

Title IX Student Services

Heather Hogan

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Title IX Student Services

Housekeeping

During this training we are going to talk about some very sensitive subjects. If for any reason you need to excuse yourself, please give us a thumbs up so that we know you are okay.

Introductions

Heather Hogan

Deputy Title IX Coordinator

TJ England

Assistant Director for Student Wellness

Our purpose

- Prepare ResLife staff to identify and report sexual harassment;
- Provide ResLife staff an overview of Title IX sexual harassment process;
- Discuss pregnant/parenting students;
- Consensual relationships, AOD, hazing, bias-related issues.



Agenda

- Defining Title IX
- Sexual misconduct: definitions and terms
- Consent and respect
- Prevention
- Policy/Procedure
- Reporting & Resources
- Alcohol and other drugs
- Hazing
- Issues of bias



Activity



Get out a piece of paper or your phone

Name the song, artist, and theme

“If I have a daughter, guess what I'ma call her?
I'ma name her Bonnie
I read about your Uncle Ronnie, too, I'm sorry
I had a friend kill himself over some b**** who didn't want him
I know you probably hear this everyday, but I'm your biggest fan
I even got the underground shit that you did with Skam”

Sexual Assault Intimate Partner Violence Stalking Retaliation

Name the song, artist, and theme

“And that's why I'm gon' take a good girl
I know you want it, I know you want it, I know you want it
You're a good girl, Can't let it get past me, You're far from plastic
Talk about getting blasted, Everybody get up, I hate these blurred lines
I know you want it, I hate them lines, I know you want it, I hate them lines
I know you want it, But you're a good girl, The way you grab me
Must wanna get nasty, Go ahead, get at me”

Sexual Assault

Intimate Partner Violence

Stalking

Retaliation

Name the song, artist, and theme

"I feel so ashamed, I snapped, who's that dude
I don't even know his name, I laid hands on her
I'll never stoop so low again, I guess I don't know my own strength"

Sexual Assault

Intimate Partner Violence

Stalking

Retaliation

Do other songs come to mind?

Laws & Guidance



Defining Title IX

- Title IX: sexual harassment, gender discrimination, Athletics equity, pregnant/parenting.
- “No person in the U.S. shall, on the basis of sex be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal aid.”
- Ending educational barriers based on sex discrimination.
- Equity in athletics, pregnant/parenting students, and sexual harassment.

Pregnant/parenting students

- Title IX regulations also cover discrimination against pregnant/parenting questions.
- TIXSS works with these students to provide support
 - academic accommodations
 - parking
 - babysitting
 - breastfeeding in class, lactation spaces
- Please reach out if a student shares they're pregnant, parenting, or may be pregnant.

Types of Title IX sexual harassment

- Quid pro quo;
- Sexual assault (Clery); dating/domestic violence or stalking (VAWA);
- Unwelcome conduct that a reasonable person would find severe, pervasive, and objectively offensive that it denies a person equal educational access.

UMaine definitions



Title IX sexual harassment definitions

Sexual harassment: unwelcome conduct, to be severe/pervasive/objectively offensive, that if effectively denies a person equal access to UMS program/activity.



The University of Maine System prohibits all such conduct.

Title IX sexual harassment definitions

Sexual violence: sexual assault, rape, fondling, incest, statutory rape.



The University of Maine System prohibits all such conduct.

Title IX sexual harassment definitions

Dating/domestic violence: abuse of any kind where parties are in a social relationship of a romantic/intimate nature. May also have a child in common.



The University of Maine System prohibits all such conduct.

Title IX sexual harassment definitions

Stalking: course of conduct, on the basis of sex, directed at a specific person, that causes fear/distress.



The University of Maine System prohibits all such conduct.

Title IX sexual harassment definitions

Retaliation

I dug my key into the side of his pretty little supped up four wheel drive.

Carved my name into his leather seats.

Took a Louisville slugger to both headlights.

Slashed a hole in all four tires.

Maybe next time he'll think before he cheats.



Jurisdiction

TIX harassment...

- at the time of a formal complaint, Complainant must be participating or attempting to participate in edu program/activity;
- when occurring in the US;
- within educational program/activity.

UM cares about students regardless of where alleged conduct may occur.

Always encourage students to reach out for help/support.



Consent...

- Is clear, unambiguous, and voluntary agreement to participate in sexual activity.
- Is actively expressed.
- Doesn't include a power differential; equal power between Parties.
- Can't be given when asleep, incapacitated due to drugs/alcohol/other conditions.
- Parties must be able to say no
- To one activity doesn't give consent to other activities.
- Can be withdrawn at any time.



Consent...

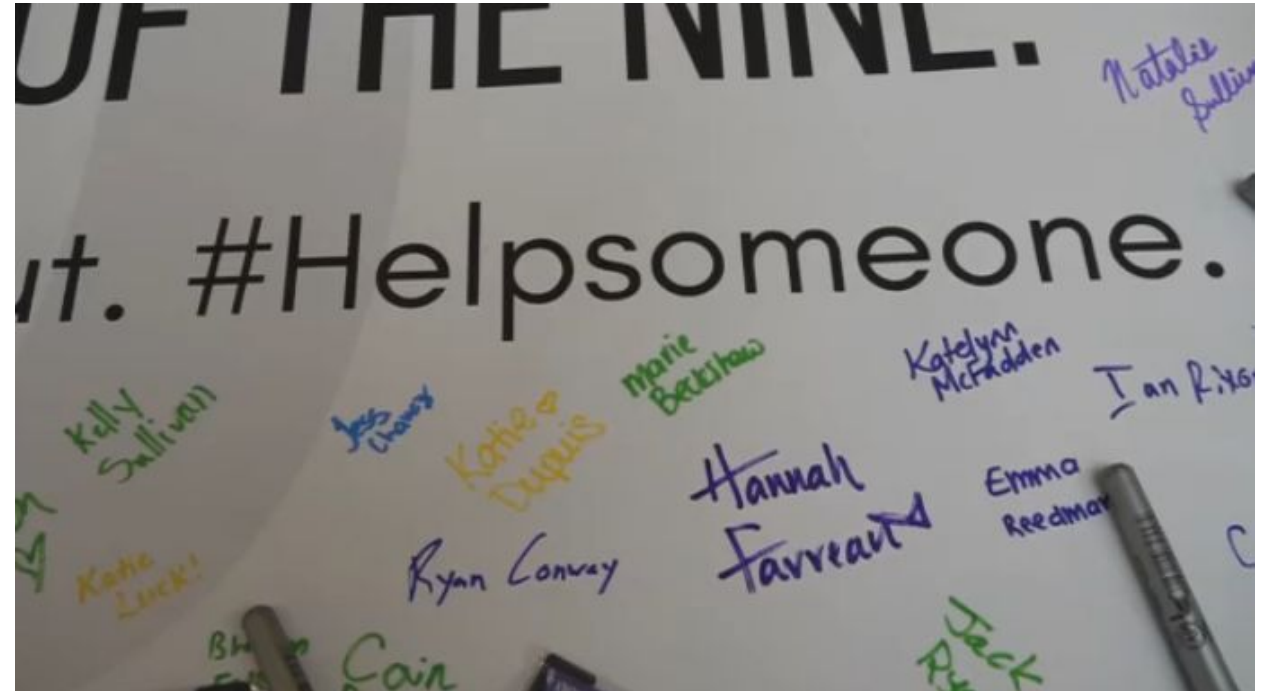


Prevention

- Train staff to recognize warning signs—examples of stalking behavior.
- Patterns of survivor behavior.
- Encourage “see something, say something”
- Bystander intervention
- Black Bear Pact and looking out for our community.
- Encourage reporting.

Prevention in your role

- Be aware of language
- Speak up
- Provide support
- Be present in conversation
- Have an open door
- Encourage students to get involved
- Empower others.



Prevention in your role

Preferred names

- University recognizes that members may have a chosen/preferred name that's an important part of their identity.
- Established a policy to indicate preferred names to the University community.

Pronouns (<https://www.mypronouns.org/>)

- Assumptions are often made about someone's gender based on their appearance/name and these assumptions send a potentially harmful message.
- Using someone's chosen personal pronouns is a way to respect them and create inclusive environments.

Preferred bathrooms

- Students are allowed to use the bathroom that matches their gender.

National and UMaine statistics

National

80% of college-age female victims knew their offender.

1/5 of sexual assaults committed by strangers.

70% of sexual assaults happen at the victim's home or familiar home.

Nearly 2/3 of sexual assaults occurs from 6pm-6am

UMaine

Most are women

Most don't file a complaint with police

Most know or knew their assailant

Most referrals comes from RA's, staff, faculty, police, or walk-in

9.5 out of 10 involve alcohol use by one or both parties involved

RL reporting

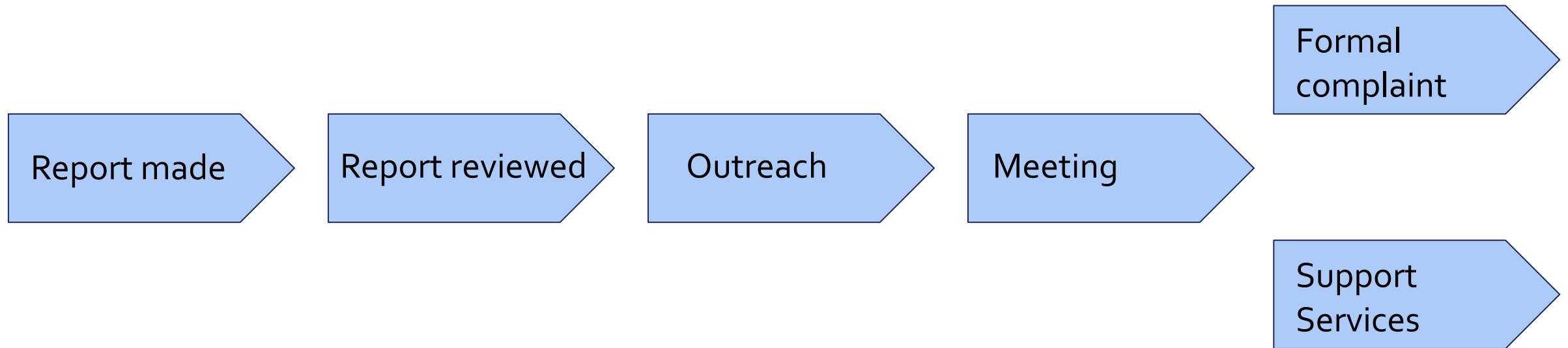
Heather's phone: 207-581-1485

Kenda's phone: 207-299-7237

All RL staff are responsible for policy knowledge, reporting, and support.

All UMaine community members will remain Mandated Reporters.

Life Cycle of a report



Reporting resources for RL staff

- Harassment/discrimination
 - Student support, offer UMPD report and to clean up image, Maxient report.
 - If student or staff would like more support, contact Director on-call and TIXSS.
- Sexual Assault, D/DV, Stalking
 - Student support, offer resources (UMPD, advocates, etc), and Title IX Officer
 - Inform student you must inform your supervisor/Senior Staff on-call and TIXSS.
 - 24/7 hotlines for Rape Response (800-310-0000) and Partners for Peace (800-863-9909)
- Call UMPD for anyone under age 17.

Reporting within Maxient

Enable additional features by logging in.

Your full name:

Your position/title:

Your phone number:

Your email address:

Your physical address:

Nature of this report **(Required):**

Urgency of this report **(Required):**

Date of incident **(Required)**

Time of incident:

Location of incident **(Required):**

Specific location:

- misuse of technology
- Organization Violation
- Physical/Verbal Abuse
- Smoking
- Theft
- Trespassing
- Vandalism/Damage
- Weapons
- Title IX**
- Other
- Adjustment Concern
- Family Issues

What is the dominant factor or general nature of the incident you are reporting?



Reviewing a report

- Report reviewed by TIXSS
- Outreach to the Complainant
- In that meeting...
 - discuss the incident, supportive measures, University and community resources;
 - discuss formal complaint process, complaint dismissal, informal resolutions;
 - Advisors, the investigation/hearing process.

Possible supportive measures

- No Contact Directives
- Academic
 - Class schedules, assignments and deadlines, classroom layout/seating
- Housing
 - Emergency relocation, permanent housing change.
- Dining
 - Restriction of dining hall access.
- Student employment
 - work schedules/locations

Investigation overview

- Complaints addressed in a timely manner
- Impartially conducted
- Trained investigators
- All Parties have equal rights to Advisors, information, process, and appeals.

Private resources

- Title IX Student Services, 207.581.1406
- Office of Community Standards, Rights & Responsibilities, 207.581.1409
- Office of Equal Opportunity, 207.581.1226
- UMaine Police Dept, 911/207.581.4040

Hearing process

- Parties have access to all information gathered
- Parties have right to have witnesses speak, and to be accompanied by an adviser and support person
- Two potential hearing processes
 - Alleged violation occurred on-campus and involved two students
 - All witnesses need to be present at hearing
 - Advisers ask questions of parties and witnesses
 - Alleged violation occurred off-campus, complainant doesn't need to be current UMaine student
 - Previous statements by witnesses can be used
 - Parties ask questions, advisers are not permitted to speak other than to advise their respective person

Confidential resources

On-campus

- Cutler Health Center, 207.581.4000
- Counseling Center, 207.581.1392

Off-campus

- Rape Response, 800.871.7741 (24hr hotline)
 - Online helpline Wed & Sun from 8– 10PM at www.rrsonline.org
- Partners for Peace, 800.863.9909 (24hr hotline)
- Penobscot Nation Domestic Violence & Sexual Assault Advocacy & Support
 - 207.631.4886

Introducing Community Resources



End abuse and violence.
Advocate. Educate. Collaborate.

Forensic/Strangulation Exams

St Joseph Hospital

360 Broadway, Bangor, ME 04401

207-907-1000

Relationships, AOD, Hazing, and Bias

Consenting relationships

- Faculty/staff are strongly advised not to engage in such relationships.
- Faculty/staff must eliminate any current/potential conflict by removing themselves from decisions affecting the other(s) in the relationship.
- Faculty/staff may consult with Equal Opportunity and should speak with their supervisor about appropriate ways to avoid conflicts.
- Faculty/staff who fail to disclose their involvement in such a consenting relationship will be subject to disciplinary action. Evidence of a pattern of such behavior may also be subject to disciplinary action.

Alcohol and other drugs

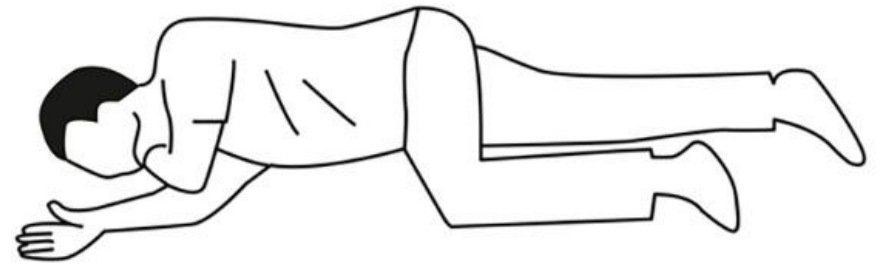
Be sure to familiarize yourself with these policies: [AOD Policy](#)

Medical Amnesty Program/ Good Samaritan



Alcohol Overdose signs

- Vomiting uncontrollably
- Incoherent/unable to communicate
- Shallow breathing
- Cannot be woken up
- Pale/Blue Lips/Cold to the Touch



Opioid Overdose signs

- Pinpoint pupils
- Unconsciousness
- Respiratory depression



Hazing

Applies to all students, faculty, staff, clubs, teams, recognized/unrecognized groups. Violation is a violation of Student Conduct Code, UMS policy, and/or state law.

Certain forms are against Maine State Law and UMS policy including on/off-campus.

Hazing: any activity without reasonable or legitimate educational value expected of someone joining a group or to maintain their status in a group that humiliates, degrades, or risks emotional, psychological, and/or physical harm, regardless of a person's willingness to participate.

<https://umaine.edu/studentlife/hazing/>

<https://umaine.edu/police/campus-eyes/>

Hazing

Suspected violations should be reported to Community Standards, UMPD, or 911 in an emergency.

Cannot claim: consent was obtained; participant injury wasn't a result of participation in a sanctioned activity; participant injury was unintentional; or participant injury was minimal.

<https://umaine.edu/studentlife/hazing/>

<https://umaine.edu/police/campus-eyes/>

Issues of bias

UMaine is committed to ensuring all community members can live, work, and study in an environment free from discrimination based on race, color, religion, sex, sexual orientation (including transgender status and gender expression), national origin, citizenship status, disability, genetic information, or veteran's status in employment, education, and all other programs and activities.

Acts of hate and bias are unacceptable and antithetical to our commitment to an inclusive and respectful community.

UM Bias Response Team

Reporting: Maxient reporting form, UM Student Life, or contact UMPD

Contacting TIXSS

Title IX Student Services

Memorial Union 315

207-581-1406

um.titleix@maine.edu

Heather Hogan

Deputy Title IX Coordinator

207-581-1406

um.titleix@maine.edu

Questions

Heather: heather.hogan@maine.edu or um.titleix@maine.edu, Memorial Union 308

TJ: trevor.england@maine.edu, Memorial Union 149