

Title IX Overview For Faculty & Staff

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Title IX Coordinator

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What's Included

- Policy Purpose and Intent
- Education Amendment Act
- Simpson's Sexual Misconduct Statement
- What is Prohibited
- How to Report
- Process of Reporting
- It's On Us Video
- Title IX Contact Information



Policy Purpose & Intent

- Address certain concerns relating to unwelcome conduct that is sexual in nature.
 - Committed by or directed towards a current or prospective student or employee or any other individual participating in or seeking to participate in a Simpson College educational program or activity.
 - Acts of sexual misconduct may occur in a variety of settings which may be subject to different regulations/policies(VAWA).
- It is the intent of Simpson College that this policy applies to:
 - Allegations of sexual harassment within the scope of Title IX (TIX)
 - Allegations of sexual harassment outside of the scope of TIX because alleged incidents occurred outside of the US (such as study abroad programs), or outside of the context of a Simpson College program or activity.



Education Amendments of 1972

“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 education program or activity receiving federal financial assistance”.

*Discrimination on the basis of sex

- Sexual harassment
- Differential treatment

Simpson College affirms the rights of its community members to live, study, and work in an environment free from all forms of sexual misconduct, including sexual harassment, sexual violence, rape, sexual assault, domestic violence, dating/relationship violence, sexual exploitation, sexual manipulation, and/or stalking. As a community we are committed to maintaining a standard of conduct that creates an environment of trust, care, and respect.

Visit our [Title IX](#) - website for full policy and definitions.

Defining Sexual Harassment Under Title IX

Quid Pro Quo

- Employee conditions aid, benefit, or service of the institution on an individual's participation in unwelcomed sexual conduct
- Examples
 - Supervisor conditioning promotion on participation in a sexual favors/advances
 - Professor conditioning grade on participation in a sexual favors/advances

Hostile Environment

- Unwelcome conduct (on the basis of sex) determined by a reasonable person to be so severe, pervasive, **and** objectively offensive that it effectively denies a person equal access to the institution's education program(s) or activity(ies)
- Examples - multiple incidents of the following conduct may constitute hostile environment under sexual harassment:
 - Sexual jokes/comments, innuendos
 - Unwelcomed sexual flirtations, advances, or propositions
 - Sexually suggestive comments about a person's body/body parts

Sexual Assault & VAWA Crimes

- VAWA crimes include but are not limited to the following and may be addressed under different policies (outside of educational program/activity):
 - Dating Violence
 - Domestic Violence
 - Stalking
 - Rape
 - Sodomy
 - Sexual Assault With An Object
 - Fondling
 - Incest
 - Statutory Rape

Simpson College Sexual Misconduct Policy Prohibits:

[Sexual Harassment](#)

Under Title IX sexual harassment refers to unwelcome conduct on the basis of sex that satisfies on or more:

- Sexual Violence
- Sexual Assault
- Domestic Violence
- Dating/Relationship Violence
- Stalking
- Non-consensual sexual acts
- Non-consensual sexual touching
- Sexual exploitation
- Knowingly transmitting STDs
- Creating a hostile education or work environment
- Distribution/use of date rape drugs
- Aiding in the commission of sexual misconduct
- Retaliation

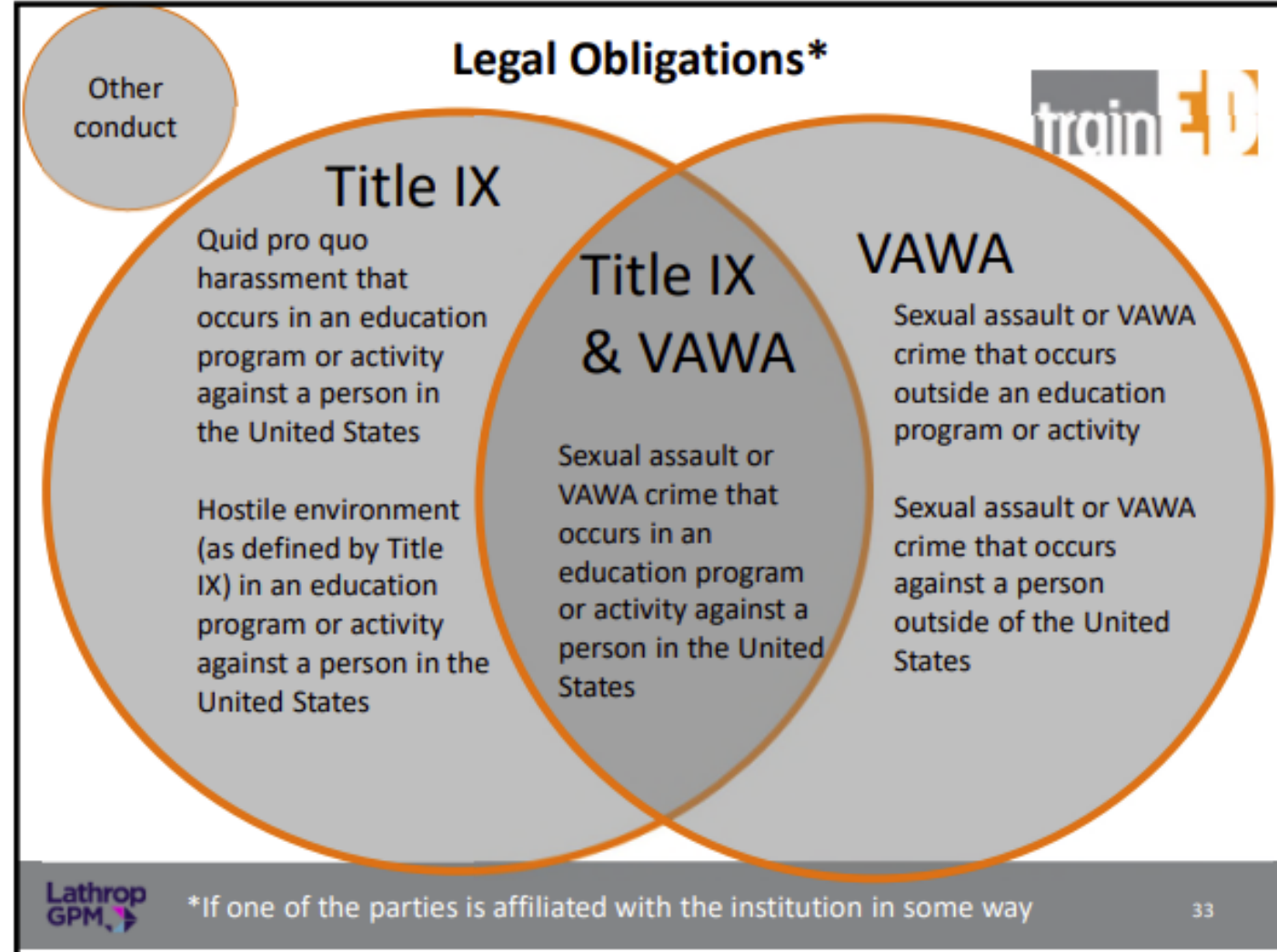
Interactions With Other Laws

FERPA

- Limits disclosure of student educational records
- Exceptions for TIX

Mandatory Reporting

- State-specific laws requiring reports of child abuse
 - Must disclose if know or reasonably suspect abuse or neglect
 - Aligns with TIX mandatory reporting



How to report

Mandatory Reporters

- All employees not considered as confidential source
 - Campus Security
 - Residence Life Staff/CAs
 - Faculty & Staff
 - Coaches
 - SCLs
- Required to report all the details of an incident (including identities of both the alleged victim and perpetrator) to the Title IX Coordinator.

Confidential

- Counseling Services
- Health Services
- Campus Chaplain
- SARA 515-330-6392

The screenshot shows a web browser window with the URL simpson.edu/campus-life/campus-safety/report-incident. The page title is "Report an Incident". The breadcrumb trail is "Home / Campus Life / Report An Incident". A navigation menu on the left includes: About Simpson College, Admission & Aid, Academics, COVID-19, Dunn Library, Alumni and Giving, and **Campus Life** (highlighted in red). Under "Campus Life", there are sub-sections: Residence Life (with links for First-Year Halls, Residence Life Involvement, Move-In Information, Gender Inclusive Housing, To Bring or Not to Bring?, Campus Linens, and Upper-Division Options), and Student Clubs & Organizations (with links for Campus Activities Board and Diversity and Inclusion). The main content area is titled "INCIDENT REPORT FORM" and contains the following text: "If you see or have knowledge of any incident that occurred on or near campus and you would like to report it, please fill out the form below. It is impossible for Simpson to trace where this information comes from unless your name or other contact information is provided." Below this is the "Incident Report Form" with fields for: Your Name (Name Is Preferred To Assist Any Investigation; If Field Is Left Blank, Report Remains Anonymous), Type Of Incident (dropdown menu with "- None -"), Location Of The Incident (dropdown menu with "- None -"), Date & Time The Incident Occurred (two input fields for mm/dd/yyyy and hh:mm:ss), and Please Provide A Brief Description Of The Incident.



Process of reporting

- Report filed
- Evaluation of complaint and potential dismissal
- Formal complaint filed
- Notice to Respondent of Formal Complaint
- Investigation of Complaint
 - Assignment of investigators
 - Interviews – Complainant, Respondent, Witnesses
 - Evidence collection
 - Notice of review period
- Investigation Summary Report
- Adjudication and Hearing
 - Hearing board assigned
 - Hearing
 - Decision
 - Written determination of responsibility
- Appeal

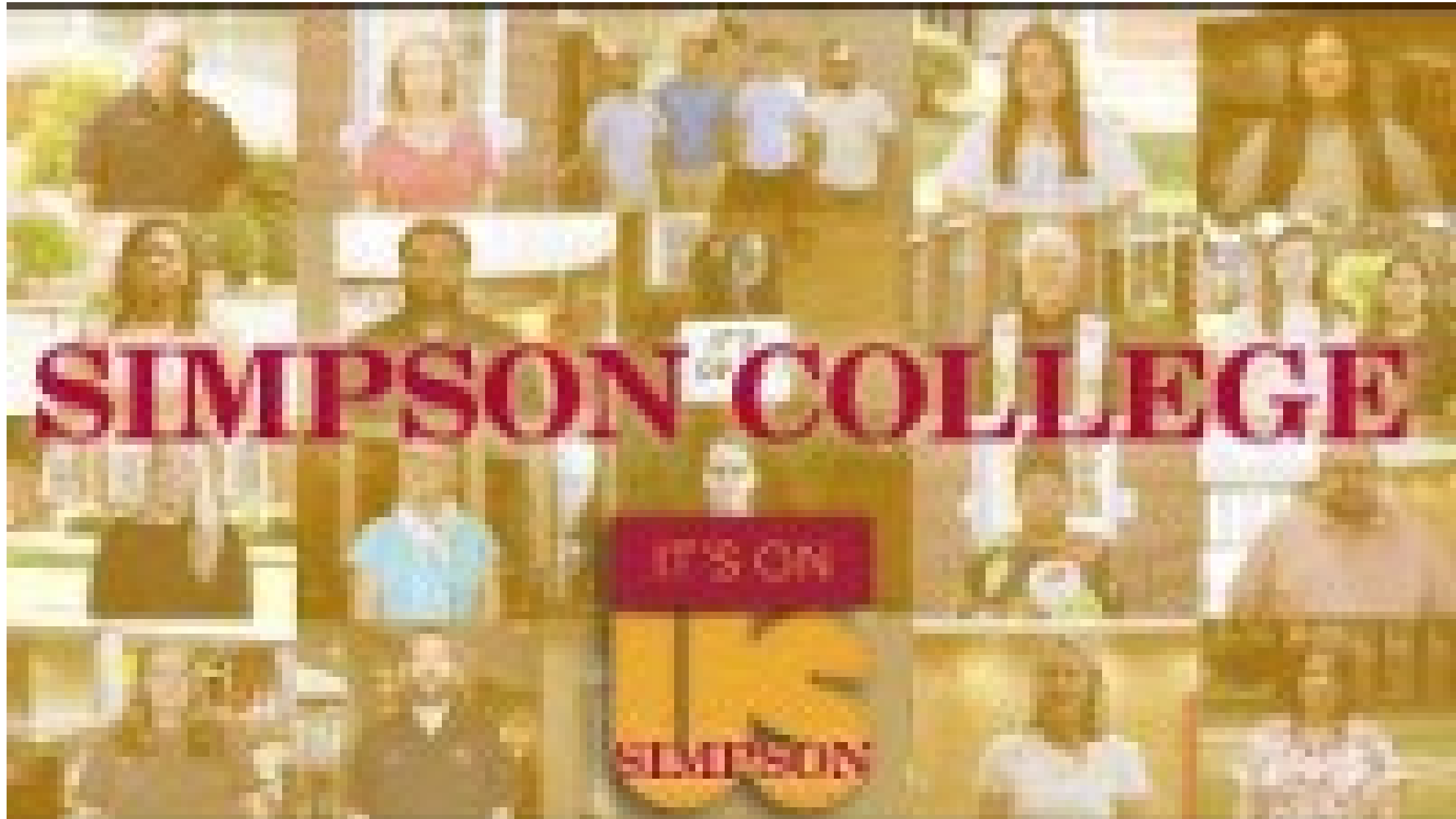
- **I will reach out to the complainant and ask to meet**
 - I cannot force someone to talk to me who doesn't want to, but I will always reach out, usually more than once
- **What can I offer the complainant?**
 - Accommodations
 - Connections with on and off campus resources
 - Information about filing police reports, if they're interested
 - Information about the sexual misconduct process and procedures



Current Updates

- With every change in presidential leadership, there are changes with Title IX
 - March 8, 2021: Executive Order
 - President Biden called for a review of regulations, including the 2020 Title IX regulations
 - June 7 – 11, 2021: Virtual public hearing
 - 600 individuals spoke at the hearing
 - DOE also accepted written comments
 - Over 200,000 comments received –every comment must be reviewed and responded to
 - Under the Trump administration over 124,000 public comments were received and it took nearly a year and a half to review

Create the Culture of Prevention





Contact Information

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