



THINK SAFETY: An Overview of Title IX

Susan Hamilton

RBHS Assistant Vice Chancellor for Academic and Student Affairs

Title IX Coordinator

Susan.Hamilton@rutgers.edu

CONSENT

IT'S SIMPLE AS TEA

What are your rights?

Title IX

- Federal law that **prohibits discrimination** in educational programs & activities receiving Federal financial assistance.
- Enforced by U.S. Department of Education, Office for Civil Rights.
- **Protects students & employees** in connection with: all academic, educational, extracurricular, athletic, and other programs occurring on-campus or 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 are you protected from?

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

NONE of these would be considered consensual activities.

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- can be withdrawn at any time

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

Whom can you talk to?

Required Reporter

- OBLIGATED to report prohibited behaviors
- Faculty, admin, coaches, ombudsman, staff, etc.

Confidential Resource

- NOT OBLIGATED to share personally identifiable info
- VPVA office, clergy, Student Wellness/other mental health professionals, Health Services physicians

How do I report an incident?

- Reporting Form:
- 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.

Will there be an investigation?

- 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.

***Not Anymore* Title IX Training**

- Mandatory web-based program
- Topics include:
 - Consent
 - Sexual Assault
 - Gender Harassment
- Required of all new RBHS students
- Information sent to RU email account

Your wellness & safety matters

oasa.rbhs.rutgers.edu/title-ix

- Reporting info
- Title IX resources & process

oasa.rbhs.rutgers.edu/vpva

- Connect to help
- On-campus & off-campus resources

Thank you!