



# Charlotte-Mecklenburg Schools

Title IX High School Supplemental Quarter 3

# Opt Out Information

Before you begin this lesson, you should have provided your parent/guardian with a copy of the Opt Out Information.

If you have a signed copy of the Opt Out form, provide this to your teacher. If you do not have a signed form, you must complete this training.

# Trigger Warning

This lesson contains sensitive information about sex-based harassment and violence. If you need to break away or talk with someone, please let your teacher know so he/she can get you to the correct resource.

**What are some  
characteristics of an  
“unhealthy relationship?”**

# Video



<https://youtu.be/miM9-2Zleks>

# Video Class Discussion Questions

- What do you think “unhealthy relationship” means?
- What were some behaviors that may indicate the relationship between the couple in the video is an “unhealthy relationship”?



# Dating Abuse & Violence

What are some characteristics  
of an “unhealthy relationship?”

# Dating Abuse

**Dating abuse** is a pattern of power and control over someone you are dating. Some examples include

- pressuring someone not to see friends/family
- constant communication/requiring “check-ins”
- telling someone what to wear
- minimizing and blaming to establish control



# Types & Examples of Dating Abuse

**Physical:** hitting, pushing, pulling someone against their will, preventing someone from leaving the room, strangling, etc

**Verbal:** name calling, put downs, yelling, intimidating, threats

**Emotional:** lowering someone's self esteem, belittling/criticizing, false accusations of flirting or cheating, minimizing your opinions or concerns, isolating from friends and family

**Financial:** controlling money, wanting to make all the financial decisions, making the other person dependent on you, always criticizing what their partner spends money on, getting their partner fired from their job

**Sexual:** sexual contact/acts without consent, rape/sexual assault, coercion, pressuring to further than your comfort level

**Digital:** checking cell phones, demanding "check-ins", demanding passwords, constantly messaging demands to know

# Stalking

**Stalking** is a pattern of unwanted behavior, directed at a specific person, which causes that person to change their routine or feel afraid, nervous or in danger. It can be done by friends, partners or strangers.

## Types of Stalkers

- **Cyber**: tracking you online and constantly messaging you
- **Rejected**: people who have been rejected or broken up with and refuse to stay away
- **Resentful**: people who are harassing someone due to feeling that they were mistreated
- **Predator**: someone who stalks with malicious intent such as sexual abuse
- **Fixation**: someone who longs to be in a relationship with you and typically has poor social skills

# Stalking

## Guilty of Stalking if ...

- Harasses a person more than once
- Knows or should know that the harassment would cause
  - fear for one's safety/ safety of their loved ones

**OR**

- substantial emotional distress because of fear

**Restraining Order** is a no contact agreement/protection orders issued by a court of law.

# Consent and Boundaries

Remember, no one should do anything to you that you are not comfortable with, and they should stop when you tell them to.

**Consent** is giving permission or agreeing to do something.

**Boundaries** are limits we establish between ourselves and other people which can be physical, emotional, or mental and help protect from being used or manipulated.

# Examples of Consent

Consenting to sharing locations with your partner via Snap Map, Find My Friend, Life360, etc.

Consenting to sharing passwords for cell phones and social media

Consenting to letting your partner use your Netflix or Disney+ account

Consenting to hugging, kissing, holding hands, etc.

Consenting to plans to hang out with someone.

# Consent for Sharing Nude Photos

It is illegal and considered **child pornography** to share nude photos if someone is under 18 years old, including self.

In 2015, **North Carolina's Revenge Porn law** made it illegal to disclose nude or sexual images of someone without their consent.

You cannot post someone else's sexually explicit photos/videos online. It does not have to be "revenge" and does not have to be an intimate partner.

# Principles of Healthy Dating

## Set Boundaries

- physical intimacy
- texting
- personal space, homework time, friend time, etc.

## Establish Privacy

- your cell phone
- personal information
- passwords

## Provide Respect

- encourage each other's interests and goals
- respect each other's feelings
- respect each other's opinions

## Maintain Equality

- It is important that both people have an equal say in the relationship.

# Breaking Up & Safety

- If you are breaking up in person, have other people around.
- Let teachers and counselors know that your partner might retaliate or stalk you.
- Change your social media privacy settings and all passwords.
- Be careful not to post your location on social media.
- Be clear in telling your ex that you do not want further contact.





# Consequences

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# CMS Code of Student Conduct

**Rule 8 Bullying/Cyberbullying, Profanity, Obscenity and/or Derogatory Language:** Bullying and/or harassing behavior is strictly prohibited in CMS...In addition, as with other disciplinary violations, any manner of bullying that occurs off campus may violate the Code of Student Conduct if it has a direct and immediate impact to the orderly and efficient operation of the school or the safety of individuals in the school environment.

## RESPONSES:

Minimum: Level I Responses

Maximum: Level III Responses (11-30 days long-term suspension)

# CMS Code of Student Conduct

**Rule 22 Pornographic, Profane and/or Violent Material:** A student shall refrain from having or distributing any pornographic or profane material on school property or at school sponsored events, including but not limited to pictures, magazines, electronic text (including air dropping) or images and sexually explicit or graphically violent materials.

## RESPONSES:

Minimum: Level I Responses

Maximum: Long-Term Suspension or Expulsion

# CMS Code of Student Conduct

**Rule 26 Aggressive Physical/Verbal Action:** A student shall not exhibit any form of aggressive physical or verbal action against another student, staff member or any other adult at school.

**RESPONSES:**

Minimum: Level I Responses

Maximum: Long-Term Suspension or Expulsion

# CMS Code of Student Conduct

**Rule 27: Sexual Behavior:** A student shall not engage in any sexual behavior on school property or at a school-sponsored activity.

- A. Mutual Sexual Activity
- B. Offensive Touching
- C. Sexual Harassment
- D. Indecent Exposure
- E. Sexual Battery
- F. Rape and/or Sexual Offense

## RESPONSES:

Minimum: Level II Responses for Secondary (1-10 days short-term suspension)

Maximum: Long Term Suspension or Expulsion

# State Laws and Potential Criminal Violations

**Harassing Phone Calls:** Class 2 misdemeanor, up to 60 days in jail

**Cyberstalking:** Class 2 misdemeanor, up to 60 days in jail

**Sex Offense:** Class B felony rape, sex offense - sexual assaults involving kids and teenagers

**Child Pornography:** Class C through Class H felony

**Stalking:** misdemeanor stalking, between 1-60 days in jail depending on severity

**\*\*\*Levels determine punishment, anywhere from days in jail to years.\*\*\***

**Misdemeanor Offense:** a lesser crime punishable by a fine and/or jail time

**Felony Offense:** a crime punishable by a term of imprisonment by one year or more.



# Bystander Intervention

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# How to be an Active Bystander

Being an **active bystander** means being aware of when someone's behavior is inappropriate or threatening and choosing to challenge it. If you do not feel comfortable doing this directly, then get someone to help you such as a friend or someone in authority.

Research shows that bystander intervention can be an effective way of stopping sexual assault before it happens, as bystanders help prevent, discourage, and/or intervene when an act of violence has the potential to occur.



# ABC Approach for Safe Bystander Intervention

- **Assess for safety:** If you see someone in trouble, ask yourself if you can help safely in any way. Remember, your personal safety is a priority – never put yourself at risk.
- **Be in a group:** It's safer to call out behavior or intervene in a group. If this is not an option, report it to an adult who can act.
- **Care for the victim.** Talk to the person who you think may need help. Ask them if they are OK.

# Bystander Involvement

When it comes to intervening safely, remember the four Ds – direct, distract, delegate, delay.

- **Direct Action**

Call out negative behavior, tell the person to stop or ask the victim if they are OK. Do this as a group if you can. Be polite. Don't aggravate the situation - remain calm and state why something has offended you. Stick to exactly what has happened, don't exaggerate.

- **Distract**

Interrupt, start a conversation with the perpetrator to allow their potential target to move away or have friends intervene. Or come up with an idea to get the victim out of the situation – tell them they need to take a call, or you need to speak to them; any excuse to get them away to safety. Alternatively, try distracting, or redirecting the situation.

# Bystander Involvement

When it comes to intervening safely, remember the four Ds – direct, distract, delegate, delay.

- **Delegate**

If you are too embarrassed or shy to speak out, or you don't feel safe to do so, get someone else to step in. Notify an adult so they can assist.

- **Delay**

If the situation is too dangerous to challenge then and there (such as there is the threat of violence or you are outnumbered) just walk away. Wait for the situation to pass then ask the victim later if they are OK. Or report it when it's safe to do so – it's never too late to act.



# Reporting & Student Rights

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# Rights & Protections

**Supportive Measures** will be given to protect and help the complainant as well as the respondent while an investigation occurs.

- 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 and resolution process.
- Students have the right to access outside medical authorities, crisis counselors or domestic shelters.

# CMS Title IX Grievance Procedures

CMS provides you protection against sex-based harassment. To view your rights and protections, you can view the full CMS Title IX Grievance Procedures on the Charlotte Mecklenburg Schools website at

<https://www.cmsk12.org/Page/891>

# Reporting

- Remember, it's not your fault!
- If you see something, say something even if this is not happening to you. If it is happening to someone else, you can report it to help them.
- Reporting does not make you a tattler or snitch.
- It is a CMS Code of Student Conduct rule violation to retaliate against you for reporting.
- If you have experienced unwanted dating abuse, sexual misconduct, sex-based harassment or bullying, then you can get help.
- Knowingly making false reports is a violation of the CMS Code of Student Conduct.

# How Report Dating Abuse & Violence

- 1.** Call 911 or go to an area hospital to report.
- 2.** Tell a trusted adult, school administrator or staff member at your school. Every school has a campus Title IX Liaison.
- 3.** Say Something Reporting  
<https://www.sandyhookpromise.org/say-something-tips/>
- 4.** Contact the CMS Title IX Office District Title IX Coordinator  
Camille Durham  
1400 North Graham Street  
Charlotte, NC 28206  
phone: (980) 343-9900  
email: [titleixcoordinator@cms.k12.nc.us](mailto:titleixcoordinator@cms.k12.nc.us)