THINK SAFETY:
An Overview of Title IX

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CONSENT

IT'S SIMPLE AS TEA
Title IX

- Federal law that **prohibits discrimination** in educational programs & activities receiving Federal financial assistance.
- **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- can be withdrawn at any time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/](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!