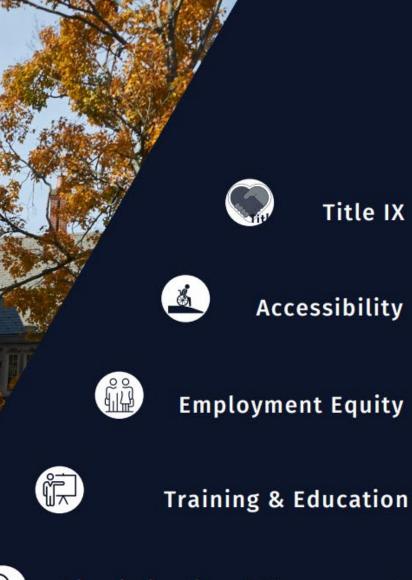
### **Title IX Overview** Task Force on Combating Sexual Violence and Supporting our Students

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### OFFICE OF INSTITUTIONAL EQUITY





**Discrimination & Harassment** 

# **Title IX**

federal civil rights law

prohibits discrimination on the basis of sex at educational institutions that receive federal funding

applies to all students, staff, and faculty, regardless of gender identity or expression

requires institutions to take prompt action to: eliminate sexual harassment and violence when it occurs, prevent its recurrence, and address its effects "No person in the United States shall, on the basis of be excluded from sex, participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." 20 U.S.C. § 1681

## **Title IX Regulations**

#### What changed

- Modifications to The Policy Against Discrimination, Harassment, and Related Interpersonal Violence, in the form of:
  - Addition of a new <u>Title IX Sexual</u> <u>Harassment</u> definition as a form of Prohibited Conduct
  - Addition to Exempt Employee resources (e.g. Cultural Center staff for students and employees and Ombuds for graduate students and employees
- Title IX-related investigation and adjudication procedures

#### What did not change

- Preexisting definitions of Sexual Harassment, Sexual Assault, Stalking and Intimate Partner Violence under *The Policy* that allow for allegations of conduct falling outside of the new Title IX Sexual Harassment definition to be addressed
- Supportive measures available to all parties, regardless of whether a formal complaint or any investigation is pursued
- Ongoing prevention and intervention efforts with the goal of fostering safe, equitable, and inclusive learning and working environments for all community members



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### Policy Against Discrimination, Harassment and Related Interpersonal Violence

The University adopts this Policy with a commitment to:

- 1. Eliminating, preventing, and addressing the effects of Prohibited Conduct;
- 2. Fostering a safe and respectful University community;
- 3. Cultivating a climate where all individuals are well-informed and supported in reporting Prohibited Conduct;
- 4. Providing a fair and impartial process for all parties in the investigation and resolution of such reports; and
- 5. Identifying the standards by which violations of this Policy will be evaluated and disciplinary action may be imposed.



### Policy Against Discrimination, Harassment and Related Interpersonal Violence

Articulates University values and community conduct expectations around discrimination, harassment, and sexual misconduct

Prohibits certain amorous relationships where power disparities are present

Clarifies Employee Reporting Responsibilities Prohibited Conduct Defined in the Policy Includes:

- Discrimination
- Discriminatory Harassment
- Sexual or Gender-Based Harassment
  - Title IX Sexual Harassment
- Sexual Assault
- Sexual Exploitation
- Intimate Partner Violence
- Stalking
- Retaliation
- Complicity

#### UNIVERSITY OF CONNECTICUT POLICY AGAINST DISCRIMINATION, HARASSMENT, AND RELATED INTERPERSONAL VIOLENCE

Including Sexual and Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, Retaliation and Inappropriate Amorous Relationships



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### **Responsible Employee Reporting Responsibilities**

**Responsible Employees** 

- All Faculty and Staff, Resident Assistants, Post-Doctoral Research Assistants and Graduate Assistants who are not Confidential or Exempt Employees
- Required to immediately report to OIE when a student is involved:
  - ✓ Sexual Assault,
  - ✓Intimate Partner Violence
  - ✓ Stalking



### **Exempt Employees**

### **Confidential Employees**

#### Cultural Centers (CC) African American CC, Asian A

African American CC, Asian American CC, Puerto Rican Latin American CC, Rainbow Center, Women's Center

- Provide culturally-responsive care
- Support students in resolving educational, personal, and other barriers toward successful completion of their academic goals
- Connect students with appropriate campus and community resources and support, as requested
- Provide information about reporting to the University and law enforcement, as requested

### Ombuds

 Neutral resource to express concerns, identify options to address workplace conflicts, facilitate productive communication, and share concerns

### Exempt and confidential employees will not report to OIE unless student or employee requests they do so (or if someone if in imminent risk of serious harm or a minor)

### UCONN

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#### Student Health and Wellness

- Crisis and follow up care
- Free medical exams, medications, STD testing and referrals to counseling
- Site for sexual assault forensic exams

#### **Employee Assistance Program**

• Counseling, referral and consultation services

### **Supportive Measures for Students Impacted by Sexual Violence**

#### **Resources and supportive measures**

#### are:

 Offered to everyone regardless of when the incident took place and whether the incident happened on or off campus

# Supportive measures include, but are not limited to:

- Medical and counseling services
- Academic support
- Scheduling modifications
- Changes to on-campus housing
- Leaves of absence
- Mutual no contact directives
- Increased security
- Monitoring of certain areas of campus

Students do not need to pursue an investigation in order to receive supportive measures from the University.



# What Happens After a Student Discloses Sexual Assault, Intimate Partner Violence or Stalking to a Responsible Employee

Responsible Employees notifies the Office of Institutional Equity via online form, phone, or email of information they received from the student **A report to OIE is part of the intake phase and does not automatically begin an investigation** 

Next steps are determined through a combination of factors: (1) Wishes of the complainant (2) Detail provided (3) Potential threat to community safety

#### **Support & Resource Outreach**

Assistant Dean of Students for Victim Support Services and Bystander Initiatives to offer resources and supportive measures

#### **Investigative Outreach**

From Community Standards (for student respondents) or Office of Institutional Equity (for employee respondents) with information about investigation/complaint process

The choice to respond, access resources and/or participate in any investigation remains with the student.



INSTITUTIONAL EQUITY

### **Investigation Options for Reports of Sexual Violence**

#### **Criminal Investigation**

• UConn Police Department or appropriate local enforcement

#### **University Investigation**

- Office of Community Standards when the respondent/accused person is a **student**
- Office of Institutional Equity when the respondent/accused person is an employee



### **Office of Institutional Equity**

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**Contact Information:** 

equity@uconn.edu 860-486-2943

Reporting form: <a href="https://equity.uconn.edu/reporting-form/">https://equity.uconn.edu/reporting-form/</a>

Websites: www.equity.uconn.edu www.titleix.uconn.edu www.accessibility.uconn.edu



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