CSU Gender Summit: Plenary Session

THINGS TO KNOW ABOUT TITLE IX

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  Assistant Director of Title IX Compliance and Programs
- Jennifer Mayhew, JD
  Assistant Director for Complaints and Disabilities, Office of Equal Opportunity
Title IX, Education Amendment of 1972

“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.”
What Issues Does Title IX Include...

- Prohibits Sex Discrimination
  - Sexual assault
  - Sexual harassment
  - Hazing
  - Interpersonal violence (Dating and Domestic Violence)
  - Pregnancy or parental status inequities
  - Athletics inequities

*Please turn to your neighbor and mention the issues you feel it includes.*
History of Title IX

- Bernice Sandler ("Godmother of Title IX")
- **1972 Title IX Education Amendment**
- Supreme Court Decisions (1990’s)
- NEW Proposed Regulations
Institutional actions, policy, and practices are not culturally neutral (Adelman et al., 2012).

On school campuses, less than 10% of student sexual violence cases are reported to police or school administrators (Krebs, Linquist, Shook-Sa, & Peterson, 2016).

Students and Staff are important groups that should receive strategic prevention education training because most victims disclose sexual victimization and sexual misconduct to informal supports, such as friends and significant others rather than contacting law enforcement or victim advocate groups (Hodgin, 2018; DeMatteo et al., 2015; Fisher, Daigle, Cullen, & Turner, 2003; Krebs et al., 2009).
**What non-compliance liability has looked like in recent years**

<table>
<thead>
<tr>
<th>Year</th>
<th>Institution</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>University of Colorado</td>
<td>$2.83 million</td>
</tr>
<tr>
<td>2008</td>
<td>Arizona State University</td>
<td>$850,000</td>
</tr>
<tr>
<td>2008</td>
<td>Poway Unified School District</td>
<td>$300,000</td>
</tr>
<tr>
<td>2012</td>
<td>Los Angeles Unified School District</td>
<td>$6.9 million</td>
</tr>
<tr>
<td>2013</td>
<td>Los Angeles Unified School District</td>
<td>$30 million</td>
</tr>
<tr>
<td>2014</td>
<td>Los Angeles Unified School District</td>
<td>$139 million</td>
</tr>
<tr>
<td>2014</td>
<td>University of Connecticut</td>
<td>$1.3 million</td>
</tr>
<tr>
<td>2014</td>
<td>University of Illinois at Urbana-Champaign</td>
<td>$77,000+</td>
</tr>
<tr>
<td>2015</td>
<td>University of Oregon</td>
<td>$800,000</td>
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<tr>
<td>2015</td>
<td>Evergreen School District</td>
<td>$15 million</td>
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<tr>
<td>2016</td>
<td>Los Angeles Unified School District</td>
<td>$88 million</td>
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<tr>
<td>2016</td>
<td>University of Tennessee-Knoxville</td>
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<tr>
<td>2016</td>
<td>Florida State University</td>
<td>$950,000</td>
</tr>
<tr>
<td>2017</td>
<td>Baylor University: Undisclosed financial settlement</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>University of Pennsylvania: Undisclosed financial settlement</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>Santa Cruz University</td>
<td>$1.5 million</td>
</tr>
<tr>
<td>2017</td>
<td>Feather River Community College</td>
<td>$2 million</td>
</tr>
<tr>
<td>2017</td>
<td>Columbia University: Undisclosed financial settlement</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>West Virginia University</td>
<td>$100,000</td>
</tr>
</tbody>
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Is Title IX related to the topic of ‘rape culture’?

YES!

Defined by Oxford Dictionary (2018), rape culture is described as “a society or environment whose prevailing social attitudes have the effect of normalizing or trivializing sexual assault and abuse.”
Why Title IX is important for ALL

- As an employee or employer (Title VII)
- As a parent, uncle, aunt, guardian, etc.
- As a co-worker, friend, family member

*IMPORTANT DETAILS WE SHOULD UNDERSTAND @ CSU:

- Types of inappropriate behaviors to be aware of and what to report
- Where Title IX campus policies are located and what the policy describes
- Resources that are available on- and off- campus for both employees and students
DISCRIMINATION

A) EXCLUDED FROM PARTICIPATION IN
B) DENIED THE BENEFITS OF
C) TREATED DIFFERENTLY FROM OTHERS, OR
D) OTHERWISE ADVERSELY AFFECTED IN A TERM OR CONDITION OF EMPLOYMENT, EDUCATION, LIVING ENVIRONMENT OR UNIVERSITY PROGRAM OR ACTIVITY
EXAMPLES OF POSSIBLE DISCRIMINATION

- A Professor only offers extra credit to male identified students.
- Fewer athletic scholarship dollars offered to women’s sports compared to men’s sports.
- Only Graduate Students and Employees who identify as women are asked for input on parental leave.
SEXUAL HARASSMENT

a) Conduct is sexual in nature or based on person’s actual or perceived gender and,

b) Conduct is unwanted/unwelcome
EXAMPLES OF POSSIBLE SEXUAL HARASSMENT

- Sexual advances, requests for sexual favors
- Sexual ridicule
- Stereotyping based on actual or perceived gender
- Frequent jokes about sex or gender
- Repeatedly asking a person out for dates
- Attempted or actual sexual assault
Discrimination, Harassment, Sexual Harassment, Sexual Misconduct, Domestic Violence, Dating Violence, Stalking and Retaliation Policy

| - | Office of Equal Opportunity |
|   | https://oeo.colostate.edu/ |
| - | Support and Safety Assessment/Title IX Programs |
|   | http://supportandsafety.colostate.edu/home.aspx |
| - | Faculty and Administrative Professional Manual |
|   | https://facultycouncil.colostate.edu/faculty-manual/ |
| - | University Policy Library |
|   | http://policylibrary.colostate.edu/ |
OEO PROCEDURES

Informal Resolution
- Use of conflict resolution techniques
- Mutually acceptable outcome

Formal Resolution
- Objective and impartial investigation
- Determination reached

Confidentiality

Non-Retaliation
RESPONSIBLE EMPLOYEE

Required to report incidents of possible gender discrimination or sex harassment involving a student, including student employees

Report to Title IX Coordinator or Deputy Title IX Coordinator for Employment within 24 hours

Not a confidential resource
HOW TO RESPOND

-POLITELY INTERRUPT

-Inform that you are a responsible employee and there are some things you cannot keep confidential

-Share resources

-Demystify the process

-Offer Support
EMPLOYEE RESOURCES
(ON- AND OFF- CAMPUS)

Confidential Support On-Campus (100%)
Office of the Ombudsperson
Provides conflict resolution and negotiation support and services.
(970) 491-5121
Website: https://ombudsandeap.colostate.edu/csoumbuds-office/

Confidential Support On-Campus (Need-To-Know)
Office of Equal Opportunity (OEO)
OEO provides assistance in matters related to equal opportunity, affirmative action, and non-discrimination. Also, this office assists with complaints of discrimination and harassment.
(970) 491-5836
Website: https://oeo.colostate.edu/

Confidential Support Off-Campus
Employee Assistance Program (EAP)
Provides counseling and crisis intervention services.
(800) 497-9133
(970) 491-1527
EAP Online Access: https://www.guidanceresources.com/groWeb/login/login.xhtml
*Company Web ID: CSUEAP (Use this ID to create an account)
Website: https://ombudsandeap.colostate.edu/employee-assistance-program/
(Note: There are 6 free Counseling sessions offered through EAP (per family member))

Sexual Assault Victim Advocate Center (SAVA)
Provides counseling, crisis intervention, and advocacy services.
970-472-4200 (24-Hour Rape Crisis Hotline)
970-472-4204 (Fort Collins Office)

Crossroads Safehouse (Domestic Violence)
Provides counseling, crisis intervention, and advocacy services.
970-482-3502 (24-Hour Crisis Hotline)
970-530-2353 (Fort Collins Office)

Rape, Abuse & Incest National Network (RAINN)
Provides counseling by phone or live online communication.
1-800-656-4673 (24-Hour National Crisis Hotline)
Online Chat: https://hotline.rainn.org/online/

Non-Confidential Support
If an Emergency Dial: 9-1-1
Student Case Management
Provides crisis prevention and intervention services.
(970) 491-8051
Website: http://www.studentcasemanagement.colostate.edu/home

Tell Someone
Tell Someone provides you professional access to discuss mental health or safety concerns that you may have about a student or employee on campus.
(970) 491-1350
Website: http://www.supportandsafety.colostate.edu/tellsomeone

CSU Police Department
(970) 491-6425 (non-emergency)

Fort Collins Police Department
(970) 221-6540 (non-emergency)
STUDENT RESOURCES
(ON- AND OFF- CAMPUS)

Confidential Support On-Campus

CSU Health and Medical Center Counseling Services
Provides counseling and spiritual care services.
970-491-6053
970-491-7111 (After-hours)
Monday – Friday, 8am- 5pm.

Women’s Care Services at CSU Health Network
Provides women care services that includes but is not limited to woman examinations, birth control counseling, and sexual transmitted infection (STI) testing, counseling, and treatment.
970-491-1754
Monday – Friday, 8am- 5pm.

Women and Gender Advocacy Center: Victim Assistance Team (VAT)
Provides counseling, crisis intervention, and advocacy services.
970-492-4242 (24-Hour Hotline)
970-491-6384 (WGAC Office)
Monday – Friday, 8am-5pm.
Email: wgac@colostate.edu

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THANK YOU
GENDER SUMMIT PARTICIPANTS!