Hall East 216

UNIVERSITY POLICE DEPARTMENT
(707) 826-5555, Including options for anonymous and confidential reports

FYI: No disciplinary action will be taken against you for violating campus drug and alcohol policy if you were under the influence of alcohol or other drugs when you were harmed.

TELLING STAFF OR FACULTY

If you decide to tell HSU staff or faculty, they are required to notify the Dean of Students (see exceptions below). The Dean will then contact you to discuss options for support and accountability.

OPTIONS FOR CONFIDENTIAL SUPPORT

If you want to talk with someone confidentially, the following people and organizations offer support and are not mandated to report to university officials.

NORTH COAST RAPE CRISIS TEAM
(707) 445-2881, 24-hour hotline

HUMBOLDT DOMESTIC VIOLENCE SERVICES
(707) 443-6042, 24-hour hotline

HSU'S COUNSELING & PSYCHOLOGICAL SERVICES*
(707) 826-3236, 24-hour crisis counseling, in person crisis counseling M-F 8 a.m. – 5 p.m.

MIRA FRIEDMAN, HSU HEALTH EDUCATOR*
(707) 826-5234, mira@humboldt.edu

MARY SUE SAVAGE PREVENTION COORDINATOR*
(707) 826-5123, mss62@humboldt.edu

*If it's determined that a perpetrator poses an imminent threat to the broader campus community, in case HSU employees are required to notify the Dean of Students and/or the campus police. If person(s) under 18 years of age are involved, there may be other reporting requirements.

HUMBOLDT STATE UNIVERSITY

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What are your reporting responsibilities?



1. A student says to you in your office or workplace, “I am a survivor of sexual assault.”
2. A student says to you, “I was raped.”

Reporting Responsibilities

- ❧ In both of these cases you have no reporting responsibilities because you are only mandated to report if you have information about when this violence occurred.
- ❧ You do have a responsibility to let the students know about HSU's commitment to provide support for survivors regardless of when the violence occurred, and options for accommodations and accountability if the violence happened while they were enrolled at HSU.

Best practice



- ❧ In both scenarios, respond to the student with empathy, and **before giving them an opportunity to talk more (and interrupting if necessary)**
- ❧ Make sure to inform them about options for discussing the violence in confidence, and inform them that you are a mandated reporter.
- ❧ Make sure they know where to access support no matter when the violence occurred.
- ❧ Also let them know that if the violence occurred while they were enrolled at HSU, that HSU is committed to offering accommodations and pursuing accountability.

What are your reporting responsibilities?



☞ A student says, “I passed out at a party last weekend and I woke up with a guy trying to have sex with me.”

Reporting Responsibility



- ❧ A person cannot consent to sex while drunk, drugged, or passed out. You thus have information that a student, while enrolled at HSU, was subject to an attempted assault.
- ❧ You are required to report to Randi.
- ❧ Inform the student that you will call Randi's office and Randi or her designee will call the student to discuss options for support, accommodations and accountability.
- ❧ Implement best practices, including referrals to campus and community support.

Best Practices Handout



∞ Double-sided document titled:

**Best Practices for Implementing Your Role as
a Mandated Reporter of Sexual Assault,
Intimate Partner Violence and Stalking**

What is your reporting responsibility?

☞ A student says to you, “I was injured last night in a fight with my partner.”

Reporting Responsibility



- ❧ You have evidence that a student was injured in a relationship.
- ❧ You are required to report to Randi.
- ❧ Inform the student that you will call Randi's office and Randi or her designee will discuss options for support, accommodations and accountability.
- ❧ Implement best practices, including referrals to campus and community support.

Medical Care



- ❧ If you are concerned about the physical wellbeing of a student, you may want to refer them to medical care
- ❧ If so, be aware and **inform the student** that all medical providers in CA are mandated reporters

What is your reporting responsibility?

- ❧ You overhear a student bragging about getting another student drunk in order to have sex.

Reporting Responsibility



- ❧ You have a responsibility to report the conversation to Randi because you have reason to believe that someone has been sexually assaulted by an HSU student.
- ❧ Caution: do not let the student know you are reporting to Randi, as this could interfere with the investigation and/or could result in retaliation.

Summary: when you are required to report

- ❧ If a student discloses to you that they were subject to sexual assault, intimate partner violence or stalking **while a student at HSU,**
- ❧ or if a student discloses that they committed sexual assault, intimate partner violence or stalking while a student at HSU,
- ❧ follow the protocols for reporting to Randi.

Conclusion



Working together to create a safer
campus community