



TITLE IX REFRESHER FOR RESLIFE STAFF

FEBRUARY 2, 2021

AMY PERKINS, ASSISTANT DEAN OF STUDENTS



WHAT IS TITLE IX?

- Created in 1972 OCR-DOE; Designed to prevent sexual discrimination
 - Federal law that protects students from sex-based discrimination in educational programs receiving federal funds to ensure that all students have access to equality in education
 - Wide range of protections offered
- Key Provisions: sexual harassment; equal opportunities in athletics; discrimination in STEM courses or programs; discrimination based on pregnancy

TITLE IX'S ENHANCED GUIDANCE IN HIGHER ED

- **Obama administration guidance released in 2011 and 2014**
 - Offered enhanced protections for victims (complainants) of sexual misconduct
 - Provided clearer definitions of sexual harassment; lowered standard of evidence; required designation of campus TIX Coordinator; introduced parity of rights for complainant and respondent (appeal; notice of outcome; etc.)
- **Trump administration released new Federal regulations in May 2020, effective August 2020**
 - Offered greater due process protections for the respondent and limited the scope of TIX authority
 - Narrowed the definitions of sexual harassment; evidence, mandatory reporter designations, investigative model, definition of actionable conduct, scope of authority/duty to adjudicate, cross-examination, advisors, hearing format/venue

RC'S SEXUAL MISCONDUCT POLICY

- Policy available on RC's website: A-Z index → Sexual Misconduct Policy
 - Hard copies available in DoS office
- Sexual Misconduct Policy covers:
 - Sexual Harassment
 - Dating Violence/Domestic Violence
 - Stalking
 - Sexual Assault/Sexual Violence

*when misconduct occurs within school's locus of control, as newly defined

REPORTING

- When campus mandatory reporters learns of sexual misconduct involving students, they must report to Deputy Title IX Coordinator.
 - Mandatory reporters v. confidential resources
- When Deputy TIX Coord. receives report, she/he will...
 - Schedule initial meeting with complainant to review criminal reporting process, RC's Sexual Misconduct Policy and TIX Policy, RC's support services and off-campus resources, RC's complaint process, and supportive measures available prior to or absent of a Complaint.

TYPICAL SUPPORTIVE MEASURES PROVIDED

- No-Contact Orders
- Campus Safety escort
- Changing on-campus housing to different location
- Changing on-campus work assignments
- Permitting temporary absence from the College
- Providing expedited access to counseling services
- Facilitating requests for academic accommodations:
 - Excused absences
 - Rescheduling classwork, assignments, or exams
 - Arranging for victim to take incomplete
 - Moving class sections
 - Providing alternative course completion options

VICTIM WISHES TO REPORT TO LAW ENFORCEMENT

- Campus Safety can assist with this process OR complainant can contact Salem Police Dept. directly
- Complainant can also choose to submit RC Complaint
 - Case investigation or adjudication could be delayed until criminal process concludes

VICTIM WISHES TO SUBMIT RC COMPLAINT

EXHIBIT C
ROANOKE COLLEGE SEXUAL MISCONDUCT POLICY AND PROCEDURES

SEXUAL MISCONDUCT COMPLAINT FORM

Today's date: _____

Information Regarding the Complainant:

Name of the Complainant: _____

Complainant's Phone Number: _____

The Complainant is (please check one):
 a faculty member a student
 a staff member not affiliated with the College

For faculty, staff, & students, indicate whether current or former

Information Regarding the Respondent:

Name of the Respondent: _____

The Respondent is (please check one):
 a faculty member a student
 a staff member not affiliated with the College

For faculty, staff, & students, indicate whether current or former

Information Regarding the Alleged Sexual Misconduct:

Time and date of the alleged Sexual Misconduct: _____

Location of the alleged Sexual Misconduct:

on campus: _____

off campus: _____

Witnesses or third parties who may have information regarding the alleged Sexual Misconduct:

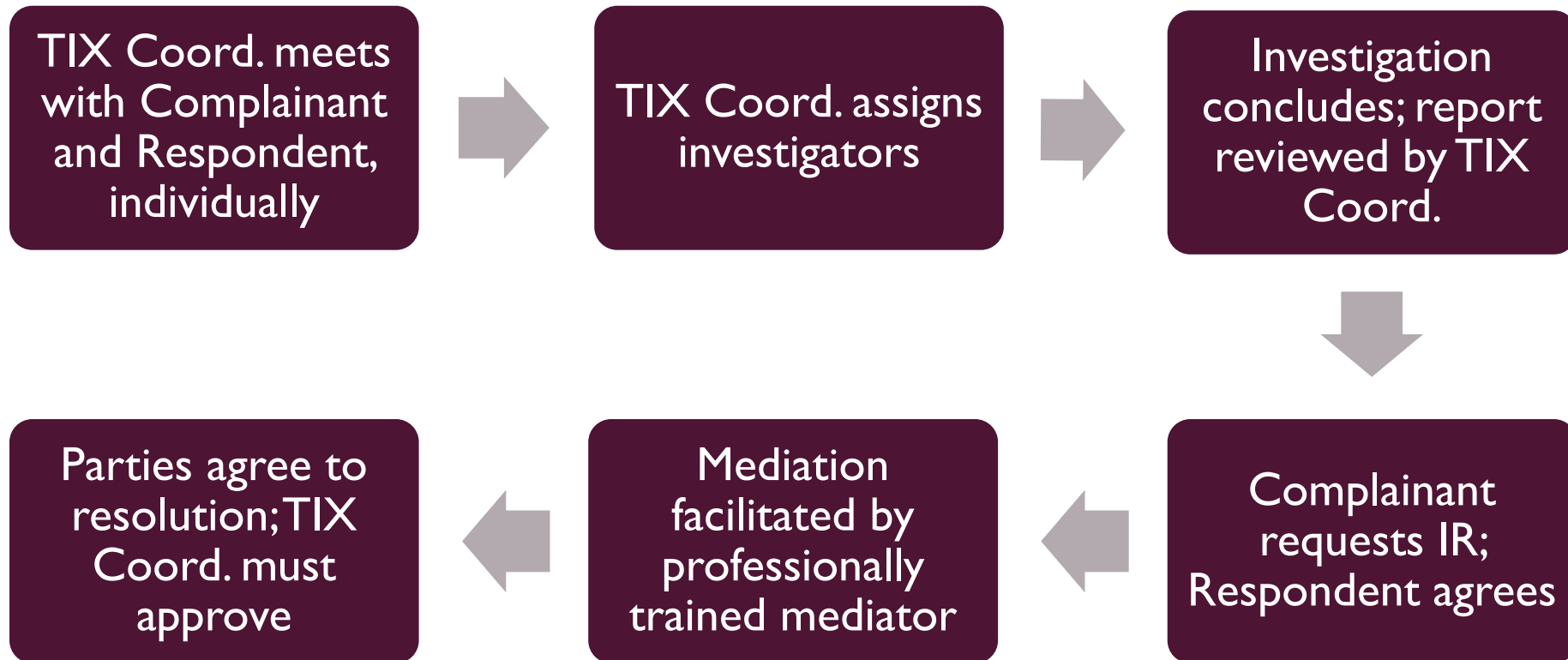
Please provide a brief description of the alleged Sexual Misconduct:

You may wish to consider including, among other things, some or all the following information in your description: the gender of the parties, the relationship between the parties, whether one or more of the parties were under the influence of alcohol or drugs at the time of the alleged Sexual Misconduct, whether the Respondent used pressure or force (physical or otherwise) in the course of the alleged Sexual Misconduct, and the frequency (if applicable) of the alleged Sexual Misconduct.

Please feel free to use the reverse side of this form or separate pages to continue your description, if desired.

Signature of the Complainant: _____

RC COMPLAINT: INFORMAL RESOLUTION



RC COMPLAINT: FORMAL RESOLUTION



WHAT SHOULD GRM/RAs DO IF...

- A resident or other student shares he/she is a victim of sexual misconduct.
 - Assess if there is immediate danger – if not...
 - Kindly affirm student, but before allowing him/her to continue sharing, remind them of your duties as mandatory reporter
 - If they wish to continue telling you their story: listen, affirm, and offer support; promptly report to TIX Coord.
 - If they do not wish to continue telling you their story: advise them of campus resources and offer to escort them; promptly report to TIX Coord.
- What about when a personal friend or student known outside of RA/GRM role shares with you?

HOW CAN GRM/RA_s HELP?

- Supporting and guiding residents
- Resource referral
- Programming
- Supporting campus initiatives with your presence and participation
- Being good role models
 - Promote healthy relationships
 - Condemn rape culture

SUPPORTING SURVIVORS

RESOURCES FOR SEXUAL ASSAULT & HARRASSMENT, DATING & DOMESTIC VIOLENCE

Roanoke College is committed to providing students with a positive living-learning environment. Sexual misconduct violates the rights, respect and dignity of our community members and will not be tolerated at the College. All community members, regardless of sex, gender identification sexual orientation, are equally protected from sexual misconduct. Once aware of a possible violation, the College will act swiftly to protect the safety of those involved, investigate and end any misconduct, prevent its recurrence, and remedy its effects.

If you are a victim of sexual assault or violence, Roanoke College is ready to assist you in a way that is comfortable for you. If you wish to maintain confidentiality, there are campus and community resources that will respect that decision. Review the options below and then decide how to proceed.

CONFIDENTIAL RESOURCES

Offer confidential support services with the incident being reported anonymously per the Clery Act.

On-Campus Services:

Student Health & Counseling Services

Hours: Monday - Friday 8:30 a.m. - 5:00 p.m.
Phone: 540-375-2287

Chaplain's Office

Hours: Monday - Friday 8:30 a.m. - 4:30 p.m.
Phone: 540-375-2300
Location: Morehead Hall

Off-Campus Services:

Rape Crisis Hotline

Phone: 540-981-9352
Hours: 24/7

SARA - Sexual Assault Response Awareness

Hours: Monday - Friday 8:30 a.m. - 5:00 p.m.
Phone: 540-345-7273
Location: 3034 Brambleton Ave SW, Roanoke, VA

1 in 6 (National Helpline for Men Who Were Sexually Abused or Assaulted)

24/7 helpline/chat;
<https://1in6.org/helpline/>

NON-CONFIDENTIAL RESOURCES

Resources not mandated to guarantee confidentiality in order to assist you.

Contact a Roanoke College Deputy Title IX Coordinator for Students

Amy Perkins, Assistant Dean of Students
205 Alumni Gymnasium
540-375-2592
perkins@roanoke.edu

Contact Campus Safety

Hours: 24/7
Phone: 540-375-2310
Location: 9 North College (near Fruitions)

Salem Rescue Squad/Salem Police Dept.

Phone: 911
Hours: 24/7

Roanoke College prohibits retaliation against any individual who in good faith reports an incident of sexual misconduct.



TITLE IX

COMPLAINT PROCESS & CONTACTS

Title IX protects people from sex discrimination in educational programs and activities at institutions that receive federal financial assistance. Title IX applies to Roanoke College programs and activities, as related both to education and employment. Roanoke College is committed to providing an environment free from sex discrimination, including sexual harassment and sexual violence. If you have questions or inquiries concerning Title IX at Roanoke College, you may contact the Title IX Coordinator listed below.

HOW DO I FILE A TITLE IX COMPLAINT ?

Students reporting sexual violence, harassment, or discrimination may file a complaint with the Title IX Coordinator listed below. Alternatively, you may file a complaint with Campus Safety at 9 N. College Avenue, or the Dean of Students Office located in the Alumni Gym.

HOW WE CAN HELP

We can help you find resources to address concerns regarding transportation, work or living situations, as well as changes to your class schedule or other academic issues (such as late assignments, missed classes, etc.) resulting from the impact of the incident. Contact the Title IX Coordinator below for assistance, detailed information about policies regarding sexual misconduct, and complaint procedures regarding sexual assault, discrimination and/or violence.

REPORTING INFORMATION

Report concerns to any of the following:

TITLE IX COORDINATOR

Amy Perkins, Assistant Dean of Students
Deputy Title IX Coordinator for Students
205 Alumni Gym
perkins@roanoke.edu
(540) 375-2592

CAMPUS SAFETY OFFICE

9 N. College Avenue
(540) 375-2310

DEAN OF STUDENTS OFFICE

Alumni Gym
(540) 375-2310

WHAT IS SEXUAL MISCONDUCT?

Sexual Harassment:

a hostile learning environment created by unwelcome sexual advances, requests for sexual favors, gestures, sexual rumors, sexual jokes, sexual comments about one's clothing, anatomy, appearance, and circulation of suggestive pictures.

Sexual Coercion:

pressure - with or without intimidation or threats - to convince someone to engage in sexual activity.

Stalking, Cyber-Stalking:

unwanted and obsessive sexual attention.

Sexual Exploitation:

observing/recording another's sexual activity without consent; failing to inform a partner that one has a sexually transmittable disease.

Sexual Contact:

any unwelcome sexual touching.

Sexual Assault, Sexual Violence:

any unwelcome sexual intercourse.



QUESTIONS AND COMMENTS