

Student Affairs Title IX & Student Conduct Awareness Faculty and Staff



1 in 5 women will be the target of sexual harassment during college years - OCR

- **Dr. Jade E. Borne, VP for Student Affairs**

Note: This workshop was developed to introduce the Title IX and Student Conduct Complaint and Adjudication process at BCCC. This workshop is not meant to replace any mandatory Title IX compliance training that may be provided by HR for faculty and staff.



Title IX OCR Introduction



**TITLE
IX**



Title IX Changes Highlights

- ▶ Due Process for Respondent & Complainant
- ▶ Support Measures for Both Parties
- ▶ Pervasiveness no Longer a Benchmark
- ▶ Persistence no Longer a Benchmark – A single incident
- ▶ Complainant Must be a Willing Participant in Investigation – Title IX Coordinator Decision in Some Cases
- ▶ Adjudication Process Much More Involved – Multiple adjudicators, investigators, decision-makers
- ▶ Hearing Required for Faculty/Staff – Student Cases
- ▶ College Must Provide Advisors to Both Parties



10 Things to Know

- 1. Title IX is a federal civil rights law that says no institution of higher education can discriminate against anybody on the basis of their sex and gender.
- 2. Title IX is important because the law requires college and universities to respond promptly and effectively to address any report of sexual harassment or sexual misconduct and actively take steps to prevent it.
- 3. Title IX doesn't just apply to undergraduate students — faculty, graduate students, staff, and visitors are also protected under the law.
- 4. The law also does not just apply to female students.
- 5. Title IX obligates universities to disclose all of the options and resources available to students.



10 Things to Know cont.

- ▶ 6. Additional supports colleges must offer students range from academic and housing modifications, free immediate and long-term counseling, protections from disciplinary action if they were drinking underage or using drugs when the incident happened, and the prohibition of retaliation against students who report.
- ▶ 7. Title IX recognizes all students have the right to due process.
- ▶ 8. Schools are required to be fair. Both parties have the right to present their case, both are allowed to have an advisor of their choice present during Title IX proceedings, and both must receive notification of the outcome.



10 Things to Know cont.

- 9. The Department of Education's [Office for Civil Rights](#) enforces Title IX and investigates complaints filed by students when a university's response falls short.
- 10. Schools may not retaliate against someone filing a complaint, and they must try to protect the victim from retaliatory behavior and harassment.



Faculty & Staff Responsibilities

In most cases, Faculty and staff members are required to report all forms of sexual misconduct and gender discrimination to the [Title IX Coordinator](#). These include sexual harassment, sexual assault, intimate partner violence, stalking and discrimination based on an individual's gender.

When sexual misconduct or gender discrimination is reported to you:

1. Let the reporting individual know that you are required to report incidents of sexual misconduct and gender discrimination to the University Title IX Coordinator or Designated Reporting Representative – They must be a willing participant.
2. Ask the individual "What is the best way for the Title IX Coordinator to contact you?" especially in instance of intimate partner violence.
3. Let them know that the Title IX Coordinator will provide a list of [confidential resources](#) for both parties.
4. Don't' confront the respondent – Avoid prejudging both parties.
5. Respect the privacy of the reporting individual. Do not discuss the information shared with you to anyone outside of the Title IX Coordinator.
6. Contact the Title IX Coordinator.
7. Report to HR incidences involving Faculty/Staff.
8. Take your reporting responsibilities seriously.



Faculty & Staff Responsibilities

Things to avoid:

- Conducting an independent investigation.
- Notifying the responding party of the report.
- Attempting to mediate the issue.
- Discouraging the reporting party from filing a report.
- Asking bias or weighted questions that could be viewed as blaming.
- Be mindful of your own behavior as a faculty/staff member – Ask HR or Title IX Coordinator.
- Be mindful of sex bias and assumptions.
- When in doubt – Don't do it.



Reporting a Title IX Issue at BCCC

[Title IX / Title IX Information to Know \(bccc.edu\)](#)

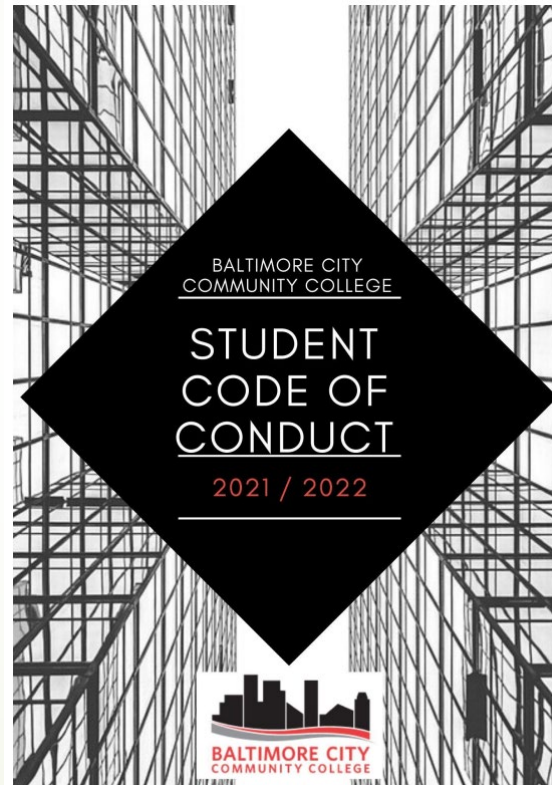
Send an email with description of the issues as you understand them to:

Title IX Coordinators:

Dr. Sherri Anna Brown, AVP, Student Affairs - SBrown1@bccc.edu

Dr. Borne, AVP Student Affairs – jborne@bccc.edu

Student Code of Conduct



[THE STUDENT CODE OF CONDUCT 21-22 AJW.pdf](#)
[\(bcc.edu\)](#)



Steps to Reporting Conduct Issues

Considerations Before Reporting:

- Is it a classroom management issue?
- Set behavioral expectations early and often – Syllabus.
- Can my department head or dean assist me with a behavioral issue?
- What training do I need?
- Is this a referral to the BCCC counselor, outside referral.
- Is this an issue I need to report to Campus Safety?
- Do I need immediate assistance?
- How can I help this individual and retain them as a student?

Steps to Reporting Conduct Issues

- 1. Attempt to resolve the behavior directly with the student** – Never put yourself in DANGER of physical violence. Contact Campus Safety if needed. Link: [Public Safety / Public Safety \(bccc.edu\)](#) or

Liberty Campus, Main Building, Room 058, 410-462-7700
Harbor Campus, 410-986-5500, West Pavilion, 410-209-6000

- 2. Consult with your program chair or Dean for guidance.**

Consider a counseling or other support services referral at:
<https://www.bccc.edu/Page/2518> Counselor, Cortney Merritt:
cmerritt@bccc.edu

- 3. Make a conduct referral** - Email the details to Dr. Borne, AVP Student Affairs – jborne@bccc.edu or Dr. Sherri Brown, AVP, Student Affairs - SBrown1@bccc.edu