

Title IX & Sexual Misconduct

A Preventive Education Program

What is Title IX?

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

~ Title IX of the Education Amendments of 1972 ~

It's more than just “the law that made school sports more equitable for girls and women.”

Title IX also prohibits sexual harassment, which includes acts of sexual violence, as a form of sex discrimination.

Our Title IX Coordinator

Every campus is required to have a designated Title IX Coordinator to oversee complaints, identify problems, be available to students and law enforcement, and handle Title IX concerns

Ours is:

- Cecil E. Howard, JD
 - Phone: 717-477-1161
 - Campus Location: Social Equity Office, Old Main, Room 200.
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Our Notice of Non-Discrimination

- It is the policy of Shippensburg University to prohibit discrimination on the basis of sex in any of its educational programs or activities. This policy is in accordance with Title IX of the Education Amendments of 1972.
 - Prohibited sex discrimination covers sexual harassment including sexual violence. Sexual harassment is conduct that is sexual in nature and is sufficiently severe, persistent, or pervasive that it adversely affects a student's ability to participate in or benefit from the University's activities or educational programs or creates a hostile or abusive educational environment. Sexual violence is a form of sexual harassment, prohibited by Title IX which includes conduct that is criminal in nature. Acts may include rape, sexual assault, sexual battery, sexual coercion, unwanted touching, dating violence and sexually motivated stalking.
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Sexual Harassment is...

- Conduct that is sexual in nature, unwelcome and denies/limits a student's ability to participate in or benefit from our education program
 - Can be carried out by college/university employees, other students and third parties (like visiting speakers)
 - Both males and females can be victims
 - Harasser and victim may be of same gender
 - Can occur in institutional facilities or at off-campus locations (e.g. retreats, training programs)
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Sexual Harassment is... (continued)

Quid Pro Quo Harassment. When a campus employee causes a student to believe:

- He/she must submit to unwelcome sexual conduct in order to participate in a school program or activity
- That the employee will make an educational decision based on whether or not the student submits to unwelcome sexual conduct

Hostile Environment Harassment. When unwelcome conduct of a sexual nature is so severe, persistent or pervasive that it:

- Affects student's ability to participate in or benefit from an education program or activity
 - Creates an intimidating, threatening or abusive educational environment
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Sexual Violence is...

- A form of sexual harassment, prohibited by Title IX, which includes conduct that is criminal in nature
 - Refers to sexual acts perpetrated against a person's will where consent is not obtained or where a person is incapable of giving consent due to his/her use of alcohol or other drugs
 - Includes:
 - Rape
 - Sexual assault
 - Sexual battery
 - Sexual coercion
 - Unwanted touching
 - Dating violence
 - Sexually motivated stalking
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Sexual Violence is...

(continued)

- Anyone can experience sexual violence, but most victims are female – 20% to 25% of college women reported experiencing an attempted or completed rape during college
 - Person responsible for the violence is typically male and is usually someone known to the victim (e.g. intimate partner, family member acquaintance) – often called a “perpetrator”
 - Stats underestimate problem because many cases aren’t reported
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The Impacts of Sexual Violence

- More than just a physical act in the moment
 - An act of power and aggression
 - Has an emotional impact
 - Impacts relationships
 - Causes anger and stress
 - Can lead to long-term health problems
 - Linked to negative health behaviors
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Sexual Assault Myths

When inaccurate information gets out there, it can create rape-supportive attitudes on campus and put all the responsibility for prevention on women.

- What are some of the sexual assault myths you hear?
 - What can you do to help dispel these harmful myths?
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The Role Alcohol Plays

On average, at least 50% of campus sexual assaults involve alcohol. It's the main drug used by perpetrators of sexual violence.

- Can impair a perpetrator's judgment so he disregards indications that a woman doesn't want to engage in sexual activity
 - Can impair a victim's judgment so she's less likely to take heed of risk cues
 - Can increase the expectancies of what will happen when we drink
 - Perpetrators may use alcohol as an excuse for their actions
 - Victims who drink and are then assaulted may be blamed for "letting" the assault occur and/or sending mixed messages
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When Someone Reports a Sexual Assault

- May contact Campus Police/Public Safety – (717-477-1444)
 - May contact Medical Services – important to get immediate medical assistance (717-477-2458) McLean Hall II
 - May contact Advocacy/Support/Counseling – for support, information, crisis intervention, advocacy, referrals, reporting options, safety plan and more – Women’s Center (717-477-1790) Horton Hall 132
 - Important steps – get to safe place; don’t shower/bathe, etc.; clothes in paper bag; med help; consider rape kit; seek counseling; ask about legal options.
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Complainant Rights

- Our institution will take immediate steps to protect students who come forward as victims of sexual violence – they are “complainants”
 - First of all, want you to feel safe and supported
 - We’ ll explain our campus grievance procedures and your rights
 - We won’ t put you in the position to “work out problems” with your alleged perpetrator
 - We’ ll use a preponderance of evidence standard (“it’ s more likely than not that sexual harassment or violence occurred”)
 - We’ ll prevent any retaliation
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Policies & Disciplinary Procedures

- We'll investigate Title IX complaints in a prompt, fair and impartial manner
 - Both parties can present witnesses and other evidence
 - The time frame for a grievance will typically take up to 60 days
 - Both parties will be notified of the outcome of the complaint
 - We'll take steps to prevent recurrence of any harassment and to correct its discriminatory effects
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Where to Go for Help

- *Title IX Coordinator:* Cecil E. Howard, JD (717-477-1161) Old Main 200
 - *Counseling Center:* (717-477-1481) McLean Hall II
 - *Chambersburg Hospital:* (717-261-3000) 112 N 7th St, Chambersburg, PA 17201
 - *Campus Health/Wellness Center:* (717-477-1458) McLean Hall II
 - *Judicial Affairs:* Ms. Janet McKeithan-Janifer (717-477-1661) Old Main 210
 - *Shippensburg Police:* (717-532-8878) 60 W Burd St, Shippensburg, PA 17257
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Where to Go for Help... (contacts)

- Officer Bryan Ruth, (ext. 1444) Police, Reed Operations Center
 - Ms. Diane Jefferson, (ext. 1616) GH 200, Multicultural Student Affairs
 - Ms. Anita Weaver, (ext. 1620) GRH 128, College of Business
 - Ms. Stephanie Erdice, (ext. 1790) HH 132, Women's Center
 - Dr. Jose Ricardo, (ext. 1151) DHC 225, Assoc. Dean, College of Arts & Sciences
 - Ms. Mary Burnett, (ext. 1279) CUB 221A, Assoc. Dean of Students
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Where to Go for Help... (contacts)

- *Political Science*: Dr. Sara Grove, GRH 420, ext. 1718
 - *Dean of Students*: Mr. Robert Smith, OM 210F, ext. 1164
 - *Athletics, Swimming*, Mr. Tim Verge, HFH 125, ext. 3454
 - *Athletics*, Ms. Carrie Michaels, HFH 125, ext.1711
 - *Teacher Education*: Dr. Rebecca Ward. SPH 225, ext.1270
 - *Human Resources*: Dr. David Topper, OM301, ext.1124
 - *Technology & Library*, Dr. Dennis Mathes, OM 310, ext. 1835
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Ways to be a Proactive Bystander

- Believe violence is unacceptable and say it out loud
 - Treat people with respect
 - Speak up when you hear people making statements that blame victims
 - Talk with male friends about confronting violence against women
 - Encourage female friends to trust their instincts
 - Be a knowledgeable resource for victims
 - Don't laugh at sexist jokes or comments
 - Look out for friends at parties and bars
 - Educate yourself and your friends
 - Use campus resources
 - Attend an awareness event
 - Empower victims to tell their stories
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Ways to be a Reactive Bystander

- Get police or other authorities involved
 - Tell someone else
 - Get help
 - Ask a friend in a potentially dangerous situation if he/she wants to leave
 - Make sure he/she gets home safely
 - Ask a victim if he/she is okay
 - Provide options and a listening ear
 - Call the campus or local crisis center for support and options
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A Community of Respect

- Sexual harassment and sexual violence have no place here.
 - Our Title IX grievance procedures, notices and personnel are here to support and protect you.
 - We are a *proud* Community of Respect.
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