

# CAMPUS TITLE IX | SEXUAL HARASSMENT TRAINING

EMPLOYEE TRAINING | 2023

# CONTENT ADVISORY

The content and discussion in this presentation will necessarily engage with sex- and gender-based harassment, discrimination, and violence and associated sensitive topics that can evoke strong emotional responses.

There may be examples and/or scenarios that emulate the language and vocabulary that Title IX practitioners may encounter in their roles including slang, profanity, and other graphic or offensive language.

This content may be difficult and you are encouraged to take care of your wellbeing.

# KEY PLAYERS



**DEIDRE  
HOPKINS**

- Title IX Coordinator
- Equity Officer



**BETSY  
ASPINWALL**

- Interim Dean of Students
- Deputy Title IX Coordinator



**ZACHARY  
WILLIAMS**

- University Investigator



**ALEX  
FIELDS**

- Director of Department of Student Community Ethics



**NANCY  
FORD**

- Director of Employment Relations, Talent Acquisition and Development

# OVERVIEW OF TITLE IX

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TITLE IX OF THE  
EDUCATIONAL  
AMENDMENTS  
OF 1972

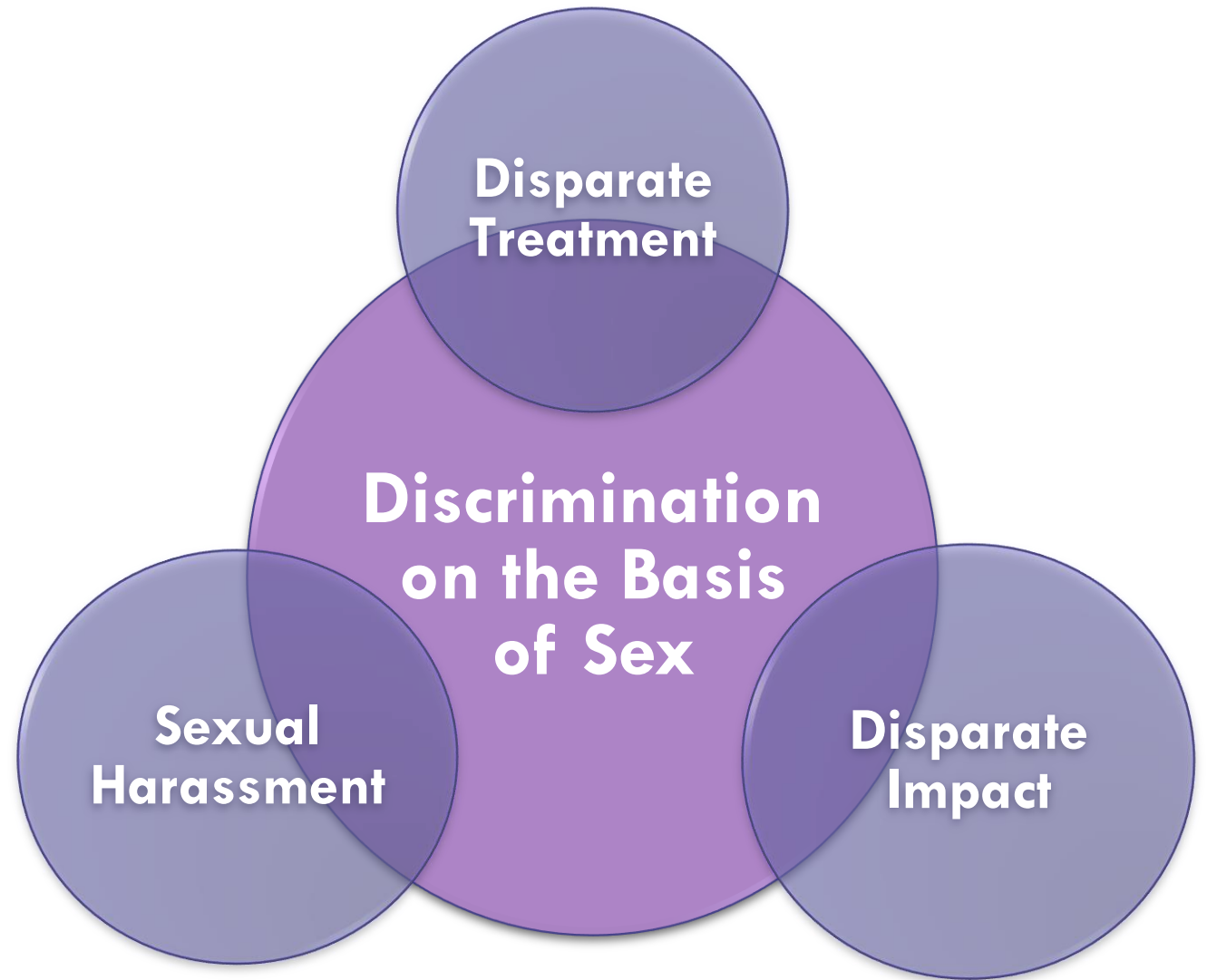
“No person in the United States shall, **on the basis of sex**, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

# WHO IS PROTECTED UNDER TITLE IX?

Anyone involved in an education program or activity in the US.

- Students
- Faculty
- Staff

# DISCRIMINATION ON THE “BASIS OF SEX”



# UNIVERSITY PROCESSES FOR HANDLING SEXUAL HARASSMENT

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# THREE WAYS OF HANDLING SEXUAL HARASSMENT

## WCU Policy 129 Title IX Sexual Harassment

- New Title IX Regulations released in May 2020 limit the definition of conduct that falls under Title IX.
- Jurisdiction:
  - Faculty/Staff/Students
  - USA
  - Educational Program/Activity
  - University Property

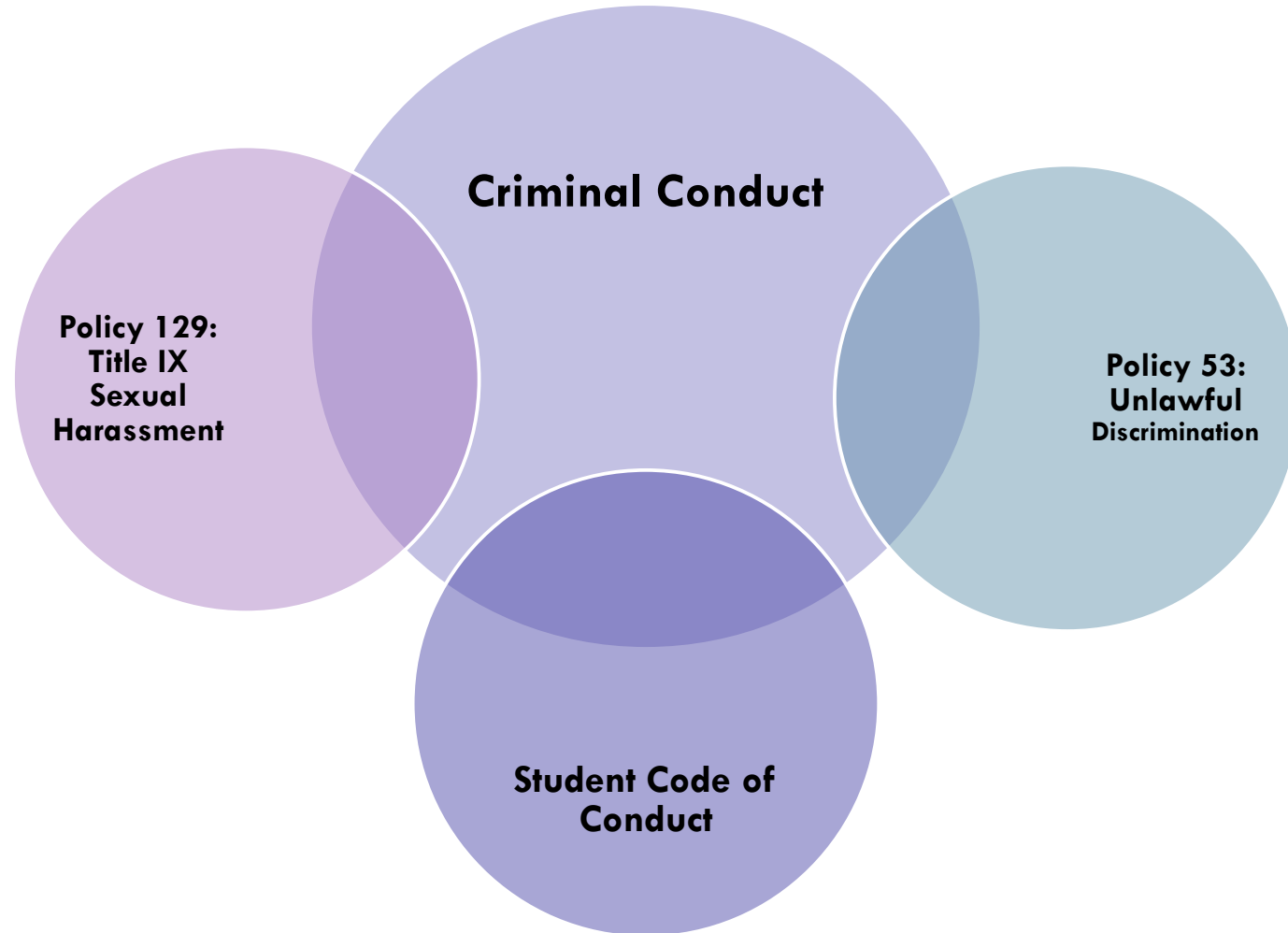
## Student Code of Conduct

- Covers other student sexual misconduct that doesn't meet the definition of Title IX Sexual Harassment.
- Jurisdiction:
  - Students
  - Conduct that occurs on/off campus.

## WCU Policy 53 Unlawful Discrimination

- Covers other employee sexual misconduct that doesn't meet the definition of Title IX Sexual Harassment.
- Jurisdiction:
  - Faculty/Staff/Students
  - Conduct that occurs on/off campus.

# CRIMINAL V. UNIVERSITY PROCESSES



Universities can handle bad conduct that doesn't fit into the Title IX definition or jurisdiction through other processes.

WHAT HAPPENS TO CONDUCT THAT  
NO LONGER FITS UNDER TITLE IX?

# SEXUAL HARASSMENT AND PROHIBITED CONDUCT

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# DEFINITION OF SEXUAL HARASSMENT

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**Quid pro quo:** an employee of the respondent conditioning the provision of an aid, benefit, or service of the respondent on an individual's participation in sexual conduct;

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**Unwelcome conduct** determined by a reasonable person to be so **severe, pervasive, and objectively offensive** that it effectively denies a person equal access to the recipient's education program or activity; or

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**Sexual assault, dating violence, domestic violence, or stalking** as defined by relevant statutes.

*You want a part in my movie? Well, I am going to need something from you, too.*



# SPOO



# EXAMPLES OF UNWELCOME CONDUCT OF A SEXUAL NATURE

## PHYSICAL

- Touching that is inappropriate in the workplace/classroom:
  - Patting
  - Pinching
  - Stroking
  - Brushing up against the body
- Attempted or actual kissing;
- Attempted or actual fondling;
- Attempted rape or rape

## VERBAL

- Offensive jokes of a sexual or sexist nature;
- Requests for sexual favors;
- Requests for dates;
- Compliments of a sexual nature.
- Cat calls

## NON-VERBAL

- Sexual looks such as leering and ogling with suggestive overtones;
- Licking lips or teeth
- Winking
- Throwing Kisses
- Unsolicited photographs

\*Conduct must be unwelcome.

\*\*Verbal and nonverbal behavior may not violate policy on the first incident.

# PREVENTION, INTERVENTION, AND RESPONSE

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# PREVENTION AND INTERVENTION

Encourage your students, student employees, and coworkers to attend campus programming.

Even your dept can participate.

Bystander Intervention

Direct, Distract, or Delegate

Talk to your students about taking care of one another.

Programming can be found at [safe.wcu.edu](http://safe.wcu.edu)





# REPORTING REQUIREMENT



WCU kept the **Responsible Employee** framework.

Who is considered a **Responsible Employee**?

**ANY AND ALL EMPLOYEES**

- **All Employees** are required to report known incidents of sexual harassment
- “On/Off Duty” does not apply
- The behavior does not have to be confirmed
- Non-employees are encouraged but not required to report.

# HOW DO I REPORT?

If it involves a crime, report directly to **WCU Police**, then the **Title IX Coordinator**.

## Methods of submitting reports:

University Police 828.227.8911 (emergency) or 828.227.7301 (non-emergency)

Title IX Coordinator

Dean of Students

Human Resources

**Safe @ WCU**

Western Carolina University is committed to creating and maintaining an environment that promotes a healthy spirit of responsibility, dignity, and respect in matters of sexual conduct and interpersonal relationships. This website serves as a portal for resources and information related to sexual harassment, sexual violence, interpersonal violence, and stalking.

EMERGENCY AND CRISIS INFORMATION [FILE A REPORT >](#)

IMMEDIATELY ESCAPE THIS PAGE



# TRAUMA-INFORMED APPROACH

Be clear and up front regarding confidentiality

Ask if they are safe

Please DO NOT ask for details

**Believe them**

Offer to walk them to UPD/DOS/TIX

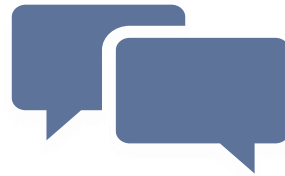
Hand them off to a qualified expert

# WHAT HAPPENS WHEN I REPORT



## REPORT

Complainant Led  
Supportive Measures



## INVESTIGATE

Fair and Impartial  
All Parties Share



## ADJUDICATE

Informal Resolution  
Formal Hearing

# IMPORTANT THINGS TO REMEMBER

Student placements (clinical, internships, practicums, etc.) are part of an education program or activity.

Pregnancy & Parenting

Don't assume that the victim has called the Title IX Coordinator or the Police

Report the event, even if it happened months ago

Same sex discrimination; everyone is protected

If it relates to our campus in any way, we need to respond

# ADVISORS

Complainants and Respondents are entitled to an advisor of their choice.



The University has trained advisors that they can use, or it can be a friend, family member, attorney, etc.



Volunteer to serve as an Advisor.

# SUPPORTIVE MEASURES

## WHEN ARE SUPPORTIVE MEASURES PROVIDED?

- May be implemented as soon as the incident is reported.

## TYPES OF SUPPORTIVE MEASURES

- No Contact Order
- Housing Accommodations
- Course-related adjustments
- Police escorts
- Leave of absence notifications
- Etc...

## WHO CAN RECEIVE SUPPORTIVE MEASURES?

- Either Party so they may continue to access their educational programs and activities in a safe environment

## FINAL NOTE



If you don't know, call me.

The investigation is a collaborative process.

**Everyone can and should expect a fair process.**

Invite me to have a conversation with your department or group.



# QUESTIONS?



[safe.wcu.edu](https://safe.wcu.edu)



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