

RIT TITLE IX

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Course Objectives

- **Inform about Title IX Program at RIT**
- **Discuss Harassment**
- **Understand Obligation as a Responsible Employee**
- **Identify Reporting Options**
- **Identify Available Resources**
- **Remind attendees about the required online module**

Title IX of the Education Amendments of 1972

What is Title IX?

“No person in the United States shall, **on the basis of sex**, be excluded from participation in, be denied the benefits of, or be subjected to **discrimination** under any educational program or activity receiving Federal financial assistance.”

Title IX includes:

- **Sex Discrimination**-the treatment of an individual based on that individual's gender
- **Sexual Misconduct**-unwanted sexual contact
- **Sexual Harassment**-unwelcomed conduct of a sexual nature
- **Sexual Violence**-including but not limited to sexual assault, sexual abuse, sexual battery, domestic and dating violence, stalking and sexual coercion.

Title IX provides protection from **retaliation**

- Anyone can make a discrimination complaint without worrying about retaliation by the university or your supervisor
- As an employee, you may not retaliate against a co-worker or student who raises a complaint
- We all have the right to raise a complaint or report a concern, and this right must be respected by everyone



RIT's Obligation under Title IX

- Respond promptly
- Investigate/take immediate actions where violations of policy occurred
- Prevent Reoccurrence
- Educate (awareness, prevention, risk reduction, bystander)

Title IX Annual Report

- Scope
- Relevant Policies
- Reporting Options
- Campus Statistics

Examples of Sexual Harassment

PHYSICAL CONDUCT

- Unnecessary touching or brushing against someone's body or hair
- Standing or sitting too close to someone
- Giving unwelcome gifts or items
- Blowing into someone's ear
- Blocking or impeding someone's movement
- Winking, blowing kisses, licking lips, "elevator eyes"
- Following someone
- Patting someone on the buttocks, or touching someone's breasts, thighs, or genitals
- Exposing portions of the body to another person
- Rubbing or touching oneself sexually in the presence of someone else

VERBAL CONDUCT

- Unwelcome flirtations, advances, or propositions
- Repeated requests for a date with someone who has not expressed interest
- Telling unwelcome jokes or stories, often with innuendo
- Making or using derogatory comments, epithets, slurs, or jokes
- Graphic verbal commentaries about someone's body
- Using sexually degrading words to describe someone
- Sending suggestive or obscene letters, notes, or invitations

Responsible Employee

Who Must Report?

- Any “**Responsible Employee**” is required to report Title IX complaints. This includes all RIT employees (permanent, part-time, student, temporary, and adjunct) except confidential resources.



What this means for you:

- If anyone discloses an incident to you, you must report it to the Title IX Office
 - What if the person doesn't want me to?
 - Let them know you are required to report to TIX. If they choose not to participate further they are not going to be made to do anything they do not want to do.
 - You can report by email, phone or via the online report at www.rit.edu/titleix.

Classroom Disclosures

If an individual discloses information during a public awareness event, a protest, during a class project, or advocacy event, RIT is not obligated to investigate based on the public disclosure. RIT may, however, use the information provided in an effort to further educate about prevention efforts.

Scenarios

TEACHING IN A CLASSROOM

- A student approaches you after class to discuss feeling uncomfortable by a classmate's sexual comments during class.

TEACHING ONLINE

- During a group assignment, you notice students “ganging up on” one student in particular. You note comments made to the student suggesting he is being treated differently because he is the only male in the group.

Reporting Options

Title IX Office

TITLE IX COORDINATOR

- Oversees management of campus reports of sexual harassment, sexual assault, and sexual discrimination



Stacy DeRooy

August Center, room 2188
585-475-7158

TITLE IX INVESTIGATOR

- Investigates TIX complaints against employees and supports the TIX Coordinator



Jasmine Taylor

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6045
585-475-2297

Deputy Title IX Coordinators



**Amy
Stornello**

NTID

**Deputy
Coordinator**



**James
Macchiano**

**Diversity &
Inclusion**

**Deputy
Coordinator**

Reporting Title IX Complaints

Although Title IX complaints can be reported to any responsible employee, people are encouraged to use the online reporting option at www.rit.edu/titleix



You may report complaints directly to:

- **Title IX Coordinator**
- **Title IX Investigator**
- **Deputy Coordinators**
- **RIT Public Safety**
- **Human Resources**



Complaints can be addressed regardless whether incident occurs **on campus or off campus.**

Anonymous Reporting

- Individuals may use the Ethics & Compliance Hotline to anonymously report violations of Gender-Based and Sexual Misconduct
 - **To submit a report go to:**
 - <https://secure.ethicspoint.com>
 - Phone: (866) 294-9358



Confidentiality vs. Privacy

- Confidentiality means that information shared by an individual with a designated Confidential Resource cannot be revealed to any other individual without express permission.
- Privacy means that information related to a complaint will be shared only with a limited circle of individuals.
- Even RIT Offices and employees who cannot guarantee confidentiality will maintain your privacy to the greatest extent possible.

Resources

Confidentiality

- If a person desires complete confidentiality, RIT offers the following resources:
 - [The Center for Women and Gender](#)*
 - [The Student Health Center](#)
 - [Counseling and Psychological Services \(CAPS\)](#)
 - [The Ombuds Office](#)*
 - [Center for Religious Life](#)*
 - [The NTID Counseling and Academic Advising Services](#)
- * services for Faculty, Staff and Students, others are for students only

Resources

CAMPUS

- Center for Women and Gender
- Employee Assistance Plan
- Public Safety
- Human Resources
- Counseling and Psychological Services (CAPS)
- The NTID Counseling and Academic Advising Services
- Spirituality and Religious Life
- Ombuds Office

EXTERNAL

- NYS Police Hotline
 - 1-844-845-7269
- RESTORE
- Ignite
- The Willow Center

Every Employee should be able to answer the following:

- What, when and how do I report an alleged incident of sexual misconduct?
- Who are the Title IX Responsible Administrators and how do I contact one?
- When someone tells me about sexual misconduct, is the conversation private and does confidentiality apply?
- What do I say to someone when they say they have experienced sexual misconduct?
- Where can I find RIT's Student Gender Based Sexual Misconduct policy along with the Policy Prohibiting Harassment and Discrimination? Where can I find the Student Bill of Rights and other resources?

Discrimination and Harassment Online Module

- **Mandatory training for all employees**
- **Email notification should have been received from CPD**
- **Module must be completed within 60 days**
- **Technical issues: Email Lori Sykes at ljspsn@rit.edu**
- **Questions about content/policy: Email complianceandethics@rit.edu**

