

Sexual Misconduct
& Pregnancy Discrimination
(Title IX)
Refresher
January 10, 2017

Responsible Employee Training
What Every One Needs to Know



The **Hire** in
HIGHER EDUCATION

What is SEXUAL MISCONDUCT

- Sexual Misconduct (Title IX) is a component of the Higher Education Act of 1972 which ensures that colleges do not discriminate on the basis of sex in its education programs and activities.
- This includes sexual harassment, sexual assault, stalking, relationship based violence and hate crimes.

Role of Reporting 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.
- Does not matter if it occurred on-campus, off-campus, on spring break, last week or two years ago
- Report must be done in writing. (form on LTC website)

How to Report

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

Reporting

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 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

Privacy

- 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

Pregnancy Discrimination (Title IX)

- Title IX also prohibits pregnancy discrimination in educational programs or activities---childbirth, parenting, false pregnancy miscarriage, abortion or related conditions including recovery.
- Title IX also ensures the right to medically necessary leave.
- Parenting leave can last as long as six months.

Pregnancy/Childbirth Accommodations

- Awareness
- Provide “special services”
- Excuse from doctor
- Parenting (six months)

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

Sexual Misconduct (Title IX) Coordinators

Student

Title IX Coordinator

Doug Gossen

Vice President of Student Services
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Title IX Deputy Coordinator

Kristi Irving

Counselor
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Staff

Title IX Coordinator

Kathy Kotajarvi

Chief Human Resources Officer
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Cleveland Campus, L148

Title IX Deputy Coordinator

Lisa Kwarciany

Human Resources Specialist
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Student Awareness

- 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, and Spring)
- New Student Orientation – Handout provided
- Welcome Back week celebration – poster or table in the cafeteria
- Sexual Misconduct Informational Brochure

Employee Training

- All Employees were trained initially on the program at a previous 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
- Updates are shared.
- On going training.

Questions

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