

# Title IX for New Faculty Orientation

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Title IX Coordinator

January, 2018



# 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.”

# Relevant RIT Policies

- Students, Faculty, Staff, and Visitors:
  - **Harassment and Discrimination Policy (C06.0)**
  - **Honor Code (P.03.0)**
- Students
  - **Student Conduct Policy (D18.0)**
  - **Alcohol and Drug Policy (D18.1)**
  - **Student Gender-Based and Sexual Misconduct Policy, Title IX (D19.0)**



# 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 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



# 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



# Reporting Title IX Complaints

Although Title IX incidents can be reported to any responsible employee, complainants are encouraged to report complaints to:

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

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



# Title IX Coordinator

- Each campus must have a person designated as a Title IX Coordinator to oversee how the campus manages reports of sex discrimination, sexual harassment and sexual violence.
- Stacy DeRooy  
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[www.rit.edu/titleix](http://www.rit.edu/titleix)



# Deputy Title IX Coordinators



**Amy  
Stornello**

**NTID**

**Deputy  
Coordinator**



**James  
Macchiano**

**Diversity &  
Inclusion**

**Deputy  
Coordinator**



**Natosha  
McDonald**

**Human  
Resources**

**Deputy  
Coordinator**

# RIT Confidential Reporting Sites:

- The Student Health Center
- The Counseling Center
- The Center for Women and Gender (CARES)\*
- The Ombuds Office\*
- The Center for Religious Life\*
- NTID Counseling and Academic Services

\*Denotes offices for faculty and staff



# Anonymous Reporting

- Compliance and Ethics Hotline administered by a third party
  - **To submit a report go to:**
    - <https://secure.ethicspoint.com>
    - Phone: (866) 294-9358



# 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 e mail, phone or via the online report at [www.rit.edu/titleix](http://www.rit.edu/titleix)

# Confidentiality vs. Privacy

Even RIT Offices and employees who cannot guarantee confidentiality will maintain your privacy to the greatest extent possible. The information you provide to a non confidential resource will be relayed only as necessary for the Title IX Coordinator to investigate and/or seek resolution.



# 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.



# BYSTANDER INTERVENTION



IN ONE SURVEY 44% OF STUDENTS SAID THEY HAD WITNESSED SOMEONE WHO WAS DRUNK "HEADING FOR A SEXUAL ENCOUNTER."

AMONG THOSE WHO REPORTED BEING WITNESSES

**77%**  
DID NOTHING

**23.5%**  
SAID THEY WEREN'T SURE WHAT TO DO

**53.5%**  
SAID THEY DID NOTHING FOR ANOTHER REASON

"MOST PEOPLE AREN'T PRO-RAPE, THEY JUST DON'T HAVE REALISTIC OPTIONS TO INTERVENE."

DOROTHY J. EDWARDS, FOUNDER OF GREENDOT



# Resources

- IGNITE (Formerly Advocacy Services for Abused Deaf Victims/ASADV)
- Willow Center (formerly Alternatives for Battered Women)
- NYS Police Hotline
- RESTORE (formerly Rape Crisis Center)
- Monroe County Sheriff's Office (9-1-1)
- [Gender Diversity Guide](#)

[www.rit.edu/titleix](http://www.rit.edu/titleix)

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# Questions?

