

# Title IX

Responsible Employee Training  
What Every One Needs to Know



The **Hire** in  
HIGHER EDUCATION

# Training Objectives

- What is Title IX?
- What does Title IX Cover?
  - What is Sexual Misconduct?
  - Pregnancy/Childbirth Accommodations
- College Responsibility
- Employees—what is your role?
- Title IX Coordinators role
- Who are potential victims?
- Why/Who/How to Report
- How are complaints addressed?
- Training Needs
- Next Steps

# What is Title IX

- Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in educational programs and activities in federally funded schools.
- This includes discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity.

# What is Sexual Misconduct

- Sexual Misconduct
  - A broad term encompassing any non-consensual behavior of a sexual nature.
    - Sexual Assault
    - Sexual Exploitation
    - Stalking
    - Relationship Violence (domestic and dating)
    - Sexual Harassment
    - Coercion
    - Retaliation

# Pregnancy/Childbirth Accommodations

- Awareness
- No Exclusion
- Provide “special services”
- Excuse from doctor

# What Does This Mean

- Cannot prevent or delay student graduation
- Cannot prevent a student from continuing their coursework
- Cannot advise a student to take a semester off or not take a course to keep her on schedule to graduate
- Must provide options for student to make up missed work

# College Responsibility

- Staff Training (Required)
- Student Training (Made Available --Not Required)

# Role of Employee

- Any LTC employee who experiences, observes or hears about an incident of sexual misconduct must report it immediately to the Title IX Coordinator or Deputy Coordinator
- Staff must inform student upfront about their responsibility to report.
- Report must be done in writing.



# LTC Title IX Coordinators

## Student

### *Title IX Coordinator*

**Doug Gossen**

Vice President of Student Services  
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### *Title IX Deputy Coordinator*

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Counselor  
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## Staff

### *Title IX Coordinator*

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### *Title IX Deputy Coordinator*

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# Victims of Sexual Misconduct

- Faculty, staff, students, or third parties
- Similarly, the accused may be from any of those groups

# Why Report

LTC is obligated by law. Responsible employees must inform the **Title IX Coordinator** of all reports and complaints, knowledge of, or should have known.

- Law enforcement involvement does not relieve the institution from investigating under Title IX.

# What Should I Report?

- Any observed, experienced or known sexual misconduct
- Does not matter if it occurred on-campus, off-campus, on spring break, last week or two years ago

# How to Report

- Contact the appropriate Title IX Coordinator
- Complete the Sexual Misconduct Incident Report form. Include as many details as possible and submit it to the Title IX Coordinator

# What is done with complaints?

LTC has a duty to promptly respond to complaints of sexual misconduct in a way that limits its effects and prevents its reoccurrence

Limit its effect so students can “best perform academically” in the classroom and while participating in other education activities

# Is Confidentiality Guaranteed?

You need to let the victim know that you are required to notify the Title IX Coordinator and that LTC will protect their **privacy** to the extent possible

LTC is required to investigate, but that investigation will be limited by the information provided by victims and the victim's interest in pursuing a formal complaint process

The Coordinators have to balance confidentiality with the safety of other members of the College community

# Student Training

## (Made Available--Not Required)

- Student Handbook – each year a message will be included in the handbook
- Closed Circuit TV during the month of June, Sept., Jan, and Feb.
- Student email send the first week of each term (Summer, Fall, Winterium, and Spring)
- New Student Orientation – Handout provided
- Welcome Back week celebration – poster or table in the cafeteria



# Employees Training (REQUIRED)

- All Employees are being trained on the program at the August 28, 2015 In-Service
- New employees - Part of their Orientation
- Online presentation - Available on LTC Website
- Part-time faculty - Orientation in the Fall, Spring, and Summer
- Student Employee Training - A hybrid training for this population that will focus on their dual role as a student and as a responsible employee

# Questions

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# Next Steps

- Climate survey
- Training on going (staff and students)