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...."
Agenda

• Title IX: Then and Now
• What Does This Mean To You?
• Future Implications and Ultimate Goals
• A Call To Action
Civil Rights Bill Becomes Law

Johnson Signs Civil Rights Bill Into Law in Ceremony at White House

Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.
Patsy Mink

- Served in the House of Representatives for 12 terms
- First female minority and first Asian American woman elected to Congress
- Won her last election after her death in 2002

The Title IX Amendment of the Higher Education Act was renamed by President George W. Bush in 2002 to the Patsy T. Mink Equal Opportunity in Education Act.
Rape reported on University of Montana campus

Students accuse Columbia University of mishandling sexual assaults

Woman in FSU sexual assault case says local police told her to drop claim

Yale settles sexual harassment complaint

UoP Defends Sexual Assault Investigation After ’60 Minutes’ Story
Title IX: Now

Dear Colleague Letter, 2011

Violence Against Women Reauthorization Act (VAWA) of 2013

McCaskill Report

White House Task Force
Duty to Report

Confidentiality for Victims
The Legal System

Student Conduct & Development
Rights of Alleged Victims

Rights of Alleged Perpetrators
Sexual Harassment

• **Sexual Harassment**
• Sexual harassment is *a form of sex discrimination*. Unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature constitutes actionable sexual harassment when this conduct is so severe, persistent or pervasive that it explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work or educational performance, or creates an intimidating or hostile work or educational environment. The University will use a reasonable person standard to determine these elements.

• Sexual harassment also includes sexual misconduct (non-consensual sexual intercourse and non-consensual sexual contact) and sexual exploitation.
Title IX Now
Texas A&M University

- Executive Leadership Involvement
  - Sexual Violence Campaign
  - AAU Sexual Assault Survey
- Student Activism
- Title IX Infrastructure
- Increased Scrutiny from Federal Regulators
Why Should We Care About Title IX?

Fines $$$

Investigations of Institutions

THE SPRIT OF TITLE IX
20% of women are victims of completed or attempted sexual assault while in college

6.1% of males were victims of completed or attempted sexual assault during college
Texas A&M Statistics

While at Texas A&M University:

25% of women and 7% of men have experienced unwanted or uninvited touching of a sexual nature.

81% of women and 53% of men knew the person who made the unwanted sexual contact

Of students who experienced unwanted or uninvited touching:
- 31.25% did not tell anyone
- <1% told the UPD or Dean of Student Life
- 49.22% told a friend
Texas A&M Statistics

• FY13  43 student complaints
• FY14  36 student complaints
• FY15  25 student complaints (as of 11/19/14)

Fall 2014

• 7 students charged with Title IX or VAWA violations of the Student Conduct Code.

• 10 investigations looking into alleged violations of the Student Conduct Code related to Title IX and VAWA
It happens on college campuses across the country. Here is what we know about sexual assault in Aggieland:

2/3 of all unwanted sexual experiences occur in the fall semester. Half involve alcohol. Three out of four survivors knew their perpetrator.

25% of all women and 7% of all men surveyed experienced unwanted or uninvited touching of a sexual nature.

After unwanted sexual experiences, students experience negative impacts:

- Less social interaction
- Less participation in organizations
- Distractedness
- Missing class
- Sadness
- Stress

(SEXUAL ASSAULT SURVIVORS SERVICES SURVEY, OFFICES OF THE DEAN OF STUDENT LIFE, SPRING 2013 *figures have been rounded)
What Are The University Obligations Under Title IX?

A school must take prompt and effective steps to:

1. **investigate** the behavior
2. immediate actions to **stop** the behavior
3. **prevent** its recurrence, and
4. **address** its effects.

http://www2.ed.gov/about/offices/list/ocr/docs/dcl-factsheet-201104.html
What Are The University Obligations Under Title IX?

- A school must provide a grievance procedure for students to file complaints of sex discrimination, including complaints of sexual violence.

- These procedures must be *timely, equitable, and must use the preponderance of the evidence standard* to resolve complaints of sex discrimination.

http://www2.ed.gov/about/offices/list/ocr/docs/dcl-factsheet-201104.html
What can you do?

• Know how to spot incidents of sex discrimination including sexual harassment, sexual violence, dating violence, domestic violence, and stalking.

• Create a culture that doesn’t tolerate sex discrimination.

• Know how and where to report incidents.

• Know about the people and resources who are available to help.

• Educate yourself.
Know How to Spot Incidents

• Become familiar with the definitions presented earlier.

• Be aware of situations you observe, read on social media, or hear about from a colleague or student.
Know How to Report

Reporting to the University (Title IX Complaint)

<table>
<thead>
<tr>
<th>If the Alleged Offender is a:</th>
<th>Student (graduate, undergraduate, professional) Student Worker</th>
<th>Faculty Employee Graduate/Postdoctoral Student working in a teaching capacity</th>
<th>Non-Faculty Employee Graduate Student or Postdoctoral Students working in other areas Unrelated Third Party</th>
</tr>
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<tbody>
<tr>
<td>Then the Official Contact is:</td>
<td>Anne Reber Dean of Student Life <a href="mailto:studentlife@tamu.edu">studentlife@tamu.edu</a> 979-845-3111</td>
<td>Blanca Lupiani Dean of Faculties <a href="mailto:Dof@tamu.edu">Dof@tamu.edu</a> 979-845-4274</td>
<td>Janelle Ramirez Human Resources <a href="mailto:Employee-relations@tamu.edu">Employee-relations@tamu.edu</a> 979-862-4027</td>
</tr>
</tbody>
</table>

– Title IX Coordinator – Dr. Merna Jacobsen
Follow up on Complaints

• Resources, Rights & Options
  – Counseling
  – Interim measures (e.g., living, parking, class accommodations)
  – Resources (e.g., Victim’s Advocate, medical & health services)

• Reporting to Law Enforcement

• Confidentiality
  – Confidential reporting options
Follow up on Complaints (cont.)

- Investigate the incident
- Retaliation
- CSAs & Clery Reporting
- Student Conduct Process
  - Support
  - Equitable treatment
If we all play our part...

Incidents through preventative education, training, and awareness

Reports to help inform students of their rights, options, and resources
On the Horizon

• Intersectionality -- ADA, bullying, hazing, pregnancy
• Regulations for VAWA
• Pending legislation – McCaskill
• System Audit
• Required Campus Climate Surveys – Texas A&M is doing the AAU Survey
Respect

A campus community based on respect and integrity.
Your Call To Action

• Explore/challenge your own bias
• Know your IX
• Know and trust the process