



# Title IX

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Overview for Employees



# Title IX = Federal Regulation

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- 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 on campus



# Title IX and Pregnancy/Maternity Leave

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- 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

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- 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 crimes)

# Don't forget Clery, VAWA, and Campus SaVE

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- 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. Clery works to expand the scope in which Colleges must provide reporting, response, and prevention education around domestic violence, dating violence, sexual assault, and stalking.



# Title IX Scope and Jurisdiction

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- Title IX requires that the prohibited conduct occur within an “educational program or activity.”
- This has been defined as applying to all locations, events, or circumstances over which college exercises substantial control over both parties.
- Title IX does NOT apply to private conduct that occurs at a private location.



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

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- Full policy on [csm.edu](http://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

# Your Responsibilities

- All CSM employees, with the exception of the Director of Counseling, are required to immediately report the information to the Title IX Coordinator (Jessica Hochstein).
- All complaints or questions about sexual harassment or sex discrimination should be directed to the Title IX Coordinator
- Reports can be done in person, by phone, email, online, or anonymously.





# Title IX Committee Members

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- Title IX Coordinator

- Jessica Hochstein

- 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



# What happens after a report is made?

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- 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.

# 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

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