Sexual Harassment

The United States Congress enacted Title IX of the Education Amendments of 1972 to address gender discrimination in education programs and activities offered by entities receiving federal financial assistance. In 2011 the Obama Administration released guidelines related to sexual assault and Title IX. The guidelines changed the requirements and processes regarding student-on-student sexual violence, but also required universities to assess all prevention programs and initiatives. Since 2011 when the first (part-time) Title IX Coordinator was designated at RIT, departments assess all prevention programs and initiatives. NSP Overview: It became a cross campus initiative. A campus coordinator was designated at RIT, departments coordinate efforts to raise awareness and to move the needle. RIT has received a number of accolades for its anti-harassment initiatives.

In 2015 the first full-time Title IX Coordinator was hired at RIT. Since that time she has been coordinating efforts to raise awareness and move the needle. "Title IX is something that has evolved. People are more aware of what Title IX is and what it means in terms of treating others with respect...It's about our culture and community. We have to hold ourselves accountable. If we are moving in the right direction, then there must be outcomes, policy, practices, and metrics to measure success. What do we do if we are not moving in the right direction?" and "Are we there yet?"

RIT's Core Values

• Student-Centeredness
• Professional Development & Scholarship
• Integrity & Ethics
• Respect & Diversity
• Innovation & Flexibility
• Teamwork & Collaboration.

Achieving Harmony

As a result of our campus-wide workshops and efforts, the Academic Senate, student life, and human resources will link the university’s core values with workplace experiences and professional development through policy and practices. "There is accountability to academic leaders at all levels of the institution, rigorously, with emphasis on continual improvement and building momentum. Rich conversations will continue to sustain the outcomes, policy, practices, and metrics to measure success."}

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Creating Momentum to Rise Above the Floor of Compliance

Sexual Harassment at a Large Private University, with a Focus on Faculty Development

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2019 Third-Party Reports of Sexual Harassment including

1. Gender Harassment
2. Sexual Harassment
3. Sexual Interpersonal Violence
4. Sexual Interpersonal Violence
5. Sexual Harassment
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50. Sexual Harassment

Title IX

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