

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

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Title IX Deputy Coordinator

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Staff

Title IX Coordinator

Kathy Kotajarvi

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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)