

Fall Term 2020: Hitting the Ground Running

Title IX Basics for RAs



Maureen De Armond, Title IX Coordinator



▪ **Title IX Basics: The Law**

▪ **Student Perspective**

▪ **RA Responsibilities**

▪ **Scenarios**

▪ **Discussion/Questions**

What is Title IX?

No sex discrimination. No sexual assault. *Period.*



The Law in a Nutshell...

“No person in the United States shall, **on the basis of sex**, be excluded from participation in, be denied the benefits of, or **be subjected to discrimination** under any education program or activity receiving Federal financial assistance.”

Title IX Basics: The Law

Program Equity: All students to have equal access to Oregon Tech programs & activities.

Equitable treatment in:

- ✓ Recruitment
- ✓ Admissions
- ✓ Educational programs and activities
- ✓ Course offerings and access
- ✓ Counseling
- ✓ Financial aid
- ✓ Employment assistance
- ✓ Facilities and housing
- ✓ Health and insurance benefits
- ✓ Marital and parental status
- ✓ Scholarships
- ✓ Safe learning environment
- ✓ Athletics



Title IX Basics: The Law

Sexual Harassment

1. Sexual Assault; or
2. Quid Pro Quo; or
3. Hostile Work/
Educational
Environment



Title IX Basics: The Law



Quid Pro Quo:

- Latin term meaning “this for that”
- Asking for sexual favors of some kind in exchange for special treatment on the job, in the classroom, etc.
- There is often a power differential
What does this mean?

Title IX Basics: The Law

Hostile Work/Educational Environment:

- Comes in the form of unwelcome conduct determined by a reasonable person to **be so severe and pervasive and objectively offensive** that it effectively denies a person equal access to an education program or activity (i.e., hostile environment)
- Could be comments made **to** the individual or ***in the presence of*** the individual
- Could be jokes or bullying ***based on sex***





Title IX Basics: The Law

Big Picture:

- Sex-based discrimination, harassment not permitted at Oregon Tech
- Once Oregon Tech learns of the conduct, it is required to take action
- People who are targets of such misconduct have rights
- People who are accused of such conduct **also** have rights
- Oregon Tech strives to balance compliance with the law, and fairness to the people involved



Title IX: Student Perspective

Always, Always, Always Get Consent:

- What is consent? How do you know you have consent?
- What if you don't have consent? What does that mean?

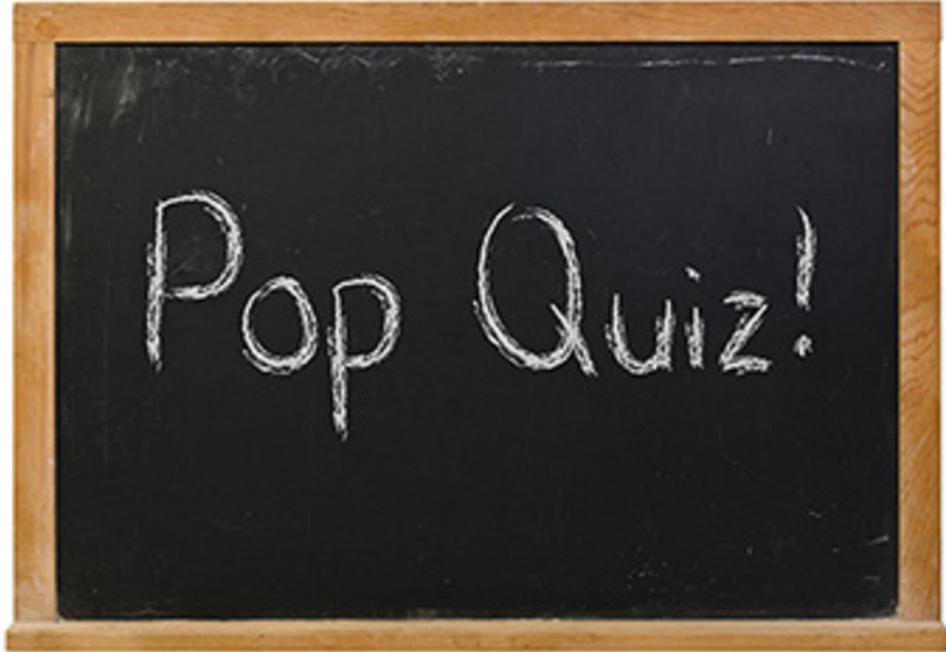
CONSENT [VERB]

To make a mutual, voluntary, informed decision between clear-minded, of age participants before ANY and EVERY sexual act.

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Title IX: Student Perspective



Does this sound like consent?

- I guess that would be okay.
- I think I'm drunk. I guess so.
- Yes! You know I'm 15, right?
- I know I said okay earlier, but now I'm asking you to stop.
- Zzzzzzzzzzz

Title IX: Student Perspective

- If something has happened or is on-going that may constitute a TIX violation, Oregon Tech wants to know
- Report the matter promptly...the sooner, the better *Why?*

Oregon Tech's Title IX Coordinator is:

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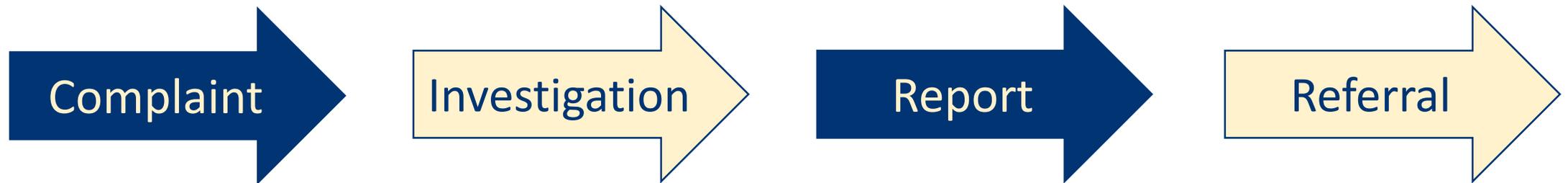
Title IX Email: TitleIX@oit.edu

Title IX Webpage: <https://www.oit.edu/title-ix>



Title IX: Student Perspective

- Students are not required to file a formal complaint
- Perhaps, they just want Support Measures *What are these?*
- No presumption of culpability *What does this mean?*
- Due Process for both parties *What does this mean?*
- Preponderance of information needed *What about this?*



Title IX: RA Responsibilities



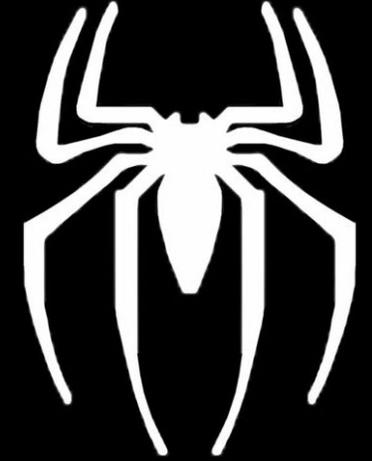
Be Aware:

- ***When:*** The first few weeks of the fall term is the highest risk for students to be sexually assaulted
- ***Where:*** Majority of sexual assaults on campus are in student housing
- ***What:*** Alcohol is involved in a high percentage of sexual assaults

Title IX: RA Responsibilities

As an RA:

- You serve in a role with tremendous responsibilities
- You are a role-model
- You are a mandatory reporter
- You serve in a position of authority
- Your own conduct must be above reproach
- You cannot be afraid to do the right thing



**WITH GREAT POWER
COMES GREAT
RESPONSIBILITY.**

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Title IX: RA Responsibilities

- By law, mandatory reporters are individuals who have a duty to disclose their knowledge of sex discrimination or sexual harassment/dating violence as soon as they become aware of it
- As a mandatory reporter, you cannot guarantee confidentiality to the victim
- You can consult with Oregon Tech staff for assistance determining whether your duty to report has been triggered
- You can still be discrete and respectful



Scenarios

- A student who lives on your floor comes to you and says, “I have something I want to talk about, but I need to talk to you as a friend, not as an RA. Is that okay?” How do you respond?
- You walk by a small group of students who are talking and laughing. You can tell that one of the students is sharing intimate details about sexual encounters with another student. They all seem to be laughing at and about the student in question. Does this seem like a Title IX issue? What, if anything do you do?



Scenarios

- You hear a rumor that a student's ex is sharing explicit photos of the student with other students. Do you need to do anything? If you hear that the photos were taken with consent when the two were seeing each other, does that change anything?
- A student comes to you with a complaint that is clearly Title IX and demands that the alleged violator be expelled *immediately!* How do you respond?





Home > Title IX

Title IX <https://www.oit.edu/title-ix>



Updates to the Title IX policies and pages coming fall 2020

Contact an Office:

- Title IX Office: 541.885.1108; TitleIX@oit.edu

Oregon Tech is committed to creating an environment in which to study, live, and work that supports educational and career advancement as academic and job performance. Oregon Tech recognizes the unique backgrounds and experiences for its students.

Oregon Tech recognizes sexual misconduct as an umbrella term for behaviors, including sexual harassment, sexual exploitation, sexual assault, relationship violence, and sexual coercion.

Sexual Misconduct has no place on Oregon Tech's campus and it will not be tolerated. People who experience sexual misconduct should report it to the Title IX Investigator.

In May 2020, the U.S. Department of Education announced new Title IX Amendments of 1972. Oregon Tech has updated its policies, procedures, and reporting process in September 2020 with updated information that involved sexual misconduct or Title IX. For more information, contact the Title IX Investigator.

What is Title IX?

Title IX of the Education Amendments of 1972 is a federal law that makes unlawful discrimination based on sex in educational institutions. It states:



“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Oregon Tech has established and determined its own standards for acceptable conduct of students, employees, volunteers, visitors, vendors, and collaborators. These standards meet or exceed the legal requirements of Title IX.

Policies and Resources

- [Interim Sexual Misconduct Policy](#)
- [Interim Prohibited Discrimination & Discriminatory Harassment Policy](#)
- [Interim Reporting Misconduct and Prohibited Retaliation Policy](#)
- [Campus Sexual Assault Bill of Rights](#)
- [Overview of Investigation Process](#)
- [Overview of Complaint Options](#)

Additional Resources per Campus Location

Title IX

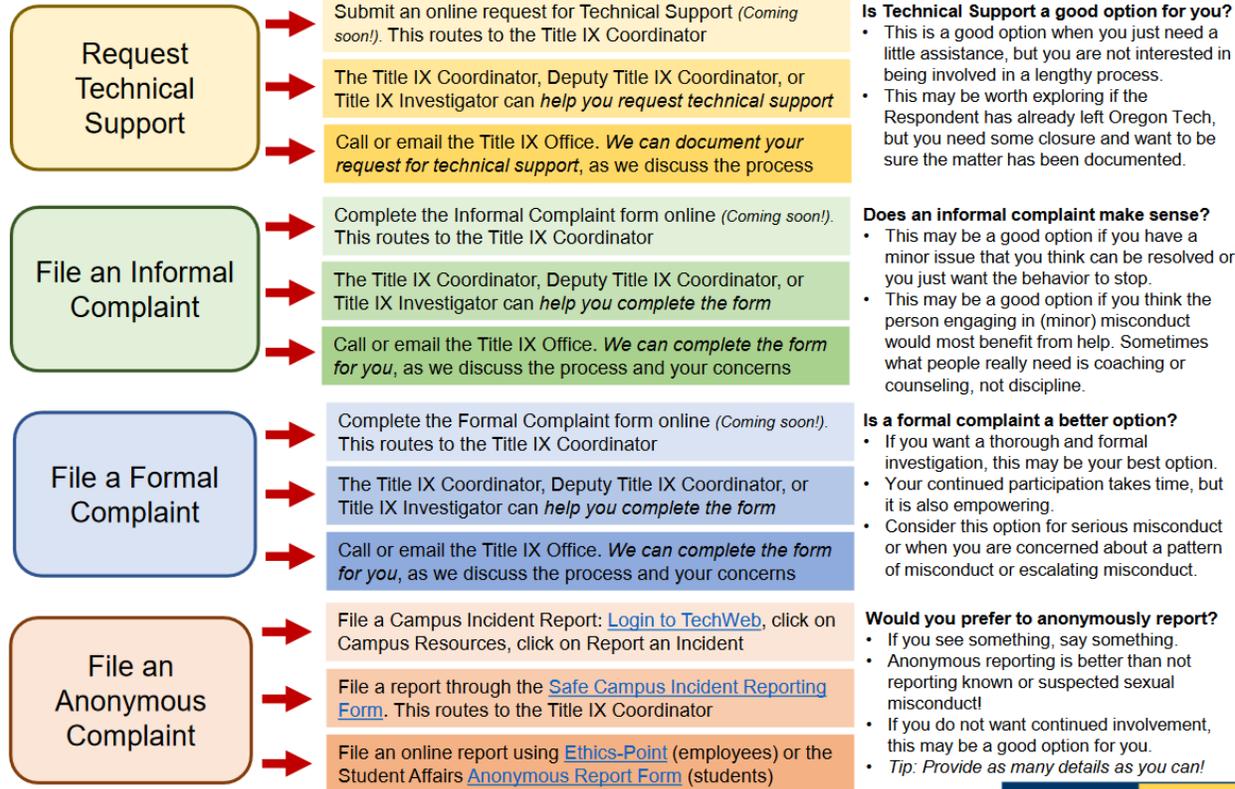
Sexual & Relationship Violence Resources - Boeing Students

Sexual & Relationship Violence Resources - Klamath Falls Students

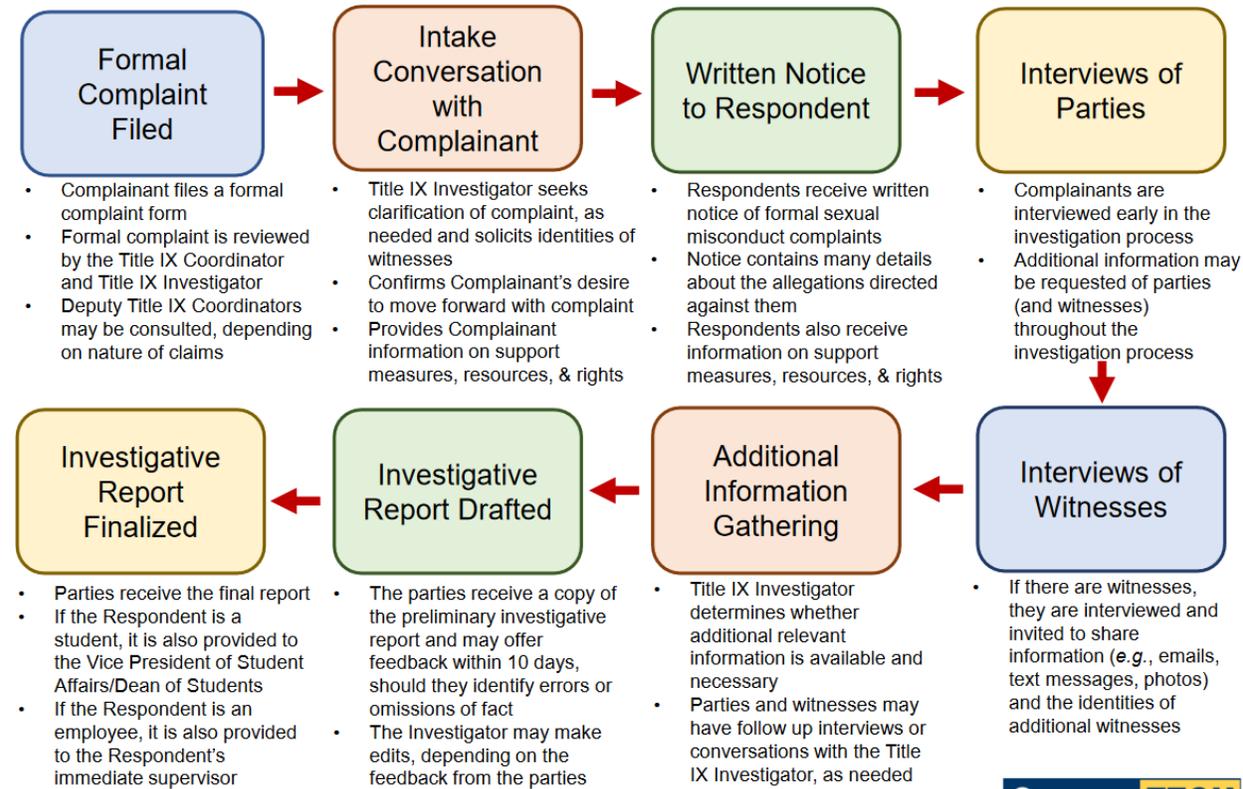
Sexual & Relationship Violence Resources - Portland-Me... Students

Title IX: Resources

Sexual Misconduct Complaint Options For Students with Concerns



Sexual Misconduct Overview of the Investigation Process



Visit [Oregon Tech's Title IX webpage](#) for more resources and contact information. Version 2020-08-12

Visit [Oregon Tech's Title IX webpage](#) for more resources and contact information. Version 2020-08-12



Discussion & Questions

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