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.
Quid Pro Quo Sexual Harassment

Hostile Environment/harassment

Sexual Assault-Non-Consensual Penetration (Rape, Sodomy)

Non-Consensual Contact (Fondling)

STATUTORY RAPE

DATING VIOLENCE

DOMESTIC VIOLENCE

STALKING

Note: in US

Within scope of educational program/activities

On or after 8/14/2020
Focuses within Title IX

• Policy update & compliance
• Institutional Leadership team
• Education
• Bystander Intervention
• Support/Investigation/Resolution
• Liability & Risk Reduction
• Data & Assessment
# Education & Training

<table>
<thead>
<tr>
<th>Student Focused</th>
<th>9 trainings/850+ students</th>
<th>Topics: Policy/Reporting/Bystander Intervention/Red Zone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Focused</td>
<td>3 trainings/75+ employees</td>
<td>Topics: Policy/Mandated Reporting/Supportive Measures</td>
</tr>
</tbody>
</table>

## Reports/Response – Title IX Fall 2022 Reports

<table>
<thead>
<tr>
<th>Month</th>
<th>Individual(s) Involved</th>
<th>Type</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>September</td>
<td>2 employees</td>
<td>Harassment</td>
<td>Supportive Measures, Respondent Resigned, Case Resolved</td>
</tr>
<tr>
<td>October</td>
<td>1 student</td>
<td>Discrimination</td>
<td>Supp. Measures, Investigation, Complainant Left College, Case Resolved</td>
</tr>
<tr>
<td>October</td>
<td>2 students</td>
<td>Discrimination</td>
<td>No Formal Complaint, Supportive Measures, Case Resolved</td>
</tr>
<tr>
<td>November</td>
<td>1 student/1 volunteer</td>
<td>Harassment</td>
<td>Investigation/Sanctions Imposed as a Result of Investigation, Case Resolved</td>
</tr>
<tr>
<td>November</td>
<td>3 students</td>
<td>Harass/Discrim.</td>
<td>Investigation Underway (1), Informal Resolution (1)</td>
</tr>
<tr>
<td>November</td>
<td>1 student/1 employee</td>
<td>Discrimination</td>
<td>Supportive Measures, Investigation Underway</td>
</tr>
<tr>
<td>November</td>
<td>3 employees</td>
<td>Harassment</td>
<td>Adjudicated, Not Title IX Per Policy, Case Resolved</td>
</tr>
<tr>
<td>December</td>
<td>2 students</td>
<td>Discrimination</td>
<td>Formal Complaint Processed, Intake Complete, Investigation Underway</td>
</tr>
<tr>
<td>December</td>
<td>1 student</td>
<td>Discrimination</td>
<td>Outreach Initiated</td>
</tr>
</tbody>
</table>
College Environmental Considerations

• ALL employees are mandated reporters
• Communal living
• Higher risk situations & populations
• Alcohol & substance use
• Change to environment & support systems
• Red zone
Title IX Team

Title IX Coordinator
Greg Krikorian

Deputy Title IX Coordinators
Kate Laking, Human Resources
Kari Hughes, Athletics
Pam Hoffmann, Public Safety
Karen Manna, Faculty
CONSENT

Must be AFFIRMATIVE (knowing, voluntary & mutual)
MAY BE WITHDRAWN
NOT obtained if coerced

Alcohol/drug use can impact the ability to give consent. In the event a person is incapacitated (cannot make informed decision).
Process Overview

REPORT
SUPPORTIVE MEASURES
FORMAL COMPLAINT INVESTIGATION
OPTIONS FOR RESOLUTION
APPEAL
Options for Resolution

Informal Resolution
Restorative Agreement
Negotiated Agreement
Formal Resolution
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
  ➢ ATIXA, Grand River, MCSA
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)
Small group work
Theory to Practice
Q & A