

Fall Term 2020: Hitting the Ground Running

Title IX Basics for Students



Maureen De Armond, Title IX Coordinator



▪ **Title IX Basics: The Law**

▪ **Student Perspective**

▪ **Process Overview**

▪ **Key Take-Aways**

▪ **Questions/Discussion**

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 required 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

Title IX Basics: The Law

Hostile Educational/Learning 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
- Could be comments/jokes made **to** the person or ***in the presence of*** the person
- Could be bullying ***based on sex***



Title IX Basics: The Law



Title IX vs Student Misconduct

- Note: some conduct may not rise to the level of a Title IX violation *but may still constitute misconduct*
- The Student Code of Conduct may still prohibit less severe or less pervasive forms of sexual harassment

Student Perspective



Preventative Practices: Always get & give consent, adopt safe practices (digital and in real life), use the buddy system, think through hypotheticals (“what would I do if...”)

Managing through a Complaint: Know your rights, report concerns (!), seek guidance, access resources, preserve information, ask questions, understand the process takes time

Student Perspective

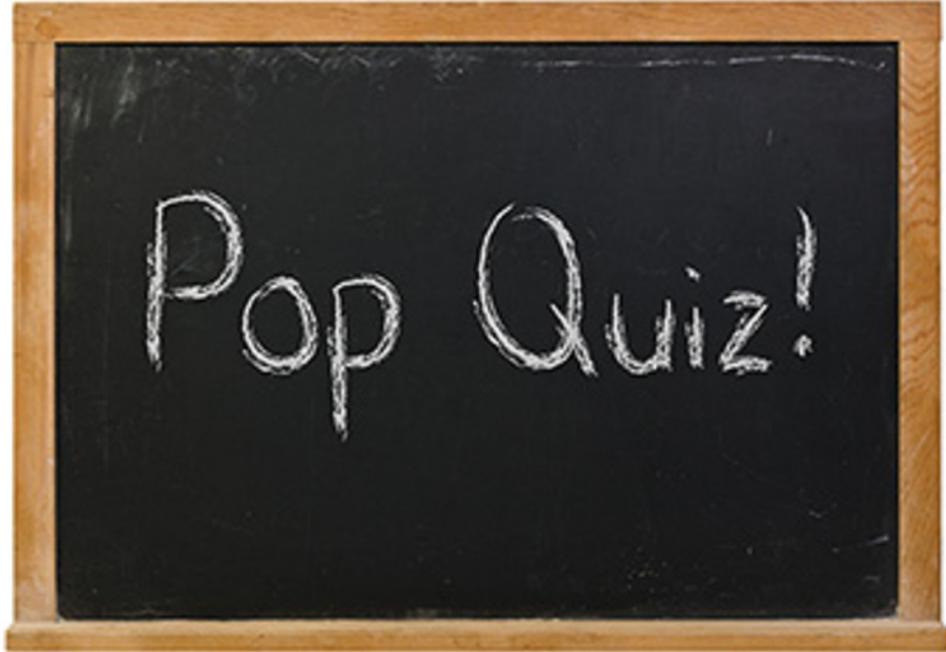
Always, Always, Always Get and Give Consent:

- 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.

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

Student Perspective

- **Reporting Responsibilities:** Students have a responsibility to report Title IX concerns
 - If you are the victim, you are not *required* to report, but we would really want you to

Oregon Tech's Title IX Coordinator is:

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Primary Email: maureen.dearmond@oit.edu

Title IX Email: TitleIX@oit.edu

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

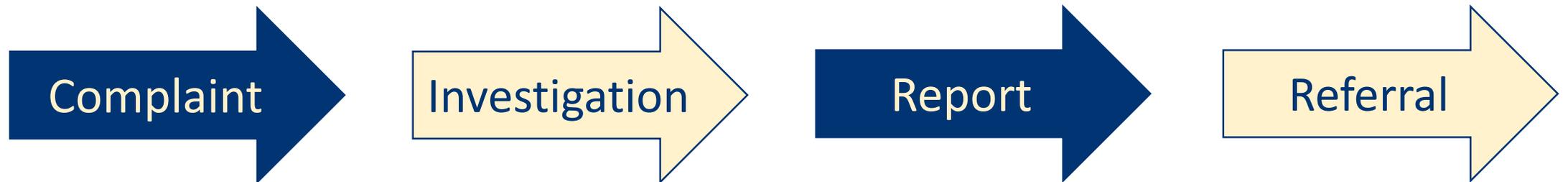


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Title IX: Process Overview

- Complainants are not required to file a formal complaint
- It's not uncommon for complaints to just want Support Measures
- Due Process afforded to **both** parties
- No presumption of culpability (you don't *prove* innocence)
- Preponderance standard for establishing violations





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. Our diverse backgrounds and experiences for its students and employees.

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

Sexual Misconduct has no place on our 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 updated the 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. 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

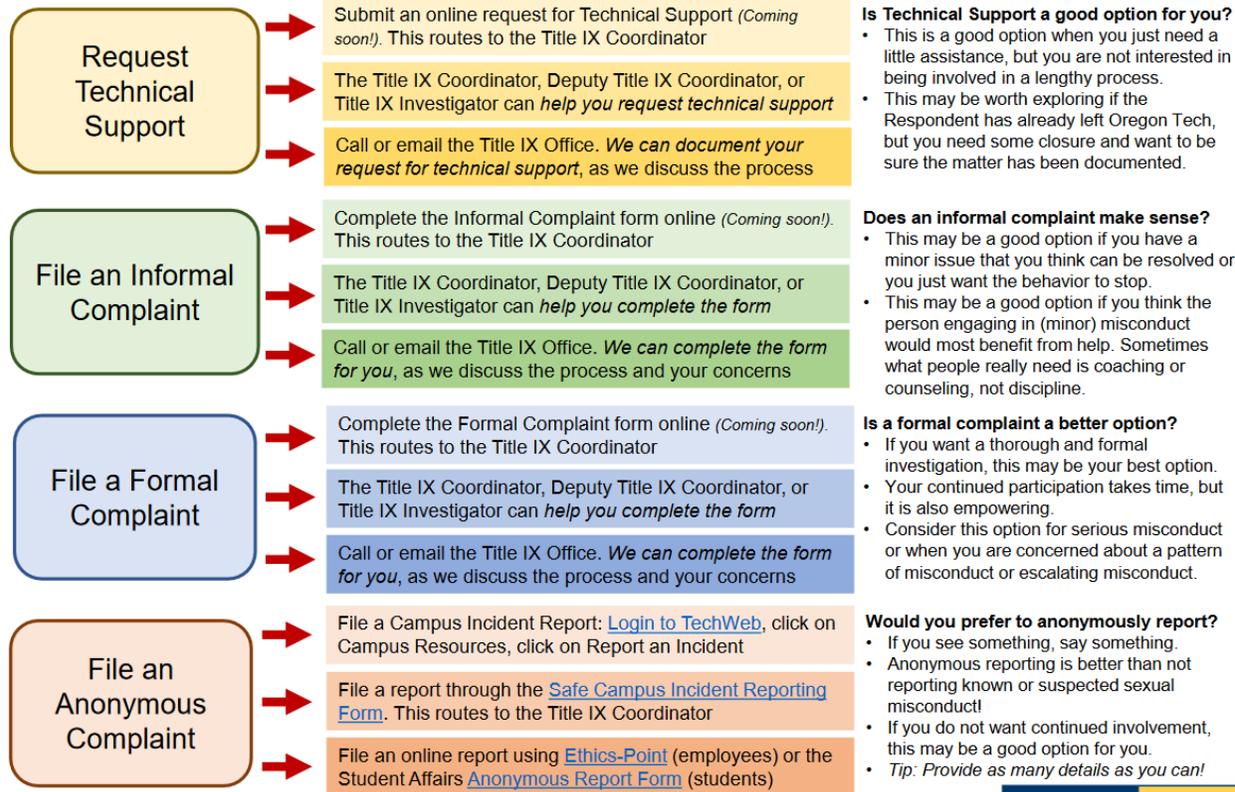
Sexual & Relationship Violence Resources - Boeing Students

Sexual & Relationship Violence Resources - Klamath Falls Students

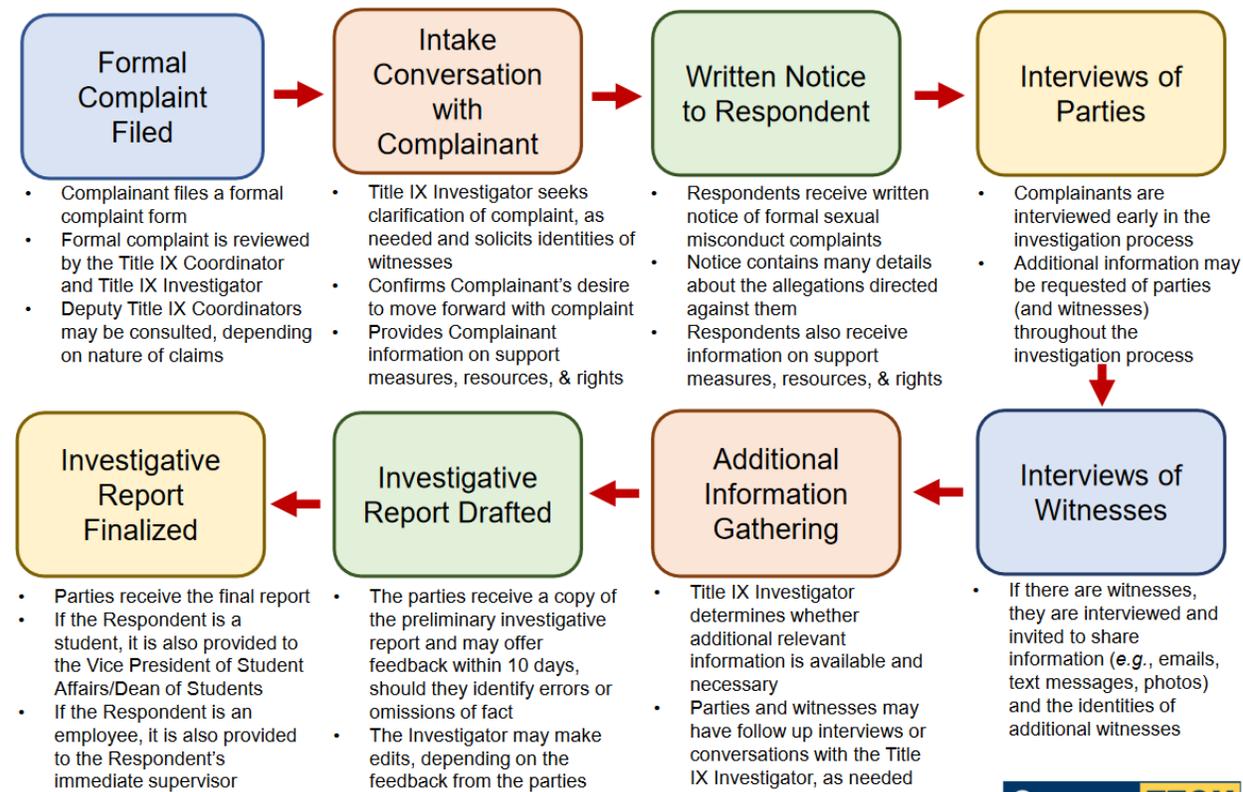
Sexual & Relationship Violence Resources - Portland-Me... Students

Title IX: Process Overview

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

What Can I Do?

- Visit the [Title IX website](#) (*updates soon!*)
- If you see something, say something
- Make sure your own conduct is always above reproach
- Always be certain: get and give consent
- Be supportive of friends who are experiencing a crisis
- If involved (witness, complainant, respondent), be honest and forthcoming
- Contact the Title IX Coordinator or Investigator with any questions/concerns





Discussion & Questions

CONSENT



Freely Given
Reversible
Informed
Enthusiastic
Specific