THINK SAFETY:
Title IX & VPVA Education

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What are your rights?

Title IX

- Federal law that **prohibits discrimination** in educational programs and activities that receive Federal financial assistance.
- **Protects students and employees** in connection with: all academic, educational, extracurricular, athletic, and other programs occurring on-campus, or during off-campus, school-related activities.
- Schools must process **all** complaints of sexual violence, to determine:
  - whether the conduct occurred in the context of an education program; or
  - whether the conduct had continuing effects on campus or in an off-campus education program.
What are your rights?

Violence Against Women Act (VAWA) Amendments

- Amendments to the Clery Act of 1990
  - Collection & reporting of crime statistics to include stalking, dating violence and domestic violence

- “Prompt, fair, and equitable” proceedings
  - Adviser of their choice
  - Simultaneous written notice of investigation outcome

- Training and education requirements
  - For all incoming students & staff
  - For those involved in investigation & adjudication processes
What you are protected from:

- Sexual Harassment
- Gender-Based Harassment
- Sexual & Relationship Violence
- Stalking
- Sexual Intimidation
- Sexual Exploitation
- Hostile Environment

NONE of these would be considered consensual activities.
Prevention Programs

Bringing in the Bystander

- Community approach to sexual assault prevention
- How to identify sexual assault and to respond appropriately as a bystander

Not Anymore

- Mandatory web-based program
- Topics include:
  - Consent
  - Sexual Assault
  - Gender Harassment
What does reporting look like?

**Parties involved:**

**Complainant:** Person making the allegation(s)

**Respondent:** Person alleged to have committed the behavior

**Witness:** Person who observes prohibited behavior but is not a direct victim

**Third Party:** Person who becomes aware of prohibited behavior but is neither victim nor witness, e.g. faculty or administrator
Who can you talk to?

**Required Reporter**
- People OBLIGATED to report info about prohibited behaviors
- Ex: Faculty, administration, coaches, ombudsman, staff, etc.

**Confidential Resource**
- People NOT OBLIGATED to share any personally identifiable info about a report
- Ex: Office for Violence Prevention & Victim Assistance, clergy, Student Wellness or other mental health professionals, Health Services physicians
How do I report an incident?

- Reporting Form: [compliance.rutgers.edu/title-ix/](compliance.rutgers.edu/title-ix/)
  *can be anonymous*

- Tell someone whom you trust. Ask for help.
Is there a time limit for reporting an incident?

There is **none**.

Reports can be made **anytime**, regardless of how long ago the prohibited behavior occurred.
An investigation depends on:
1. the information shared by reporting party; and
2. the preference of complainant/victim.

RU must balance confidentiality with the safety of other members of University community from:
- repeat offenders; and
- imminent threat of danger.
Consent is...

Freely given & informed
- clear and unambiguous communication
- individuals willingly and knowingly engage

Affirmative (YES!)
- cannot be given by someone incapacitated
- not gained from silence or absence of resistance

Specific
- one activity/occasion/person does not imply consent to others
- can be withdrawn at any time
Violence Prevention & Victim Assistance

Support Services for interpersonal violence

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Clinical Counselor
973-972-4636
vpva@rbhs.rutgers.edu
We know that violence has an impact.
Continuum of Violence

High end behaviors:
- Generally considered physically violent in our society
- More recognized as crimes in our culture
- Still often underreported and associated with high levels of victim blaming

Low end behaviors:
- More commonly accepted by society
- More frequently occurring
- Include sexually degrading language, rape jokes
- Not easily viewed as connected to violence
Healthy Relationships

SHOW RESPECT & AFFECTION
   Appreciation. Care. Privacy.

ESTABLISH BOUNDARIES
   Identify. Express. Accept.

COMMUNICATE OPENLY
What you can do

Listen
- I’m here for you.
- I’m listening.

Validate
- I’m so sorry this happened to you.
- This wasn’t your fault.

Respect
- Thank you for sharing this with me.
- I won’t tell anyone.
What you can do

Empower

Let’s talk about things you can do.

I trust your decision.

Refer

Maybe you’d want to talk to someone?

Have you heard of VPVA?

Check In

How are you doing?

I’m so glad to see you.
VPVA is here for you

- CONFIDENTIAL
- Support services
- Counseling
- Advocacy
- Information & referrals
- Awareness & Education

973-972-4636
vpva@rbhs.rutgers.edu
@rbhs_vpva
Your wellness & safety matters

oasa.rbhs.rutgers.edu/vpva
- Connect to help
- On-campus & off-campus resources

oasa.rbhs.rutgers.edu/title-ix
- Reporting info
- Title IX resources & process