



## Transcript for: **Title IX Faculty Training**

### **Slide 2**

*Hello, I am Melissa Moreno, SBCC's Title IX Coordinator for Students. I work with Pat English who is the Title IX Coordinator for Employees. Our role is to guide you through you any Title IX issues that arise in your area. This presentation is to help you understand the Title IX obligations of Responsible Employees which includes you. If you have any questions after the presentation, please don't hesitate to reach out to us.*

### **Slide 3**

*Responsible Employees are obligated to the District to report violations of Title IX. Let's explore this more.*

### **Slide 4**

*Most employees with regular student contact are considered responsible employees. All responsible employees are obligated to report to your Title IX Coordinator, all reports or awareness of sex-based or gender-based harassment.*

### **Slide 5**

*As you can see here, all faculty are considered Responsible Employees, alongside security personnel, managers and administrators (including deans) and some classified staff. If you are unsure, please reach out to me.*

### **Slide 6**

*Let's cover some basics in Title IX.*

### **Slide 7**

*Title IX is a federal law that prohibits discrimination on the basis of sex or gender identity.*

### **Slide 8**

*It applies to all educational institutions that receive federal funding of any kind.*

### **Slide 9**

*There are high profile athletic cases involving Title IX. You might have heard about a high profile Baylor University case where several football players were accused of sexual assault and harassment. But Title IX doesn't only apply to athletics. It applies to all facets of the college, including educational programs, all course offerings, counseling and employment.*

### **Slide 10**

*Our community college district is obligated under Title IX to prevent discrimination and harassment based on sex or gender. All of us have a responsibility to help in this prevention and we have a duty to respond when incidents occur.*

### **Slide 11**

*The obligation to report is fairly strict. Let's explore this in detail.*

### **Slide 12**

*As responsible employees we are required to report anything related to sexual harassment, stalking, relationship violence, harassment or bullying based on gender expression or identity, discrimination or harassment based on sex or gender, nonconsensual or coerced sexual acts, and any other misconduct based on someone's sex or gender.*

### **Slide 13**

*You are required to report to the Title IX Coordinator in a timely manner. This means within 24 hours, if possible. It is important to make your report as soon as possible.*

### **Slide 14**

*The District is legally obligated to respond to incidences that responsible employees should have known about and therefore should have reported. This means, if you have been apprised indirectly, or you have heard about Title IX violations through the grapevine, you are still obligated to report.*

#### **Slide 15**

*Your obligation to report extends to all incidences whether or not the accused is affiliated with the district, and whether or not police have been involved. When in doubt, report.*

#### **Slide 16**

*In the next few slides will explore examples of violations and some sample responses. Hopefully, you will get a better understanding of your obligation to report without regard to confidentiality.*

#### **Slide 17**

*If you become aware of either a student or employee has suffered some sort of harassment based on sex or gender identity, you are obligated to report the Title IX violation, even if it you have simply overheard something. We need to work together to prevent harassment, and respond to violations.*

#### **Slide 18**

*Unwelcome, sexually explicit text messages, or an unwelcome message through any medium (email, social media) is a reportable Title IX violation.*

#### **Slide 19**

*If you learn a student or employee has been raped, drugged and raped, beaten, choked or expresses that a hostile environment exists with respect to inappropriate or unwelcome comments related to sex or gender, you must report.*

#### **Slide 20**

*I hope you have some sense now of the serious nature of your reporting obligation as a faculty member on campus. You are not bound by confidentiality unless you are a licensed professional bound by such. Rather, you must report, notwithstanding any request from a student or employee to maintain confidentiality. In fact, it is best to tell the student or employee up front about your obligation to report. For example, before a student reveals information, it is prudent to let the accuser know your responsibility to report to the Title IX Coordinator.*

#### **Slide 21**

*Along these lines, you are free to refer the student or employee to a licensed professional that might be able to preserve confidentiality, such as a mental health counselor on campus, or other community service.*

#### **Slide 22**

*We can't emphasize enough that what a student or employee tells you in relation to a title IX violation is not confidential. Unless you are required to keep certain things confidential because of a professional license or statutory obligation (such as a medical doctor or psychologist) nothing you hear or see related to a Title IX violation can be held in confidence. If a student or employee asks you to keep details of a sexual assault confidential, you need to let them know that you cannot keep it confidential and you must report to the Title IX Coordinator.*

#### **Slide 23**

*Let's assume you have taken a report from a student or employee of a Title IX violation. Please let them know next steps: that you will be making a report to the Title IX Coordinator who will in turn connect back with detailed information about their options and rights.*

#### **Slide 24**

*Let's turn to what is required in your report.*

### **Slide 25**

*A report to the Title IX Coordinator is fairly detailed. You will need to report the name of the victim, the alleged perpetrator, other students or witnesses that are involved, and all of the relevant facts about what happened, when, and where.*

### **Slide 26**

*And one last reminder, unless you are exempt by license or statutory exemption, please promptly report all information to the Title IX Coordinator as quickly as you can.*

### **Slide 27**

*Thank you for your engagement and your help in preventing and reporting Title IX violations. Together we can help to protect the campus, students and employees. Please connect with me if you have questions.*