Title IX

Presented by
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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
Agenda

- Why We Should Care About Title IX
- Title IX: Then and Now
- What Does This Mean To You?
- Our Process
- Future Implications and Ultimate Goals
- A Call To Action
Why Should We Care About Title IX

U.S. Department of Education
• Federal Legislation & Guidance
• Dear Colleague Letter (DCL)
• White House Task Force

Fines $$$

Investigations of Institutions

It’s the right thing to do
National Statistics

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

- 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
Disenochthino peoples such as the Scholarships, Admissions, Financial aid, Facilities & Housing, Employment Assistance, and Athletics are important aspects of recruitment and counseling. Discerning and combating harassment and discrimination are crucial in ensuring a fair and inclusive environment.
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: Then

- Is a portion of the United States Education Amendments 1972
- Introduced by Senator Birch Bayh
- Civil Rights Act of 1964, NOW, ERA
- Signed into law by President Nixon
Title IX: Now

Dear Colleague Letter, 2011

Violence Against Women Reauthorization Act of 2013

McCaskill Report

White House Task Force
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.
It happens on college campuses across the country. Here is what we know about sexual assault in Aggieland:

\[
\frac{2}{3} \text{ of all unwanted sexual experiences occur in the fall semester. Half involve alcohol.}
\]

Three out of four survivors knew their perpetrator.

\[
25\% \text{ of all women and } 7\% \text{ of all men surveyed experienced unwanted or uninvited touching of a sexual nature.}
\]

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)
Why is this important to staff?

After unwanted sexual experiences, students experience negative impacts:

- Less social interaction
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(SEXUAL ASSAULT SURVIVORS SERVICES SURVEY, OFFICES OF THE DEAN OF STUDENT LIFE, SPRING 2013 *figures have been rounded)

BEYOND COMPLIANCE!

Ensuring a coordinated, compassionate response to students.

Creating a safe, inclusive environment for our students to learn, develop, and thrive!
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)

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<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>
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<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>
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- 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

Ultimately…
On the Horizon

- Intersection of ADA and Title IX
- Regulations for VAWA negotiated rule making process
- TAMU Title IX Organizational Structure
- Pending legislation (CASA)
- System Audit
- Required Campus Climate Surveys
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