

# Fall Term 2020 Online Make Up Training

## Title IX Basics



Maureen De Armond, Title IX Coordinator

**To confirm you completed this training:**

**Email: TitleIX@oit.edu**

**Subject Line: Online Training**

**Email Content: Answer the three questions asked throughout the training.**

**Oregon TECH**

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- **Title IX Basics: The Law**

- **Oregon Tech Perspective**

- **Process Overview**

- **Key Take-Aways**

# 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

## Sexual Assault:

- Any sexual contact made without consent
- Any conduct covered by Clery or VAWA
- Relationship Violence: domestic violence & dating violence
- Stalking (based on sex)





# 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 Sexual 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 and Oregon Tech policies may still prohibit less severe or less pervasive forms of sexual harassment

# Oregon Tech Perspective



**Preventative Practices for Students:** Students, always get & give consent, adopt safe practices (digital and in real life), use the buddy system, think through hypotheticals (“what would I do if...”). Employees, do your part to keep campus safe, report concerns right away, help Oregon Tech create the campus culture our students and employees deserve



**Managing through a Complaint:** Know your rights & responsibilities, report concerns (!), seek guidance, access resources, preserve information, ask questions, understand the process takes time, assure your own conduct is beyond reproach

# 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:

Maureen De Armond, Associate Vice President

3201 Campus Drive, Snell Hall 108

Klamath Falls, OR 97601

Ph: 541.885.1108, Fax: 541.885.5200

Primary Email: [maureen.dearmond@oit.edu](mailto:maureen.dearmond@oit.edu)

Title IX Email: [TitleIX@oit.edu](mailto:TitleIX@oit.edu)

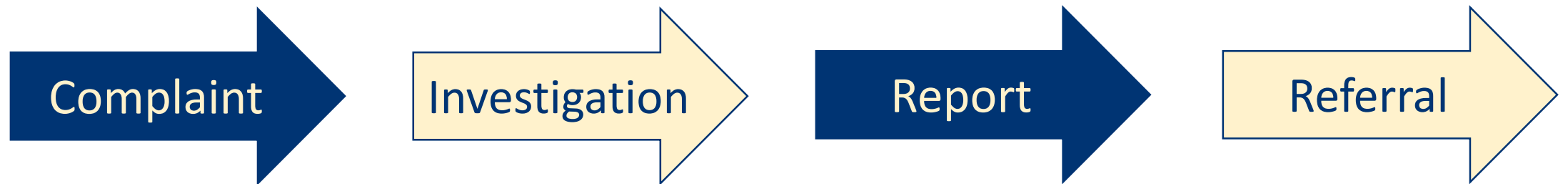
Title IX Webpage: <https://www.oit.edu/title-ix>





# 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 &gt; 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](mailto: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 engage in sexual misconduct will be held accountable.

In May 2020, the U.S. Department of Education released the final Title IX regulations under the Education 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. The updated information is available on the Title IX website.

## 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

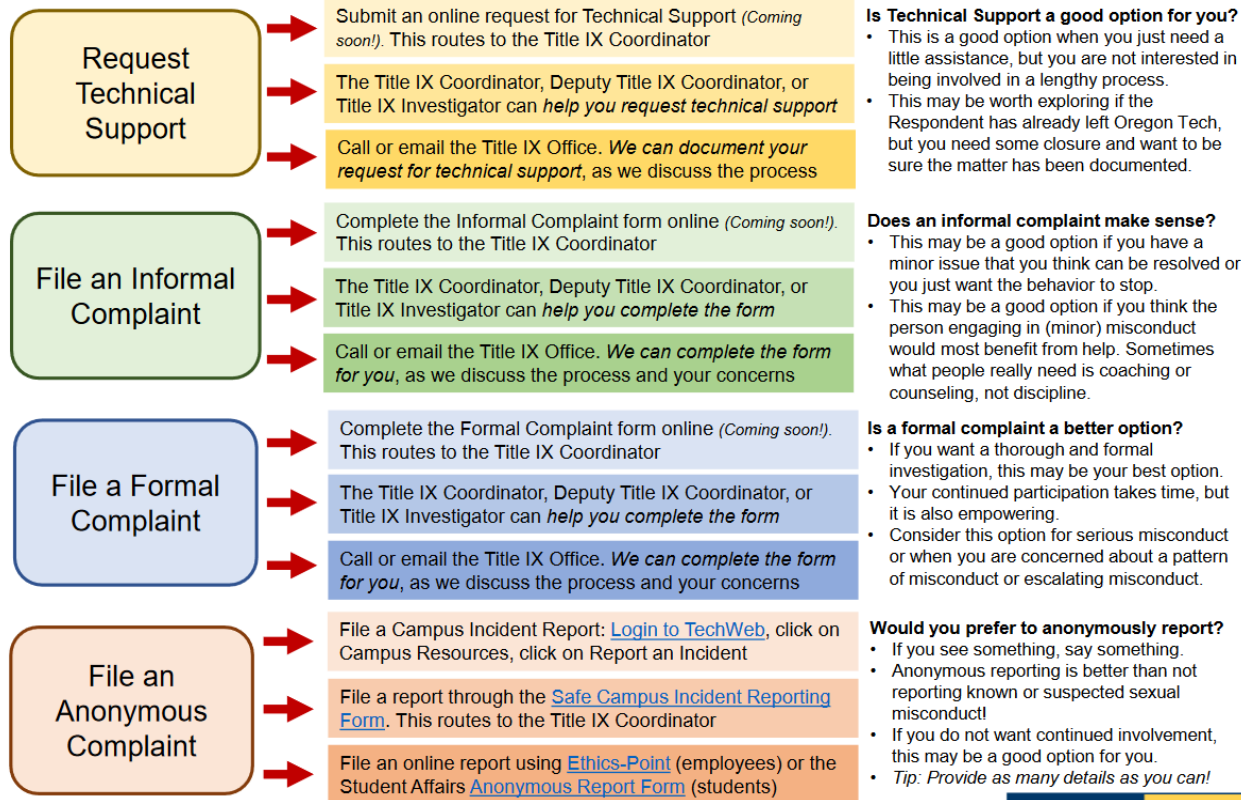
Sexual & Relationship Violence Resources - Boeing Students

Sexual & Relationship Violence Resources - Klamath Falls Students

Sexual & Relationship Violence Resources - Portland-Matine Students

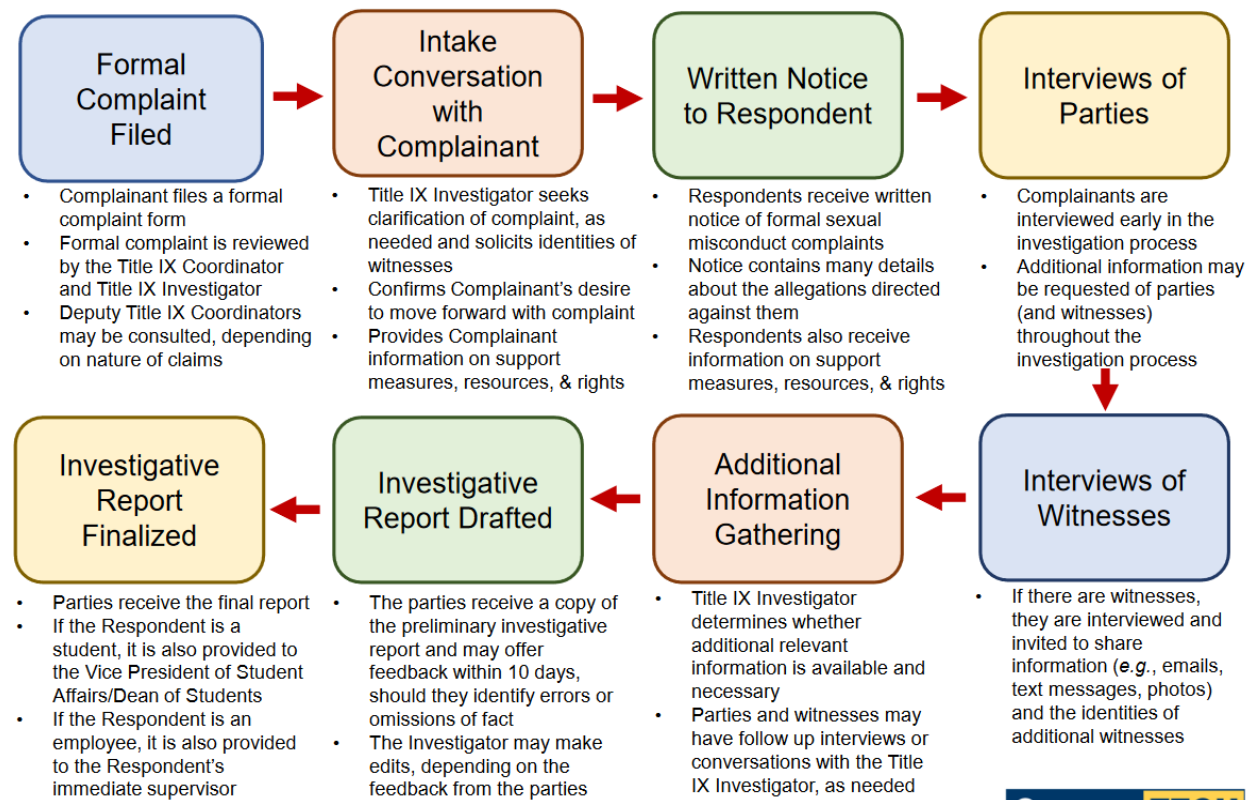
# Title IX: Process Overview

## Sexual Misconduct Complaint Options For Students with Concerns



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

## Sexual Misconduct Overview of the Investigation Process



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



**Email: TitleIX@oit.edu**  
**Subject Line: Online Training**  
**Email Content: Answer the three**  
**questions.**



The image features a group of runners in silhouette, crossing a finish line marked by a red ribbon. The central runner is in a black silhouette and has their arms raised in a 'V' shape, signifying victory. Other runners are shown in various shades of gray, trailing behind. The background is plain white.

# THANK YOU!!

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