



Title IX/Violence Against Women Act (VAWA) Training

Learning Objective

As a result of this training, you should be able to:

- Explain the purpose of Title X and the Violence Against Women Act (VAWA) and why they are important for you to know**
- Determine appropriate actions you can take to help prevent Title IX/VAWA occurrences**
- Respond effectively to Title IX/VAWA incidents**



Purpose of this Training

Culinary Institute Lenotre is committed to a work environment in which all individuals are treated with respect and dignity.

We are providing you with training on Title IX and the Violence Against Women Act (VAWA) so that you may:

- Become familiar with what the relevant laws are and how they pertain to you.**
- Know how you can effectively respond if you are made aware of, or a part of, any related incident.**



Important Statistics

- **Most Sexual harassment or sexual assault incidents are not reported due to fear and/or shame that the victim feels.**
- **Most often, the perpetrator is someone who the victim knows.**
- **One in five women are assaulted in college**
- **Many survivors of sexual harassment and/or assault live with feelings of isolation, shame and self blame.**
- **Although less often, men are also victims of sexual harassment and/or sexual assault.**

Source: www.notalone.gov



What Happens if We Aren't Compliant with These Regulations?

As a company focused on education, it is pivotal for us to comply with federal rules and regulations. If we do not remain in compliance the following may occur:

- The Office of Civil Rights (OCR) may initiate an investigation either proactively or in response to a complaint.
- School will be at risk of losing federal funds.
- Fines will be imposed upon a school that violates these regulations.



DEFINITIONS

As an important first step to this training, we'll review the meaning of certain terms and acronyms that we'll be referencing throughout the presentation.

- Clery Act- Requires that schools annually disclose information about crime, including specific sexual crime categories, in and around campus.**
- Title IX- A comprehensive federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity.**



DEFINITIONS

- **Title IX Coordinator-** The person designated for each campus who is responsible for handling all Title IX incidents.



TITLE IX

Title IX, Education Amendments of 1972 (Title IX), prohibits discrimination on the basis of sex in any federally funded education program or activity.

Title IX offenses are a violation of trust and respect, are prohibited and will not be tolerated. This applies to academic, educational, co-curricular and off-campus conduct.





Gender Identity: Transgender Student

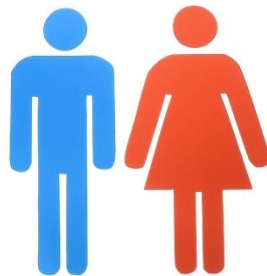
Title IX, requires “ that when a student notifies the school administration that the student will assert a gender identity that differs from previous representation or records, the school will begin treating the student consistent with the student’s gender identity.”





Gender Identity: Transgender Student

- ✓ There is no medical diagnosis or treatment requirement. Requiring students to produce documentation may violate Title IX.
- ✓ School staff and contractors must use pronouns and names consistent with a transgender student'





Gender Identity: Transgender Student

- ✓ When a school provides sex-segregated activities and facilities, transgender students must be allowed to participate in such activities and access such facilities consistent with their gender identity.
- ✓ A school may not require transgender students to use facilities inconsistent with their gender identity or to use individual-user facilities when other students are not required to do so.





Transgender Employees

Title VI of the Civil Rights act of 1964 protects gender identity under the law's prohibitions on discrimination based on sex (which applies to hiring, firing, promotion, and other employment decisions).





Transgender Employees

- **Employers must allow transgender employees to access restrooms consistent with their gender identity.**
- **Gender-based stereotypes, perceptions or comfort level must not interfere with the ability of any employee to work free from discrimination, including harassment.**





CIL Policy

- **As an employee of our organization, it is important for you to understand that we serve in the best interest of our students and will comply with the federal law when it is in our student' best interest.**





Activity

Let's check what you've learned do far.

Title IX applies to academic, educational, co-curricular, and off campus conduct.

True

False



Activity

Which of the following statements are true in compliance with Title IX regarding gender?

- There is no medical diagnosis or treatment requirement.
- A school may not require transgender students to use facilities inconsistent with their gender identity.
- When a school provides sex-segregated activities and facilities, transgender students must be allowed to participate in such facilities consistent with their gender identity.
- School staff and contractors must use pronouns and names consistent with transgender student's gender identity.



Activity

Title IX only applies to students at Culinary Institute Lenotre.

- True
- False



Activity

It is the policy of Culinary Institute Lenotre to comply with the federal law when it is in our students' best interest.

True

False



Title IX Coordinator

Marilyn Edwards, HR Director is the person on staff designated to serve in the role of Title IX Coordinator. In this role, she is responsible for:

- **Being notified of all Title IX incidents on campus**
- **Helping a victim to gain access to community resources providing medical and mental health treatment**
- **Reporting the offense to law enforcement**
- **Conducting the preliminary investigation of Title IX offenses**
- **Ensuring annual training is conducted for campus employees and students**
- **Receiving annual training on role and responsibilities**



Violence Against Women Act (VAWA)



Violence Against Women Act (VAWA) is legislation designed under Title IX to improve criminal justice response to domestic violence, dating violence, sexual assault, and stalking, and to increase the availability of services for victims of these crimes.

The federal law takes a comprehensive approach to violence against women by combining tough new penalties to prosecute offenders while implementing programs to aid the victims of such violence.



Title IX/VAWA Offense Definitions

Title IX/VAWA offense means those criminal offenses that create a discriminatory environment based on gender in violation of the United States Code. Offenses include: sex offenses (rape, fondling, incest and statutory rape) ; dating violence; domestic violence; and stalking.



Title IX/VAWA Offense Definitions

Domestic Violence

Includes felony or misdemeanor crimes of violence committed by:

- A current or former spouse of the victim
- A person with whom the victim shares a child in common
- A person who is cohabitating with or has cohabitated with the victim as a spouse



Title IX/VAWA Offense Definitions

Domestic Violence

Includes felony or misdemeanor crimes of violence committed by:

- A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies; or any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. (42 U.S.C.13925(a)).**



Title IX/VAWA Offense Definitions

Dating violence

Means violence committed by a person:

- Who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of the relationship shall be determined based on a consideration of the following factors; the length of the relationship; the type of the relationship; and the frequency of interaction between the persons involved in the relationship.(42 U.S.C.13925(a)).



Title IX/VAWA Offense Definitions

Dating violence

- Dating violence includes but is not limited to sexual or physical abuse or threat of such abuse.
- Dating violence does not include acts covered under the definition of Domestic Violence.



Title IX/VAWA Offense Definitions

Sexual Offences

Any sexual act directed against another person, without the consent of the victim. Offenses include:

- **Rape: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person without the consent of the victim.**



Title IX/VAWA Offense Definitions

Sexual Offences

- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.



Title IX/VAWA Offense Definitions

Sexual Offences

- **Non-Forcible Sex Offenses: Unlawful, non forcible sexual intercourse including:**
 - **Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.**
 - **Statutory Rape-Non-forcible sexual intercourse with a person who is under the statutory age of consent.**



Title IX/VAWA Offense Definitions

Stalking

Engaging in a course of conduct directed at a specific person that would; cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress. (42 U.S.C.13925(a)).



Title IX/VAWA Offense Definitions

Stalking

- **Course of conduct means two or more acts, including but not limited to, acts in which the stalker directly, indirectly or through third parties, by any action, method, device or means follows, monitors, observes, surveils, threatens, or communicates to or about a person or interferes with a person's property.**



Title IX/VAWA Offense Definitions

Stalking

- **Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.**
- **Reasonable Person means a reasonable person under similar circumstances and with similar identities to the victim.**



Title IX/VAWA Offense Definitions

Sexual Harassment

Unwelcome sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature when, for example:

- **Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment**



Title IX/VAWA Offense Definitions

Sexual Harassment

- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.



Title IX/VAWA Offense Definitions

Sexual Harassment

It is unlawful to harass a person(an applicant or employee) because of that person's sex or gender identity. In order to prevent and effectively respond to any incidents of sexual harassment, we must first be educated on its definition.

Source: http://www.eeoc.gov/laws/types/sexual_harassment.cfm



Title IX/VAWA Offense Definitions

Sexual Harassment

No Gender Bias-Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex.

Source: http://www.eeoc.gov/laws/types/sexual_harassment.cfm



Title IX/VAWA Offense Definitions

Sexual Harassment

Sexual Harassment Includes- Harassment can include “sexual harassment” or unwelcome sexual advances, request for sexual favors, and other verbal or physical harassment of a sexual nature.

Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general.

Source: http://www.eeoc.gov/laws/types/sexual_harassment.cfm



Title IX/VAWA Offense Definitions

Sexual Harassment

The Harasser- The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

Source: http://www.eeoc.gov/laws/types/sexual_harassment.cfm



Title IX/VAWA Offense Definitions

When it Becomes Illegal

Harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

Source: http://www.eeoc.gov/laws/types/sexual_harassment.cfm



Title IX/VAWA ACTIVITY

Let's check what you've learned so far.

How is dating Violence defined?

- Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature.
- Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others.
- Unwelcome sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature.



Your Responsibilities

Even if you are not in a managerial role or in Human Resources, you must know how to effectively prevent and respond to any incidents related to Title IX, VAWA, and/or Sexual Harassment. In fact, effectively preventing and responding to any incidents related to Title IX VAWA, and/or Sexual Harassment is a responsibility of every employee within our organization.



Your Responsibilities



You are responsible for knowing required policies including Title IX, VAWA, and Sexual Harassment.



Your Responsibilities



“ If you see something, say something.” If you are a witness to or made aware of an incident involving a coworker or student, it is your responsibility to report it to your Title IX Coordinator.



Your Responsibilities



You must complete mandatory compliance training every year to remain informed of any new or updated rules and regulations.



Reporting Title IX/VAWA Offenses



As stated in previous slide, reporting Title IX/VAWA Offenses is the responsibility of everyone on your campus. See below additional details on CI's policy regarding reporting Title IX/VAWA Offenses.



Reporting Title IX/VAWA Offenses



A student who has been the victim of a Title IX/VAWA offense involving a student or employee of your campus is urged to make a complaint to the Title IX Coordinator.

They will provide written notification in the form of a **Victim's Bill of Rights** to victims of dating violence, domestic violence, sexual assault or stalking concerning his or her rights and options.



Reporting Title IX/VAWA Offenses



An individual having knowledge of a Title IX/VAWA offense shall be encouraged to timely report that crime to the Title IX Coordinator or the police.



Title IX/VAWA ACTIVITY

**Using what you've learned so far, respond to the case scenario below:
A coworker confides in you that their supervisor is making them feel uncomfortable in the office. They state that their supervisor is making inappropriate comments about their appearance and has, on occasion, followed them to their car at the end of the workday? What Do you do?**

- Advise them to connect immediately with the Title IX Coordinator. Offer to go with them for addition support. If they refuse, you must still report the incident to the Title IX Coordinator.**
- Laugh it off- your coworker is most likely overreacting.**



Title IX/VAWA ACTIVITY

(activity cont.)

- Encourage your coworker to ignore the situation. It's better to not jeopardize their job by saying anything.



Completing This Training

Congratulations! You have completed your training on Title IX/VAWA. Please be sure to take the quiz. You must score 100% to receive your certificate of completion.

Thank you for your participation in this course!

