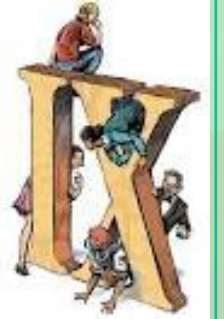


Title IX Presentation For Hall Directors August 2023

Presented By:

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Title IX



Title IX

What is Title IX

Title IX is a federal civil rights law that prohibits discrimination on the basis of sex with respect to schools that receive financial assistance from the U.S. Department of Education (US-DOE)

Title IX applies to Blinn College, as the college accepts federal financial assistance.

Title IX protects against sexual harassment in the educational environment, gender-based harassment, inequitable funding in Athletics based on sex, sexual harassment in the workplace, sexual assault, dating/domestic violence, stalking, or any other discrimination or harassment based on sex.

Title IX is enforced by the US Department of Education's Office for Civil Rights (OCR).

A Final Rule was passed down on May 6, 2020, to implement by August 14, 2020.

Any school covered by Title IX is required to have a Title IX Coordinator to ensure its compliance with Title IX.

Note: Title IX prohibits sexual violence as a form of sexual harassment

Title IX



Title IX

Obligation to Report

- You should report anything that remotely resembles sexual misconduct
- It is the responsibility of the Title IX Coordinator to determine if a particular set of facts equate to sexual violence based on the investigation
- Examples of comments in which a report should be made:
 - I had sex on Saturday night that I wasn't "100 percent" comfortable with.
 - I blacked out at a party and woke up naked next to someone I had never met before. I am not sure what happened or how I got there.
 - A person kept pressuring me to have sex last night, and I eventually did, although I didn't want to do so.

NOTE: It is important to remember that in some instances, a student may not say they were raped or sexually assaulted; they may instead describe a situation that they were uncomfortable with.

Inform the RA: As an RA, remember that students may not always use the "buzz words."



Information to Include in Report

If a student or RA reports an incident of sexual violence to you, a report should be made utilizing the Guardian Case Management System or the reporting form on the Title IX website as quickly as possible. Lapses of memory can occur and

You should provide any relevant details that you have (i.e., name of the student(s) involved, location of the incident, if physical violence was allegedly used, etc.)

Once this information has been communicated, you have fulfilled your responsibility to report incidents of sexual violence.

The Title IX Coordinator (TIXC) receives and reviews the report and takes any necessary action.

You are only expected to report what you have been told; you do not need to investigate or otherwise attempt to resolve the complaint independently.



Title IX Coordinator Actions

- The Title IX Coordinator will contact the Student, inform them of their rights, and assist the Student in receiving help from the appropriate University resources.
- If needed, the Title IX Coordinator will work in conjunction with the appropriate office (housing, academic affairs, etc.) to take interim measures when necessary. Such measures include but are not limited to: changes in housing arrangements, changes in course schedules, No Contact Order (NCO), interim suspension, changes in exam times, etc.
- During the investigation, the Complainant's participation level determines the investigation's extent. The Investigation includes Complainant and Respondent statements, witness interviews, review of police reports (if applicable), review of text messages, emails, and video surveillance (if applicable).
- The "preponderance of the evidence" (To prove that something is more likely than not) is the standard used as to whether ***there is or is not*** sufficient evidence of sexual misconduct.
- Possible sanctions will be issued if there is sufficient evidence of sexual misconduct.



Consequences for Non-Reporting



A student could be subjected to an unsafe learning environment



Blinn College could be in noncompliance with Title IX (which could result in the termination of all federal funds from the Department of Education)



Blinn College could be subjected to major legal liability (being sued)



Possible employment sanctions



Additional Notes

- Blinn College considers all Ras and Hall Directors as mandatory reporters. If a student comes to you, it is best to let them know at the start of the conversation that you are a mandatory reporter and that you are required to report any incident of sexual misconduct.
- If the student would like to speak with someone confidentially, direct them to Blinn Counseling Services, Sexual Assault Resource Center (SARC), etc.
- Don't be judgmental!
- Listen closely and attentively. (Avoid "Why" questions)
- Protect the individual's privacy by not sharing the conversation with others
- Acknowledge how the individual is feeling and ask if there is anything that you can do for them in the immediacy
- Encourage the individual to preserve any evidence





What Are Your Thoughts?

- I was at a party, and a friend and I were talking most of the night. We ended up in his room, where we started kissing. He wanted to have sex, and I didn't. I told him no several times, but he continued to pursue it. He kept trying for so long, and I felt I couldn't get away.
- Finally, I just asked him to use a condom. Immediately after sex, I left. I somewhat blame myself because I could have tried harder to fend him off. At the time, I felt the easiest way out was just to let him continue. If I had shouted, someone would have helped, but because he was a mutual friend, I wanted to avoid a scene.

Questions

