



Title IX

Overview for Students



Title IX = Federal Regulation

- Title IX has become the primary federal policy that shapes how colleges respond to cases of sexual misconduct and harassment.
- When Title IX is discussed, it is usually in context of a complaint of sexual harassment. Key areas addressed by Title IX (for our discussion):
 - Education for Pregnant/Parenting Students
 - Sexual Discrimination and Harassment



Title IX and Pregnancy/Maternity Leave

- Title IX specifically prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.
- The Title IX Coordinator will need to be in the loop for each student that comes forward with a pregnancy or maternity leave request.



Title IX Scope and Jurisdiction

- Title IX Covered Conduct = Sexual Harassment which comes in 3 forms:
 - Submission to or rejection of sexual demands that affect employment or academic decisions (quid pro quo)
 - Can only be committed by an employee
 - Unwelcome conduct that is severe, pervasive, and objectively offensive that it denies access to the program or activity (hostile environment)
 - Sexual assault, stalking, dating violence, or domestic violence (Clery Act)

NOTE: Title IX is not the only law that addresses sexual misconduct on campus. The Clery Act and its amendments (VAWA and Campus SaVE) are compliments to Title IX and are also required by federal regulation.

CSM's Sexual Misconduct, Harassment, Relationship Violence and Stalking Policy

- Details in the Student Handbook
- Full policy on csm.edu

Title IX

It is the policy of College of Saint Mary to provide equal employment and educational opportunities to faculty, staff, students, and applicants without regard to race, color, religion, gender, marital status, national origin, age, disability, citizenship, sexual orientation, veteran status, and any group protected by federal, state, or local statutes. Sexual violence and sexual harassment are prohibited by law and by College of Saint Mary policy. College of Saint Mary will not tolerate sexual violence or sexual harassment in any form, including but not limited to, sexual assault, stranger, acquaintance or date rape, stalking, domestic or dating violence, sexual cyber harassment or bullying. College of Saint Mary will take appropriate action to prevent, correct and discipline harassing or violent behavior that is found to violate this policy.

[Title IX Policy](#)

How to Report

- There are several ways you can report possible acts of sexual harassment or sexual violence.
 - Report to the Title IX Coordinator directly in Walsh Hall Room 295
 - Send an email to TitleIX@csm.edu
 - Call Title IX Coordinator at 402-399-2664
 - Use the online form at <http://www.csm.edu/student-life/student-support/title-ix>
- Anonymous reports can be made using the online form

Reporting

- All CSM employees are required to immediately report possible acts of sexual harassment or sexual violence to the Title IX Coordinator.
- CSM's Director of Counseling is the only employee that can offer confidentiality as part of her official role at the College.
 - Andrea Joyce can be reached at (402-399-2374) and offers confidential, professional counseling for CSM students.

What happens after a report is made?

- The Title IX Coordinator meets with the individual to provide information and support.
- Title IX applies only to incidences that occur on campus or at a CSM sponsored event.
 - However, CSM will still seek to provide support through other CSM and community resources even if Title IX does not apply.

Resources

KNOW YOUR

TITLE IX

- 1 CSM will not tolerate sexual violence or sexual harassment in any form.
- 2 The concept of consent is important. Silence or lack of active resistance does not imply consent. Past consent does not imply future consent.
- 3 CSM expressly prohibits any form of retaliatory action against any individual for filing a complaint under this policy.
- 4 The University will undertake an appropriate inquiry and take prompt and effective action in all cases of alleged sexual misconduct.
- 5 CSM encourages all students to be active bystanders and take reasonable and prudent action to prevent or interrupt an act of sexual misconduct.

- 6 CSM offers students a free, confidential professional counselor on campus. Additionally, CSM has partnered with CHI Health to offer free, confidential, professional counseling to students and employees.
- 7 CSM encourages all students to make a prompt report to the Title IX Coordinator or any CSM authority, of suspected sexual harassment and sexual misconduct.
- 8 CSM supports any individual who is affected by sexual harassment or misconduct within our CSM Community.
- 9 Title IX specifically prohibits discrimination against a student based on pregnancy, childbirth or recovery from any of these conditions.

HOW TO REPORT

There are several ways you can report possible acts of sexual harassment or sexual violence.

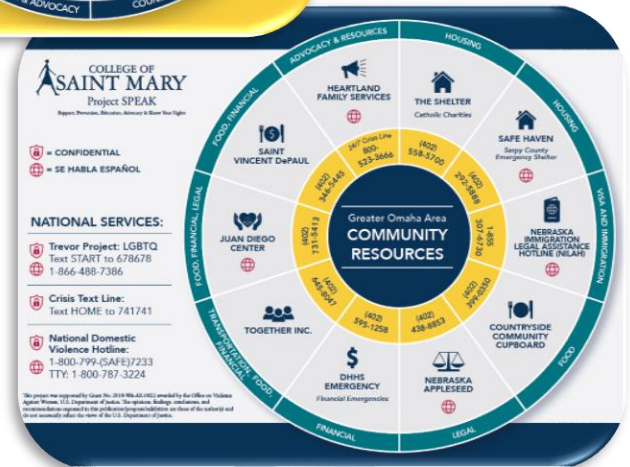
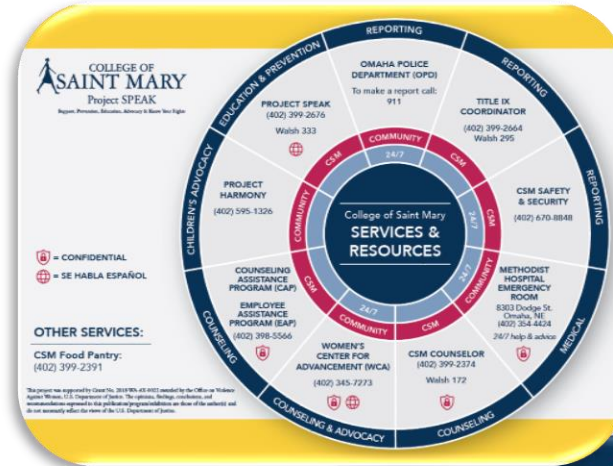
- Report to the Title IX Coordinator directly
- Call Title IX Coordinator at 402-399-2664
- Send an email to TitleIX@csm.edu
- Use the online form at CSM.edu/TitleIX
- Report anonymously by using the online form



COLLEGE OF
SAINT MARY

CSM.edu/TitleIX

TITLE IX COORDINATOR
Jessica Hochstain, Director of Human Resources
402-399-2664 | TitleIX@csm.edu



COLLEGE OF
SAINT MARY

Title IX Committee Members

- Title IX Coordinator

- Jessica Hochstein, Chief HR Officer

- Title IX Committee

- Larissa Buster, Director of Residence Life
- Dave Ferber, Director of Safety and Security
- Vicky Morgan, Associate Dean for Faculty Development
- Kim Savicky, Chief Administration Officer



Project SPEAK

- In 2019, CSM received a grant from the Department of Justice's Office on Violence against Women (OVW) to assist us with developing education and prevention programming as well as update our Sexual Misconduct Policy.
- The grant also allowed us to hire Torri Janicke as OVW Campus Grant Program Coordinator.



Questions

