


Title IX Sexual Harassment & Discrimination

TRIGGER WARNING-CONTENT MAY INCLUDE TERMS & SCENARIOS THAT CAN INVOKE UNINTENDED REACTIONS FOR SOME. PLEASE FEEL FREE TO EXCUSE YOURSELF IF YOU BECOME UNCOMFORTABLE OR UPSET. SUPPORT IS AVAILABLE.

FALL 2023

GREG KRIKORIAN, DEAN OF STUDENTS/TITLE IX COORDINATOR



Washington College complies with Title IX of the Educational Amendments of 1972 as well as the Title IX regulations released by the Department of Education on August 14, 2020. This policy prohibits all forms of sexual and gender-based harassment and discrimination. This policy also covers sexual misconduct that does not fall within the scope of the new federal regulations. This policy is effective December 15, 2021.

This policy applies to all students; student organizations; College employees and contractors, including staff, faculty, and administrators.

Higher Ed & Sexual Harassment & Discrimination

- ▶ 50% female faculty & staff experienced harassment
- ▶ 27% of female Undergrads
- ▶ 7% of males
- ▶ Transgender students are 2.5X more likely than cisgendered
- ▶ Alcohol!!!! 90% involve alcohol
- ▶ 84% experienced coercion
- ▶ 15% incapacitated
- ▶ 90% of sexual assaults involve an acquaintance.
- ▶ Social Media/electronic communication
- ▶ Greek Life
 - ▶ Sorority membership 4X more likely to be victimized
 - ▶ Fraternity members 3X more likely to commit

Prohibited Conduct

Quid Pro Quo

Hostile Environment

Sexual Assault-non-consensual sexual Penetration

Non-consensual sexual contact

Statutory Rape

Dating Violence

Domestic Violence

Stalking

*** Pregnancy

CONSENT

MUTUAL

ONGOING/can
be withdrawn

Verbal

Enthusiastic

Sober

College Environmental Considerations

- ALL employees are mandated reporters
- Communal living
- Higher risk situations & populations
- Alcohol & substance use
- Change to environment & support systems
- Red zone-majority of assaults by the end of October

Title IX Team

- ▶ TITLE IX COORDINATOR
- ▶ GREG KRIKORIAN

- ▶ DEPUTY TITLE IX COORDINATORS
- ▶ KATE LAKING, HUMAN RESOURCES
- ▶ KARI HUGHES, ATHLETICS
- ▶ RYAN COLMAN, PUBLIC SAFETY
- ▶ JULIE WILLS, FACULTY

Process Overview

REPORT

SUPPORTIVE MEASURES

FORMAL COMPLAINT

INVESTIGATION

OPTIONS FOR RESOLUTION

APPEAL



Options for Resolution

Informal Resolution

Restorative Agreement

Negotiated Agreement

Formal Resolution

Law Enforcement/Justice System

Supportive Measures

- Referral to counseling, medical, or other healthcare services
- No contact agreement
- Referral to the Employee Assistance Program
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Providing campus safety escorts
- Providing transportation accommodations
- Implementing contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

Resources

- ▶ Counseling
- ▶ Health Services
- ▶ Public Safety
- ▶ Student Affairs
- ▶ Advocates
- ▶ Legal
- ▶ Family (optional if over 21)
- ▶ Off-campus
 - ▶ For All Seasons (sexual assault crisis center)
 - ▶ University of Maryland Shore Health Center
 - ▶ Shore Medical Center-Easton
 - ▶ Chestertown Police Department

POWER OF PEERS... *Bystander Intervention*

Five-step process

Situational Awareness:

1. Noticing what's going on
2. Interpreting a situation as a problem
3. Assuming personal responsibility
4. Knowing how to intervene
5. Taking action (intervening)

Q & A

▶ THANK YOU!