



Title IX Policy and Obligations: *Student Engagement and Academic Success Training*

Evette Castillo Clark, Dean of Students
Stacy Vander Velde, Director of Community Life
Megan Gallagher, Director of CARE Center
Cynthia Cooke St. Ange, Title IX Investigator

October 28, 2020



Agenda

- Welcome and Introductions
- Roles
- Definition and Purpose of Title IX
- Scope, Policy, and Violations at SMC
- Key Changes to Title IX
- Discipline Process
- 10-minute break
- Reporting
- Trauma-Informed Approach
- Resources
- Q&A



Title IX – Roles

Employees

- You are required by the College to report to a TIX Officer if you observe, learn or encounter conduct that may be subject to the Title IX policy.

Campus Security Authorities (CSA)

- By virtue of their College responsibilities and under the Clery Act, CSAs are designated to receive and report criminal incidents to Public Safety so that they may be included and published in the College's Annual Security Report.

Title IX – Roles

Title IX Investigator

- Officially investigates reports of Title IX nature with all parties and writes final report.
- Title IX Investigator, Cynthia Cooke St. Ange: cec22@

Title IX Coordinator and Deputy Coordinators

- Title IX Coordinator, Laurie Panian, Associate VP of HR: Imp10@
- Title IX Deputy (employees), Erika Roesch, Recruiting Manager HR: ehr2@
- Title IX Deputy (students), Evette Castillo Clark, Dean of Students: ecc4@
- Title IX Deputy (students), Stacy Vander Velde, Director of Community Life: smv8@
- Title IX Deputy (athletics), Kami Gray, Deputy Athletics Dir. for Internal Operations/SWA : kgray@

Title IX Definition

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

Title IX of the Education Amendments of 1972.

****New final rule passed in May 2020 and required Colleges to comply by August 14, 2020.

Purpose of Title IX

Defines “sexual harassment”

Mandates how the College MUST respond to reports of covered sexual harassment

Mandates a process that Colleges MUST follow to comply with law for these types of cases

Title IX Scope at SMC

- ☐ Occurred on or after August 14, 2020
- ☐ Occurred in the United States
- ☐ Occurred in SMC education program or activity
- ☐ Constitutes covered sexual harassment under Title IX policy

**** Can be referred to Student Code of Conduct Process if outside this scope**

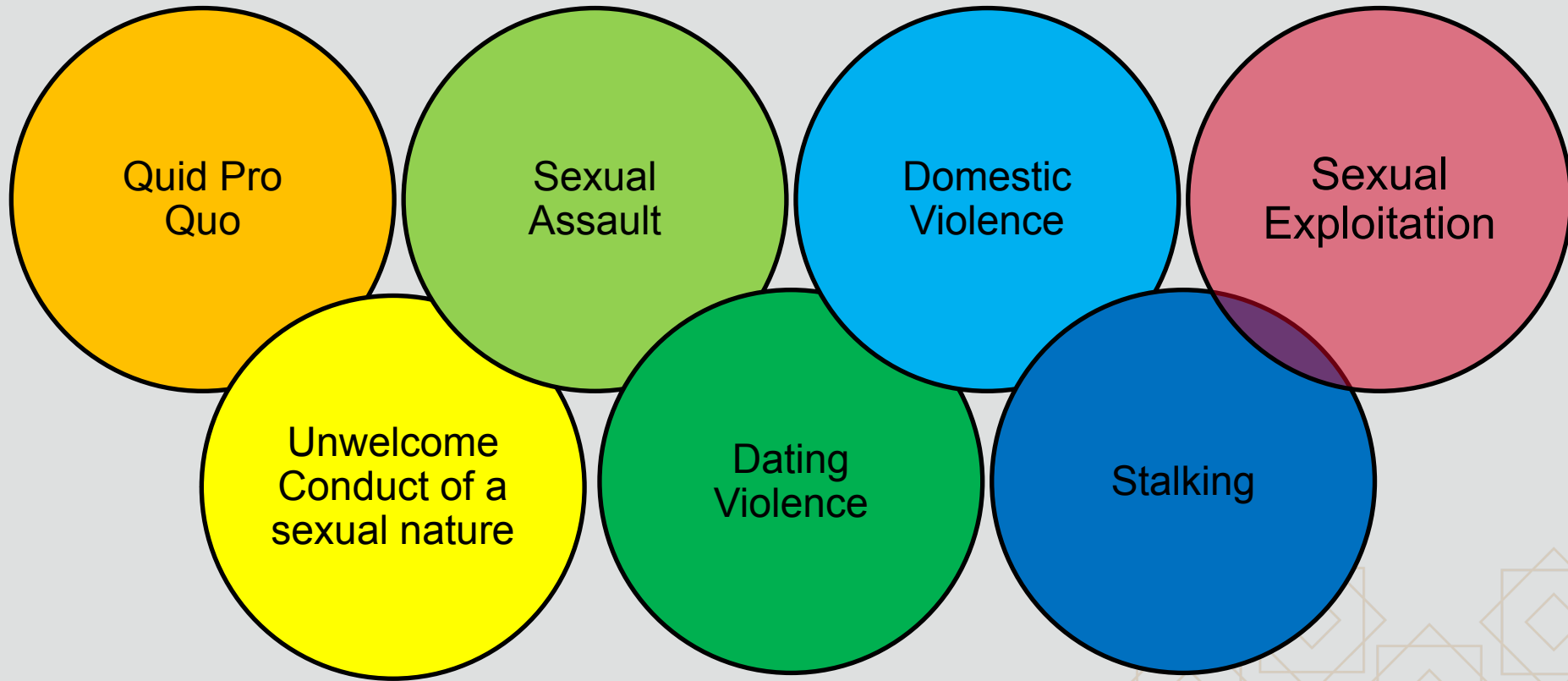
SMC Title IX Policies

- Title IX Committee (Advisory to the President)
 - Training/Education
 - Policies and Procedures
 - Reporting
 - Marking and Communications
- Found in the Student Handbook, Employee Handbook, Title IX and HR Websites
 - Policy is 35+ pages
- Incoming students are required to complete online education related to these policies

Key Changes related to New Regulations passed August 14, 2020

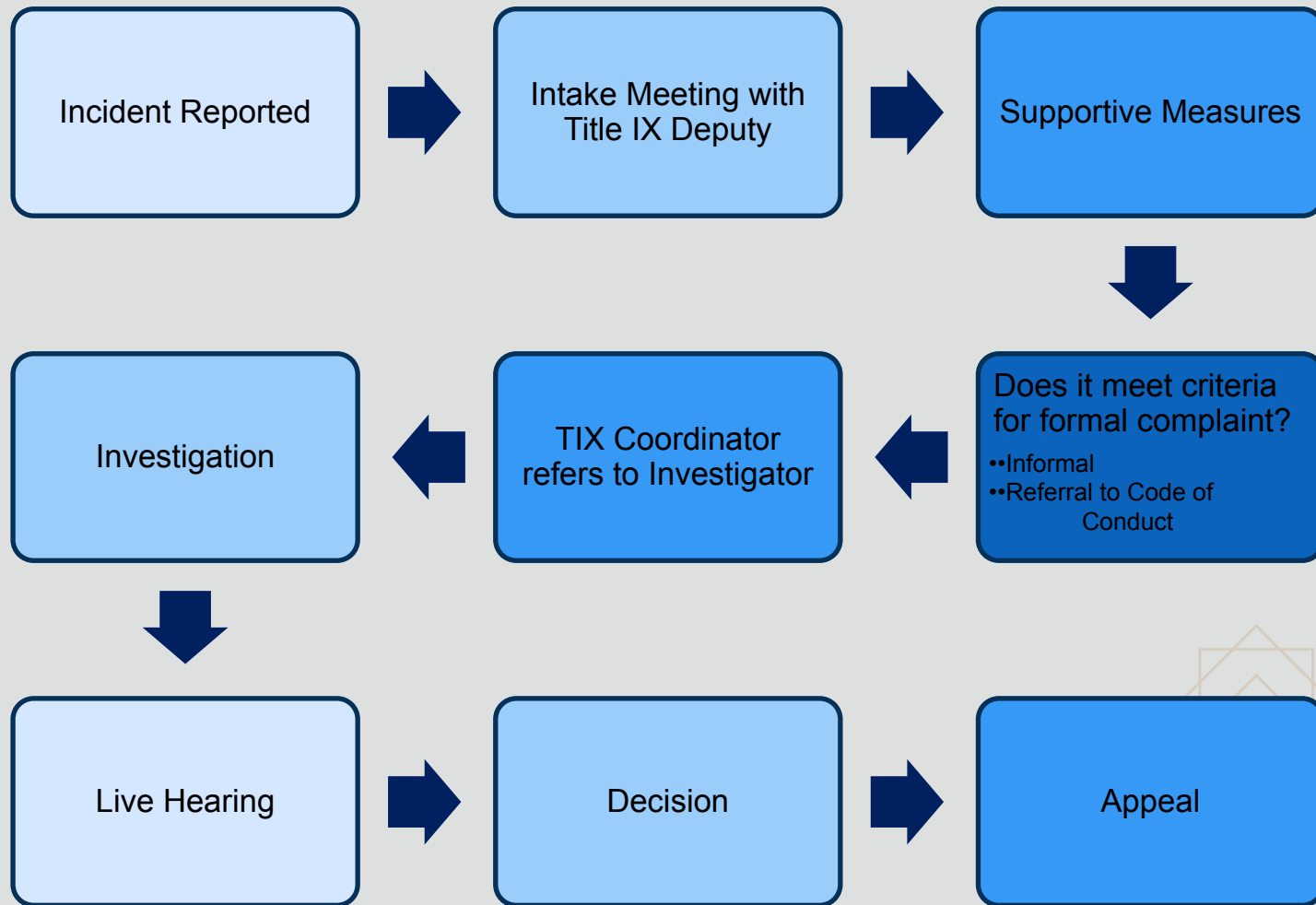
- Shrinks scope of institutional jurisdiction over Title IX complaints
- Narrows definition of “sexual harassment”
- Signed Complaint to initiate investigation
- Expanded opportunity for informal resolution
- Timeframe requirements for evidence review
- Live Hearing with Cross Examination by advisors

SMC Title IX Policy Violations



COVERED SEXUAL HARASSMENT UNDER TITLE IX POLICY

Process Overview



BREAK!!!

**PLEASE TAKE 10 MINUTES TO
REFRESH AND STRETCH**

Process of Reporting

Student
discloses

- Listen and Support
- Let them know you need to report

Provide
Resources

- Resource Brochure
- Advise Confidential Resources
- Contact from Community Life

Contact TIX
Deputy or
Coord

- Provide details of what was disclosed
- Seek and follow guidance

Submit
Advocate
Report

- Provide necessary details
- Remember that the reporter is the Complainant

Confidential v. Privacy v. Anonymous

Confidential

CARE Director
CAPS Counselors
Clergy in confession

NOT REQUIRED TO
TELL THE COLLEGE

Anonymous

CARE Line - Call or
Text (925) 828-9207

LIMITATIONS TO
WHAT ACTIONS
CAN BE TAKEN

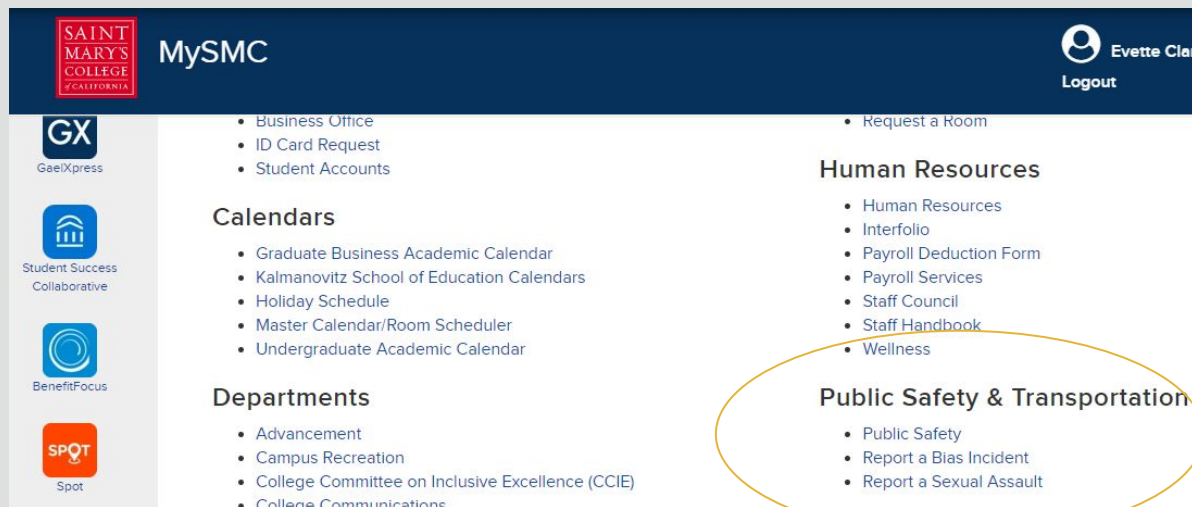
Privacy

Employees
RA's/RD's
Public Safety

REQUIRED BY
COLLEGE TO
REPORT

Reporting Tips

- When to report: ALWAYS and IMMEDIATELY
- Call or email Title IX Coordinator/Deputy or Public Safety; or
- Submit a report via the Title IX website, Report a Bias or Report a Sexual Assault from MySMC Portal



Reporters may say they want to be “anonymous” or report “confidentially” – what do you tell them?

What to do in response of Report

- Create a safe space (physical & emotional)
- Be trustworthy/transparent/authentic
- Pay attention to non-verbal cues
- Prioritize that the person has a choice
- Listen openly, with empathy and without judgement
- Do not make assumptions
- Be respectful/validate them
- Ask clarifying questions gently
- Be aware how trauma may/may not affect their communication & body language
- Provide resources



What to avoid when responding

- Judging their reactions
- Telling them that you know what they have been through
- Disagreeing with them about their experience
- Using an accusatory tone of voice
- Commenting on person's appearance
- Assuming you know their experience, what they are going to say, or that they are telling you everything
- Reacting with shock or disgust
 - your facial expressions
- Starting questions with the word "why"
- Don't misread facial expressions
 - some people have a voluntary smile or may disassociate from experience and appear happy



Case Scenario

One of your students emails you and requests to speak with you in private about something that happened to them.

When you meet up with them, they disclose they were sexually assaulted at a party by someone they know.

What do you do?



What is Trauma?

- An experience in which a person's internal resources are not adequate to cope with external stress
- Their ability to integrate the emotional experience is overwhelmed

OR

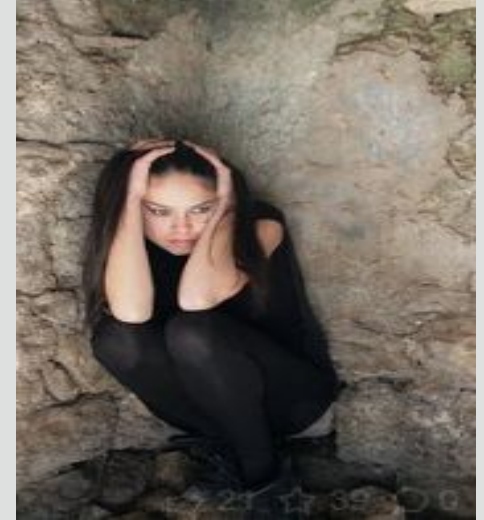
- They experience (*subjectively*) a threat to their life, bodily integrity or emotional stability



Reactions to traumatic events vary considerably

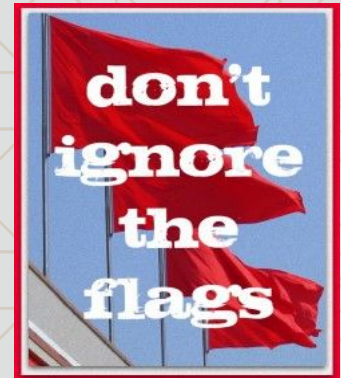
Emotional Impact of Trauma

- Feel afraid
- Vulnerable/ Not sure who to trust
- Irritable and Impatient
- Guilt and Rage
- Shame and Fear
- Anxiety and Panic
- Feel depressed, hopeless, overwhelmed
- Feel stressed
- Confused or frustrated and angry
- Poor Coping Skills
- Numbing response



Behavioral Impacts of Trauma

- Have eating problems
- Have flashbacks, disturbing thoughts or memories
- Difficulty concentrating, or remembering things
- Negative Impact on school work/education
- Isolation/withdrawal from normal activities
- Negative impact on relationships with family, friends
- Increase/decrease in sexual behavior
- Consistently interpret things as “threats”/overreact
- Impulsive/Risk Taking Behaviors/Aggressive
- Defiant (against rules & authority figures)
- Self Harm



Safer Campus Community Tips

- Attend a Green Dot Bystander Intervention training
- Participate in violence awareness outreach activities
- Get the conversation started...
 - Challenge people who make sexist comments
 - Educate others on what consent means to you
- Understand how alcohol/drugs contributes to sexual assault or dating/domestic violence



Resources

On Campus:

- Campus Assault Resources & Empowerment (CARE) Line: (925) 878-9207
- Counseling & Psychological Services (CAPS): (925) 631-4364
(confidential)
- Director of CARE Center (Megan): (925) 631-4193 (confidential)
- Public Safety: (925) 631-4282
- Center for Women and Gender Equity: (925) 631-4192
- Priest in a confessional role (confidential)



Contra Costa County:

- Community Violence Solutions: (800) 670-7273
- STAND! For Families Free of Violence: (888) 215-5555
- Contra Costa County Family Justice Center (Concord): (925) 521-6366
- Contra Costa County Victim/Witness Assistance: (925) 957-8650
- Moraga Police Department: (925) 376-2515



QUESTIONS?

1928 Saint Mary's Road
Moraga, CA 94575
925.631.4000



SAINT
MARY'S
COLLEGE
of CALIFORNIA