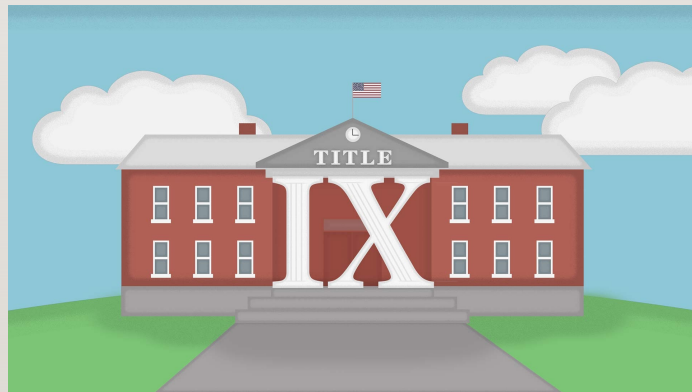
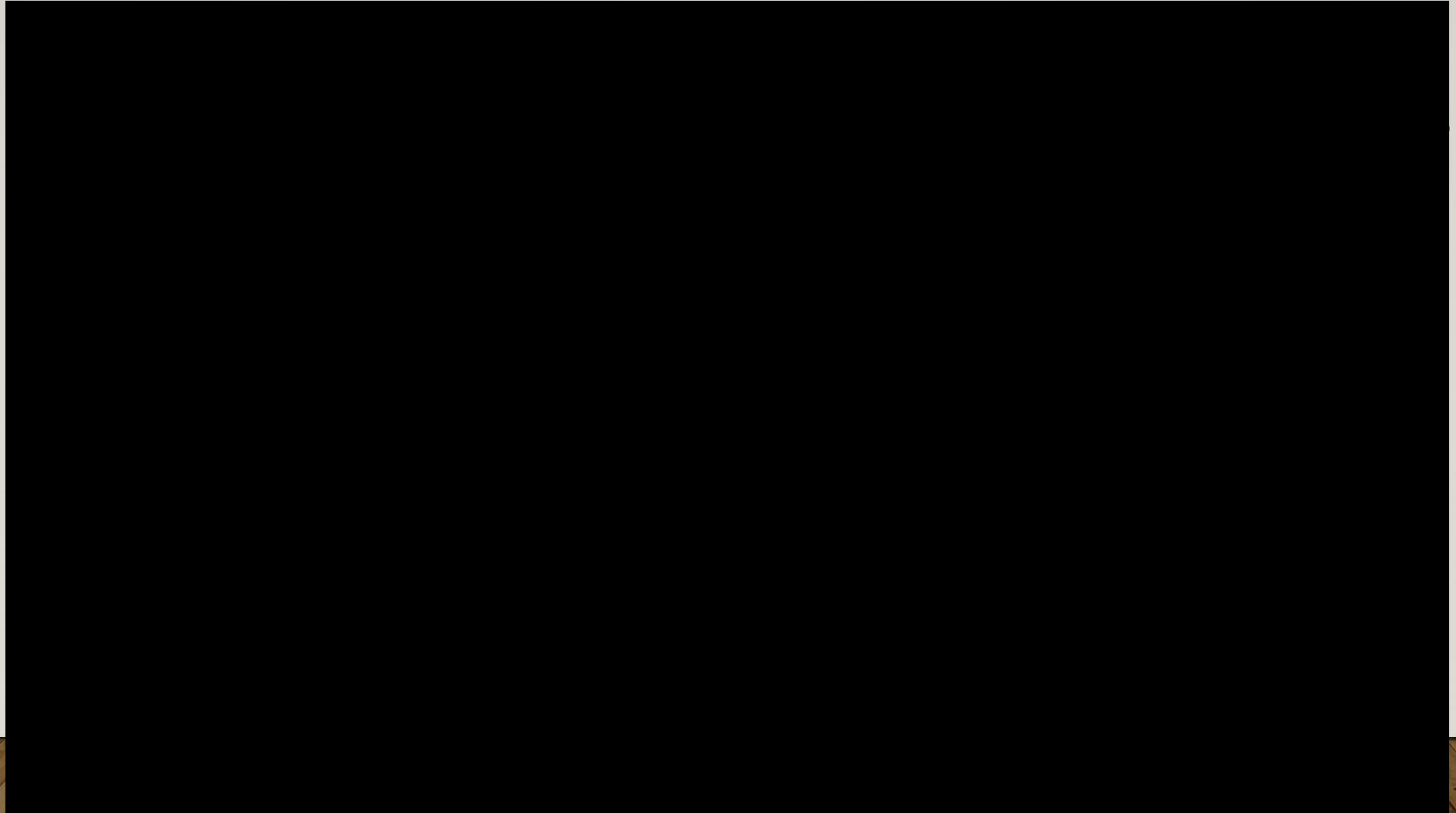


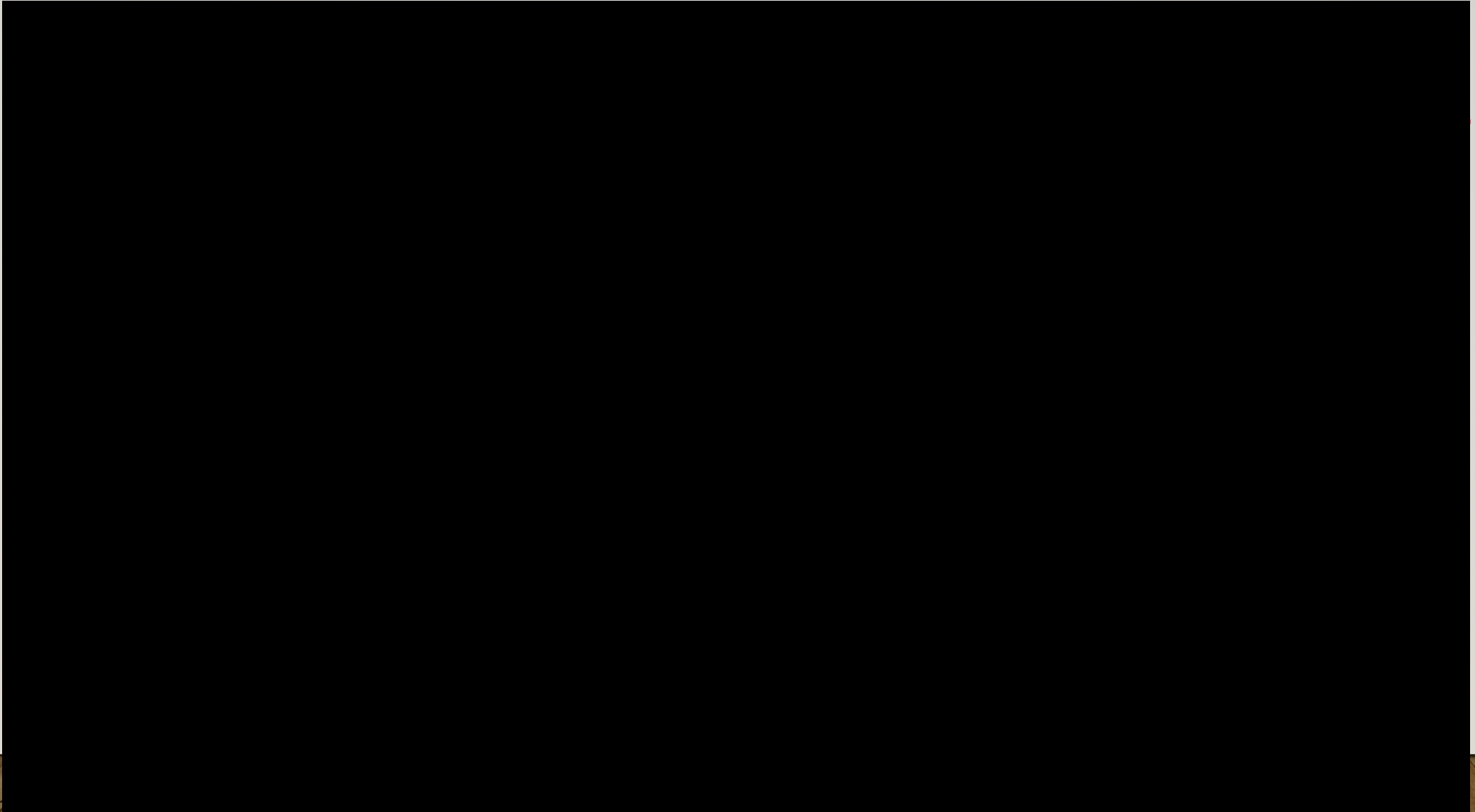
TITLE IX PROTECTIONS AND CONSEQUENCES



WHY IS TITLE IX NECESSARY?



IT'S NOT HARD TO CHANGE PERCEPTIONS



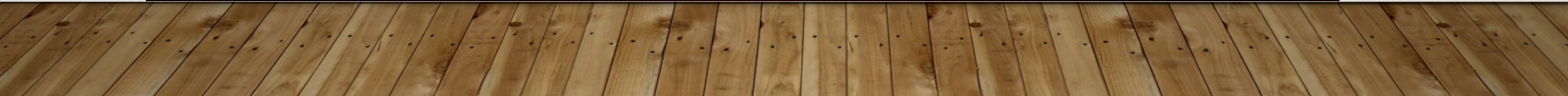
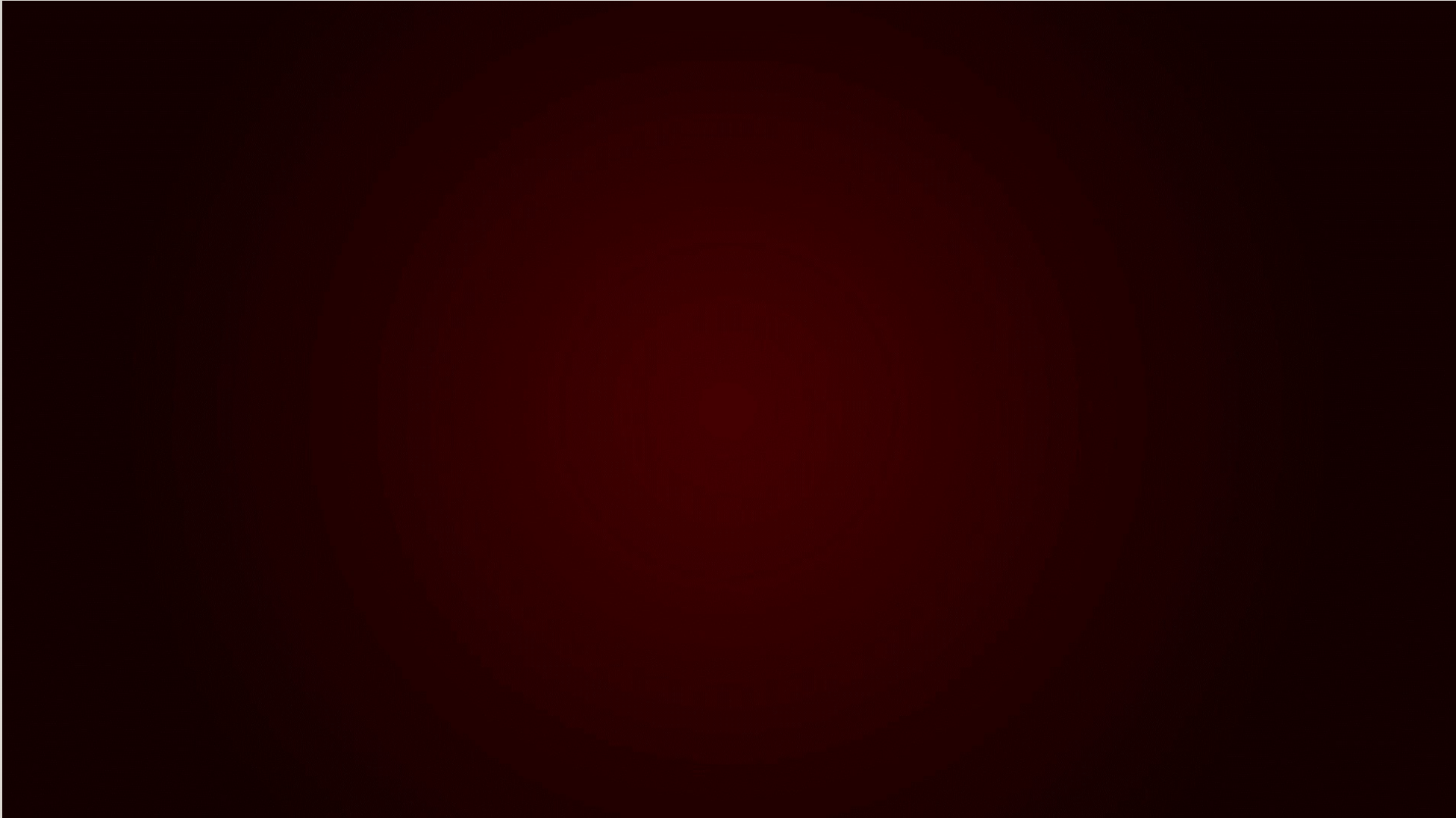
WHAT BEHAVIORS DOES TITLE IX STOP?

TITLE IX PROTECTS STUDENTS FROM SEX-BASED DISCRIMINATION IN EDUCATION

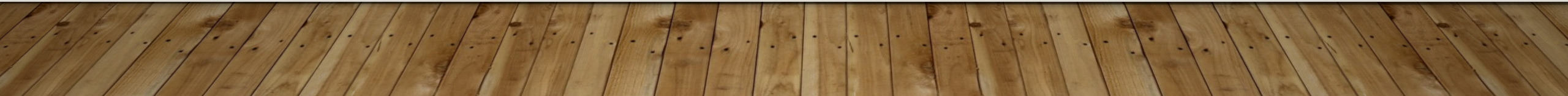
- Unequal athletic opportunities for men vs. women
 - Sex discrimination in education
 - LGBTQ Discrimination
 - Sexual Harassment
 - Sexual Assault
 - Stalking



SO... WHAT DOES TITLE IX ACTUALLY DO?



HOW COMMON IS SEXUAL HARASSMENT?



#1 True or False

Sexual harassment means bothering someone in sexual way.



TRUE

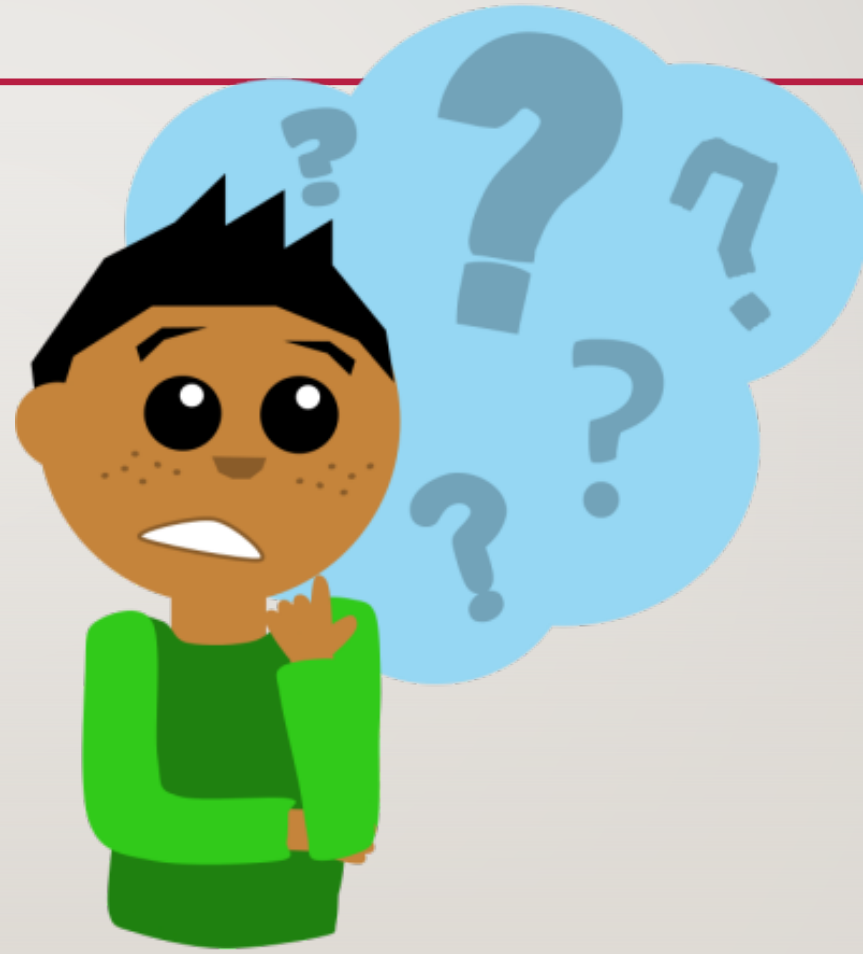
Sexual harassment is any unwanted act or behavior that is sexual in nature.

If the conduct is not sexual in nature, it may be another form of harassment.



#2 TRUE OR FALSE

Sexual harassment must persist over a long period of time to be considered actionable.



FALSE

A single incident can be considered sexual harassment if the single incident is severe enough.



#3 TRUE OR FALSE

A consensual sexual relationship between two people cannot be deemed sexual harassment.



FALSE

The issue is not one of *consent*.

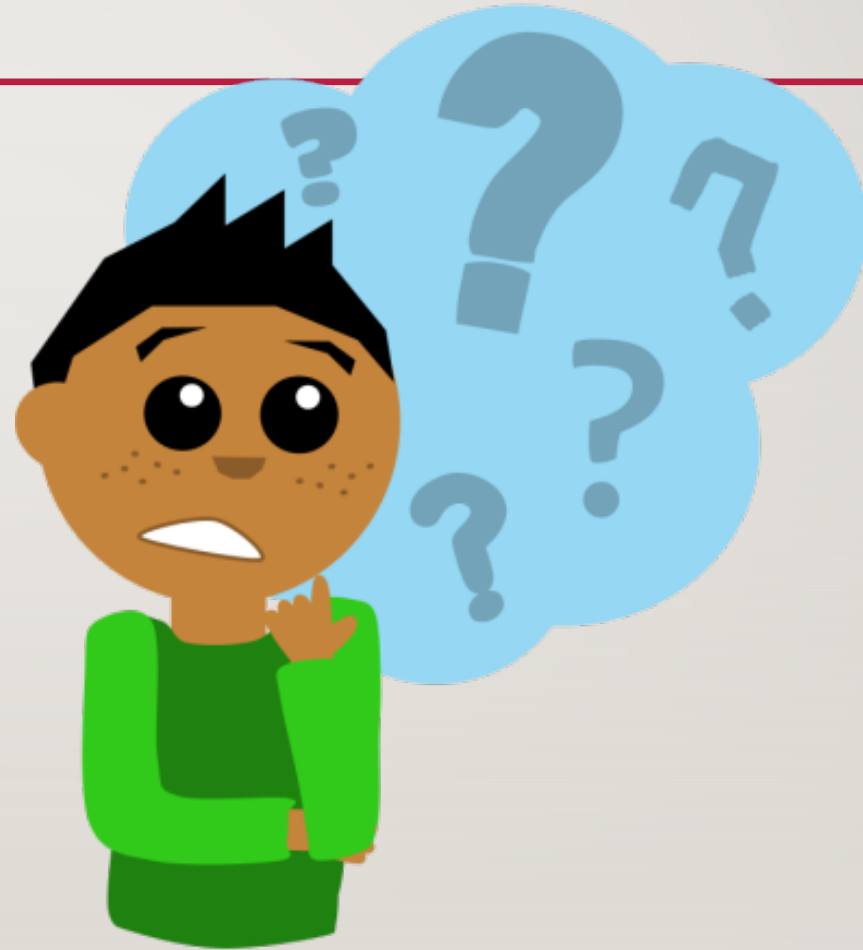
The issue is whether the advances are **welcome**.

One may *consent* and yet not **welcome** the advances.



#4 TRUE OR FALSE

Sexual harassment can be perpetrated by both boys and girls.



TRUE

It is not necessary for the harasser to be a male or the victim to be a female.

Unwelcome behavior can create a hostile environment for anyone.



#5 TRUE OR FALSE

If you believe you have been sexually harassed, you **DON'T** need to confront the harasser to give him/her a chance to correct their behavior before reporting the conduct.



TRUE

There is no requirement that a person who has been harassed must confront the harasser.

Go to a school employee instead.



YOUR STUDENT RIGHTS

(WHETHER FILING A COMPLAINT OR NOT)

- Students have the right to speak to a confidential source
- Students have the right to report the incident to law enforcement
- Students have the right to submit a complaint to their school's administration
- Students have the right to have their complaint investigated and resolved in a manner that is **PROMPT** and **EQUITABLE**
- Students have the right to be accompanied by an advisor through the investigation & resolution processes
- Students have right to access outside medical authorities, crisis counselors or domestic shelters.

-REPORTING AN INCIDENT- THREE TYPES OF SCHOOL EMPLOYEES

- **Confidential-** Not obligated to report alleged sexual harassment unless victim asks
(includes chaplains, medical personnel, and psychologists)
- **Responsible- MUST** report alleged misconduct/harassment always
(includes School Leadership, Administrators, Teachers)
- **All Others-** Maintain an obligation to provide a safe environment



WHAT HAPPENS IF THERE IS REPORTED INCIDENT?

- The school must act immediately
- Must inform alleged victim of their options
- Individual victim need not move forward on a complaint unless they wish



DON'T IGNORE TITLE IX - INTERVENE!



CONSEQUENCES OF A TITLE IX VIOLATION

TITLE IX VIOLATIONS INCLUDE SEXUAL ASSAULT, STALKING, HARASSMENT.

- **Time in prison**
- **Classification as a sex offender**
- **Punitive fines**
- **Civil damages**
- **Community service,**
- **Social image**
- **Academic expulsion**



FAIRNESS = RIGHT



WE CAN DO BETTER.

“We all have a responsibility to create a just society”

