

Sexual Misconduct  
& Pregnancy Discrimination  
(Title IX)  
Review/Refresher  
August 25, 2017

Responsible Employee Training  
What Everyone Needs to Know

# 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

- What to do if a student tells you she is pregnant?
- 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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### *Title IX Deputy Coordinator*

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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/text 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.

# Should these be reported?

- Two students laying on a seat on the LTC Express and not viewable for some time
- A student sexually assaulted at an bar in Sheboygan
- A student not in your class is waiting by your classroom door for one of your students to walk out and the student tells you she is uncomfortable

# Questions

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