



Title IX Sexual Harassment & Discrimination

Presentation to the Board of Visitors and Governors

Policy on Sexual Harassment & Discrimination

Sarah Feyerherm, Vice President for Student Affairs
Greg Krikorian, Dean of Students and Title IX Coordinator
February 24, 2023



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.



Department of Education & Office of Civil Rights: Prohibited conduct

Quid Pro Quo Sexual Harassment

➤ STATUTORY RAPE

Hostile Environment/harassment

➤ DATING VIOLENCE

Sexual Assault-Non-Consensual
Penetration (Rape, Sodomy)

➤ DOMESTIC VIOLENCE

➤ STALKING

Non-Consensual Contact (Fondling)

➤ Note: in US

➤ Within scope of educational program/activities

➤ On or after 8/14/2020



Focuses within Title IX

- Policy update & compliance
- Institutional Leadership team
- Education
- Bystander Intervention
- Support/Investigation/Resolution
- Liability & Risk Reduction
- Data & Assessment

Education & Training

Student Focused	9 trainings/850+ students	Topics: Policy/Reporting/Bystander Intervention/Red Zone
Employee Focused	3 trainings/75+ employees	Topics: Policy/Mandated Reporting/Supportive Measures

Reports/Response – Title IX Fall 2022 Reports

Month	Individual(s) Involved	Type	Status
September	2 employees	Harassment	Supportive Measures, Respondent Resigned, Case Resolved
October	1 student	Discrimination	Supp. Measures, Investigation, Complainant Left College, Case Resolved
October	2 students	Discrimination	No Formal Complaint, Supportive Measures, Case Resolved
November	1 student/1 volunteer	Harassment	Investigation/Sanctions Imposed as a Result of Investigation, Case Resolved
November	3 students	Harass/Discrim.	Investigation Underway (1), Informal Resolution (1)
November	1 student/1 employee	Discrimination	Supportive Measures, Investigation Underway
November	3 employees	Harassment	Adjudicated, Not Title IX Per Policy, Case Resolved
December	2 students	Discrimination	Formal Complaint Processed, Intake Complete, Investigation Underway
December	1 student	Discrimination	Outreach Initiated



College Environmental Considerations

- ALL employees are mandated reporters
- Communal living
- Higher risk situations & populations
- Alcohol & substance use
- Change to environment & support systems
- Red zone



Title IX Team

Title IX Coordinator

Greg Krikorian

Deputy Title IX Coordinators

Kate Laking, Human Resources

Kari Hughes, Athletics

Pam Hoffmann, Public Safety

Karen Manna, Faculty



CONSENT

Must be AFFIRMATIVE (knowing, voluntary & mutual)

MAY BE WITHDRAWN

NOT obtained if coerced

Alcohol/drug use can impact the ability to give consent. In the event a person is incapacitated (cannot make informed decision).



REPORT
SUPPORTIVE
MEASURES
FORMAL
COMPLAINT
INVESTIGATION
OPTIONS FOR
RESOLUTION
APPEAL

Process Overview



Options for Resolution

Informal Resolution

Restorative Agreement

Negotiated Agreement

Formal Resolution



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
 - ATIXA, Grand River, MCSA



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)



Small group work Theory to Practice



Q & A