### Title IX Sexual Harassment & Discrimination

TRIGGER WARNING-CONTENT MAY INCLUDE TERMS & SCENARIOS THAT CAN INVOKE UNINTENDED REACTIONS FOR SOME. PLEASE FEEL FREE TO EXCUSE YOURSELF IF YOU BECOME UNCOMFORTABLE OR UPSET. SUPPORT IS AVAILABLE.

**FALL 2023** 

GREG KRIKORIAN, DEAN OF STUDENTS/TITLE IX COORDINATOR

Washington College complies with Title IX of the Educational Amendments of 1972 as well as the Title IX regulations released by the Department of Education on August 14, 2020. This policy prohibits all forms of sexual and gender-based harassment and discrimination. This policy also covers sexual misconduct that does not fall within the scope of the new federal regulations. This policy is effective December 15, 2021.

This policy applies to all students; student organizations; College employees and contractors, including staff, faculty, and administrators.

# Higher Ed & Sexual Harassment & Discrimination

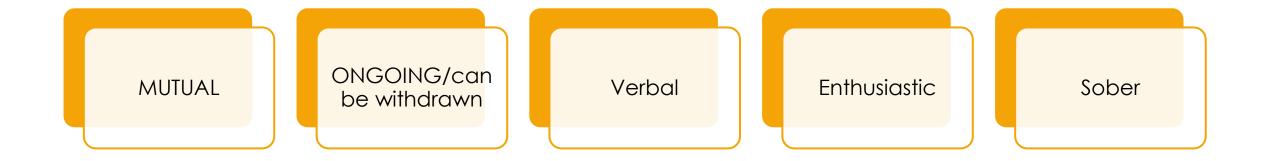
- 50% female faculty & staff experienced harassment
- > 27% of female Undergrads
- ▶ 7% of males
- Transgender students are 2.5X more likely than cisgendered
- Alcohol!!! 90% involve alcohol
- ► 84% experienced coercion
- 15% incapacitated

- 90% of sexual assaults involve an acquittance.
- Social Media/electronic communication
- Greek Life
  - Sorority membership 4X more like to be victimized
  - Fraternity members 3X more likely to commit

#### Prohibited Conduct

Quid Pro Quo Hostile Environment Sexual Assault-non-consensual sexual Penetration Non-consensual sexual contact Statutory Rape Dating Violence Domestic Violence Stalking \*\*\* Pregnancy

## CONSENT



# **College Environmental Considerations**

 ALL employees are mandated reporters Communal living Higher risk situations & populations Alcohol & substance use Change to environment & support systems Red zone-majority of assaults by the end of October

### Title IX Team

TITLE IX COORDINATORGREG KRIKORIAN

DEPUTY TITLE IX COORDINATORS
KATE LAKING, HUMAN RESOURCES
KARI HUGHES, ATHLETICS
RYAN COLMAN, PUBLIC SAFETY
JULIE WILLS, FACULTY

# Process Overview

REPORT SUPPORTIVE MEASURES FORMAL COMPLAINT INVESTIGATION OPTIONS FOR RESOLUTION APPEAL

# **Options for Resolution**

Informal Resolution Restorative Agreement Negotiated Agreement Formal Resolution Law Enforcement/Justice System

# Supportive Measures

- Referral to counseling, medical, or other healthcare services
- No contact agreement
- Referral to the Employee Assistance Program
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Providing transportation accommodations
- Implementing contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

# Resources

- Counseling
- Health Services
- Public Safety
- Student Affairs
- Advocates
- Legal
- Family (optional if over 21)
- Off-campus
  - For All Seasons (sexual assault crisis center)
  - University of Maryland Shore Health Center
  - Shore Medical Center-Easton
  - Chestertown Police Department

# POWER OF PEERS... Bystander Intervention

### Five-step process

### Situational Awareness:

- 1. Noticing what's going on
- 2. Interpreting a situation as a problem
- 3. Assuming personal responsibility
- 4. Knowing how to intervene
- 5. Taking action (intervening)

# Q & A

