

HOWARD COMMUNITY COLLEGE

PATHWAYS TO TITLE IX AWARENESS

*WHAT ARE THE POLICIES
AND WHAT IS YOUR ROLE?*

Zakia Reaves-Johnson,

Director of Student Conduct &
Compliance, Title IX Deputy
Coordinator



Welcome!

WHO AM I?

ZAKIA REAVES-JOHNSON

Zakia Reaves-Johnson is currently the Director of Student Conduct, Deputy Title IX Coordinator, and Executive Associate to the Vice President of Student Success at Howard Community College. Prior to this role, she served as the Interim Associate Vice President of Enrollment Services and before that the Director of Testing.

She first joined the HCC family in 2009, as a Counselor for the Student Support Service program where she provided transfer, career, and personal counseling to first-generation, students with disabilities, economically disadvantaged and at-risk students.

Zakia Johnson received a Bachelor's degree in Criminal Justice and Master's degree in Higher Education Administration & College Counseling from the University of Delaware. She is currently pursuing her doctoral degree in Higher Education with a concentration in Community College Leadership at Morgan State University.



Overview

- WHAT IS SEXUAL MISCONDUCT?
- WHAT ARE HCC'S SEXUAL MISCONDUCT POLICIES?
- WHAT HAPPENS IF SEXUAL MISCONDUCT OCCURS AT HCC?
- HOW CAN WE PREVENT SEXUAL MISCONDUCT?
- THE IMPORTANCE OF BEING STUDENT-CENTERED AT HCC
- WHAT ROLES DO TITLE IX COORDINATORS & TITLE IX DEPUTIES PLAY?

Where does it happen?

- On college campuses--we know that 1 in 5 women will experience sexual assault.
- Before the age of 18, between 1 and 6 and 1 in 20 men will experience sexual abuse.
- Women have 1 in 3 chance of experiencing interpersonal violence in their lifetimes.

Where does it happen?

- 1 in 4 men reported experiencing sexual violence in their lifetime.
- 1 in 6 women and 1 in 19 men experience stalking.
- Sexual assault rates for LGBTQ individuals and people of color are equal to or higher than the general population

(Green Dot 2.0, 2014)

WHAT IS SEXUAL MISCONDUCT?

Title IX

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance

(Title IX of the Education Amendments of 1972)



WHAT IS SEXUAL MISCONDUCT?

Title IX:

- Prohibits discrimination on the basis of sex
- Prohibits sexual misconduct and harassment
- Sex can include gender identity



TITLE IX REG UPDATES

- Clearly protect students and employees from all forms of sex discrimination
- Provide full protection from sex-based harassment.
- Protect the right of parents and guardians to support their elementary and secondary school children.



TITLE IX REG UPDATES

- Protect students and employees who are pregnant or have pregnancy-related conditions.
- Require schools to take prompt and effective action to end any sex discrimination in their education programs or activities – and to prevent its recurrence and remedy its effects.



TITLE IX REG UPDATES

- Require schools to respond promptly to all complaints of sex discrimination with a fair and reliable process that includes trained, unbiased decision makers to evaluate all permissible evidence.



TITLE IX REG UPDATES

- Protect LGBTQI+ students from discrimination based on sexual orientation, gender identity, and sex characteristics.



TITLE IX REG UPDATES

- Clarify and confirm protection from retaliation for students, employees, and others who exercise their Title IX rights.



TITLE IX REG UPDATES

- Improve the adaptability of the regulations' grievance procedure requirements so that all recipients can implement Title IX's promise of nondiscrimination fully and fairly in their educational environments.



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SEXUAL HARRASSMENT

Any unwelcome sexual advance, unwelcome request for sexual favors, or other unwelcome verbal or physical conduct of a sexual nature when:

- (1) Quid pro quo (favor for a favor)
- (2) Has the purpose or effect of creating a hostile environment or unreasonably interfering with an individual's work or academic performance



EXAMPLES OF SEXUAL HARRASSMENT

- ✓ **Verbal harassment or abuse**
- ✓ **Pressure for sexual activity**
- ✓ **Unwelcome touching**
- ✓ **Quid pro quo (favor for a favor)**
- ✓ **Displaying or sending explicit images or using explicit language**
- ✓ **Threatening to commit a violation of sexual misconduct**

SEXUAL ASSAULT

Any type of sexual contact or behavior that occurs without the explicit consent of the recipient

- Incest
- Non-consensual sexual contact
 - Touching of intimate body parts
- Non-consensual sexual intercourse
 - Penetration



CONSENT

- Permission to act through words or actions
- Clear, voluntary, mutually understood, for each act
- Active not passive
- Given freely, no use of force or coercion
- Knowingly, cannot be under 16 or incapacitated
- Specific- permission for each activity

CONSENT



SEXUAL EXPLOITATION

Taking non-consensual or abusive sexual advantage of another to benefit anyone other than the person being exploited



SEXUAL EXPLOITATION

Sexual voyeurism

Invading privacy

Going beyond the boundaries of consent

(such as letting someone hide in a closet to watch you having consensual sex)

Video or audio recording of sexual acts or private activities without consent

Sharing images without consent

Knowingly exposing someone to a sexually transmitted infection (STI) without their knowledge

Administering drugs or alcohol to someone without their knowledge

Exposing genitals without consent

DATING/ DOMESTIC VIOLENCE

- **Violence or threat of violence between individuals:**
 - **In a personal and private social relationship of a romantic or intimate nature**
 - **Current or former spouse**
 - **Person with whom a child is shared**
 - **Person cohabitating**

STALKING

Course of conduct that alarms or seriously annoys the person or makes them fear for their safety or that of family or friends

Includes cyber-stalking

Intentionally following another person without their consent

STALKING

- **Repeated, unwanted/unsolicited contact**
 - **Face-to-face contact**
 - **Phone calls**
 - **Voice messages**
 - **Text messages**
 - **Email**
 - **Social media use**
 - **Unwanted gifts**
- **Repeatedly showing up or waiting outside a person's home, classroom, place of employment, or vehicle**

WHAT HAPPENS IF SEXUAL MISCONDUCT OCCURS?

- Report it to HCC
- Any employee
- Public Safety
- 443-518-5555
- 443-518-5500
- Title IX Coordinators
- Report it to police
- Report it to both
- Consult with confidential resources
- Third party reporting

CONFIDENTIAL RESOURCES

- HCC Counseling Center or other counseling services
- Hopeworks
- Medical staff operating in a medical capacity

WHAT HAPPENS IF SEXUAL MISCONDUCT OCCURS?

- Interim Measures
- Options to address formally or informally
- Informal options
 - Continued interim measures
 - Conversation with student

WHAT HAPPENS IF SEXUAL MISCONDUCT OCCURS?

- Formal
 - HCC investigates
 - Potentially meets with:
 - Complainant
 - Respondent
 - Witnesses
 - Determination if incident should go to hearing or employee process
 - Hold hearing or employee process
 - Deliver outcome including sanctions
 - Appeal if necessary

INTERIM MEASURES

- Academic accommodations
- Assistance in arranging for alternative college employment arrangements or changing work schedules
- A “no contact” order
- Providing a public safety escort
- Assistance identifying an advocate to help secure additional resources
- Other measures the complainant would like to request

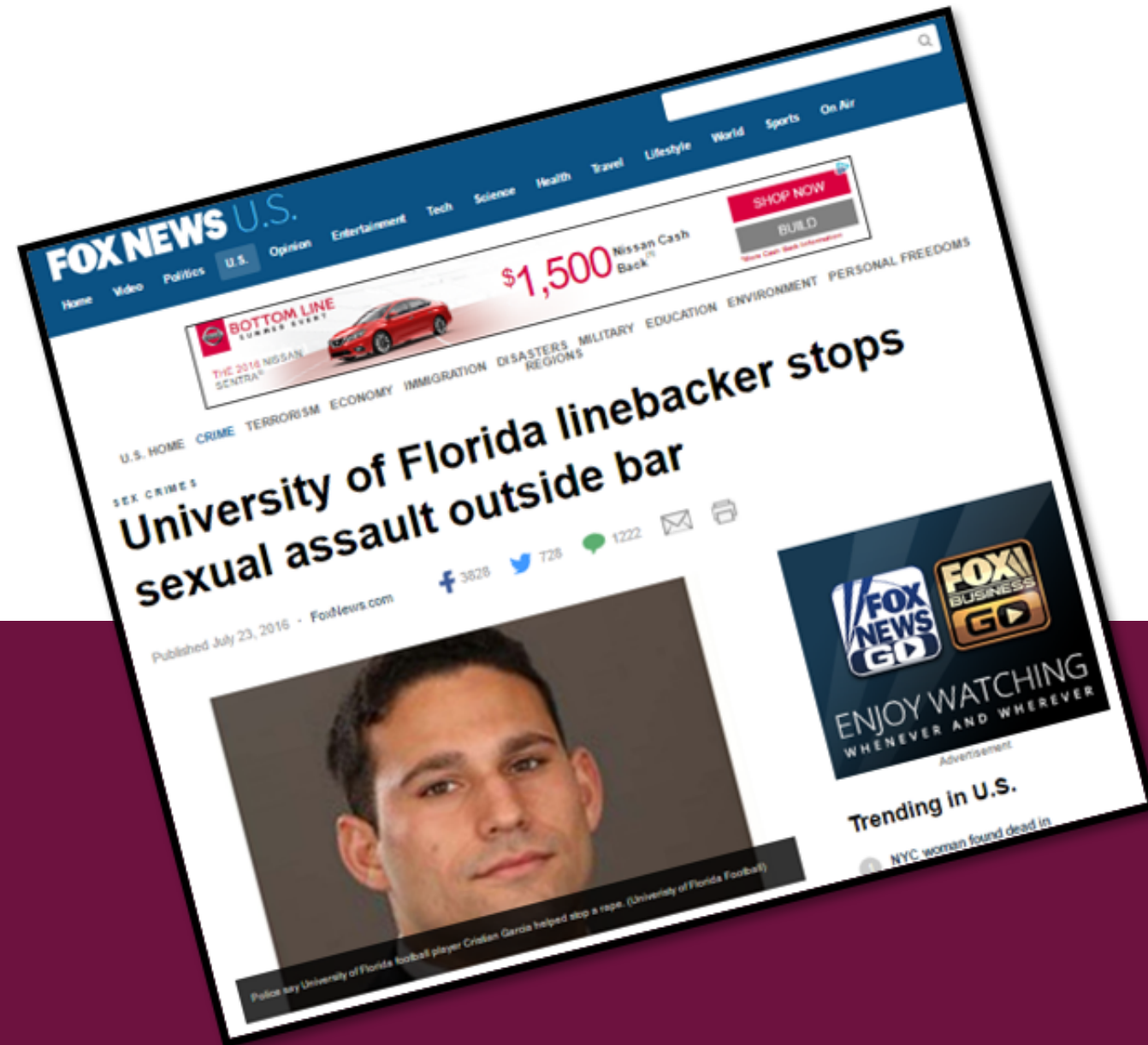
What is your role?

BYSTANDER

Someone who is present at an event with the opportunity to participate or intervene.

ACTIVE BYSTANDER

**Someone who is present at an event and
intervenes**



Bystander Intervention

WHAT CAN YOU DO TO PREVENT SEXUAL MISCONDUCT?

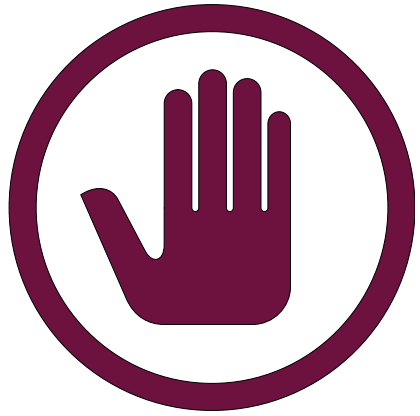
- Notice the event
- Interpret it as potentially a problem
- Assume responsibility
- Know how to help
- Step up and help!

(Latane and Darley, 1968)



DIRECT

Confront a situation. When safe, being direct is the most immediate way to intervene in a situation.



DISTRACT

Perhaps you do not want to address a situation directly then you can try to cause a distraction that will diffuse the situation and give a moment for things to calm down.



DELEGATE

If you cannot intervene directly in something because there is a barrier that makes you uncomfortable, then enlist help. You do not have to do it alone.

Know How To Help

WHAT WOULD YOU DO?

You're sitting in the café with a group of colleagues, and a man comes up to a woman in the group and says "I saw you walking across campus, and that a** is fine. Oh the things I would do"

1. **Direct:** Tell the man to knock it off.
2. **Direct:** Ask the woman if she is comfortable with the comments.
3. **Delegate:** Ask the man's friends to get the man to stop
4. **Distract:** Say "XXXX that test I just had was so hard."

WHAT WOULD YOU DO?

You're walking across the quad, and you see a couple arguing. One person is cornering their partner by Duncan Hall, yelling and not letting them leave.

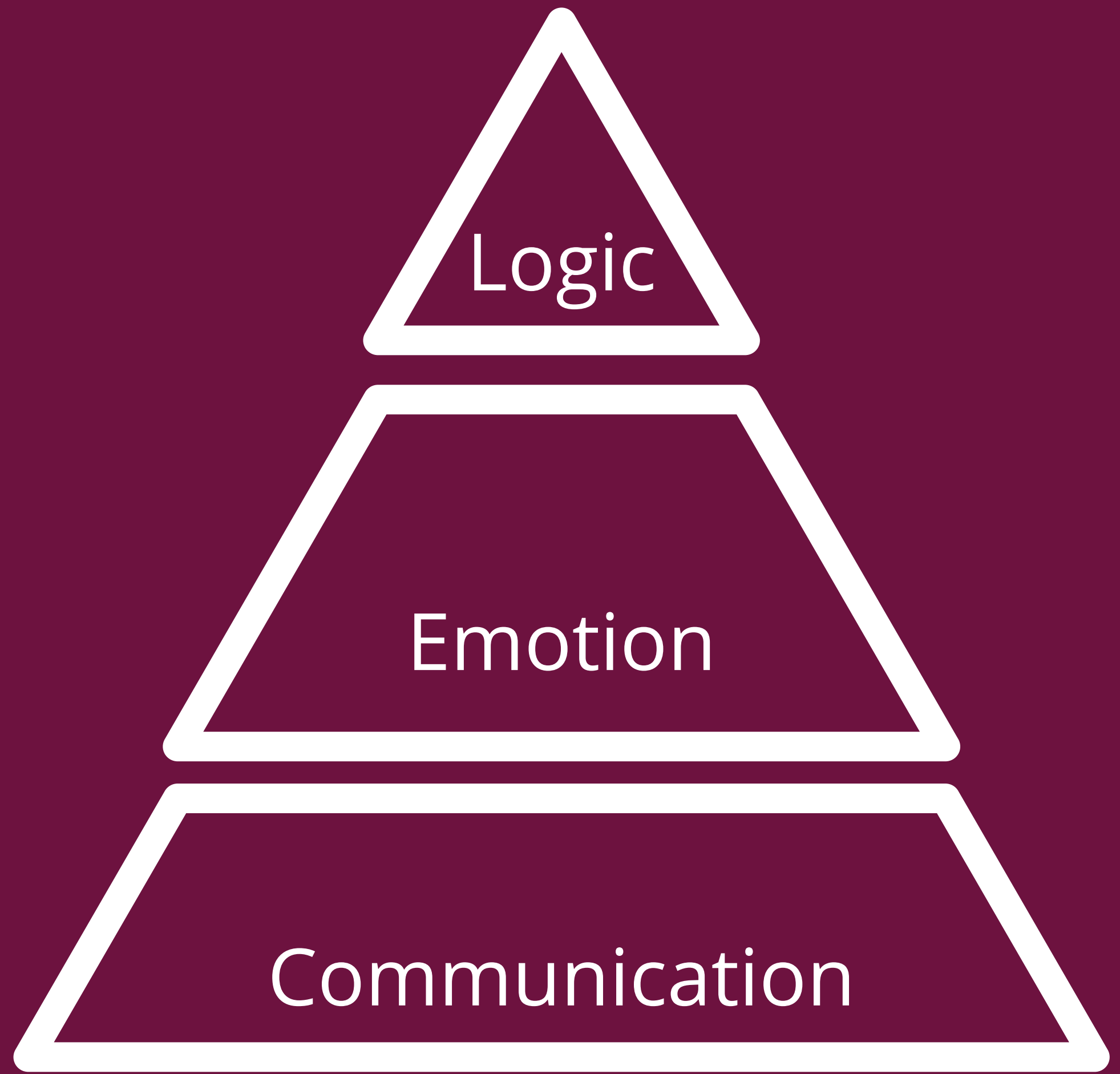
1. **Direct:** Go up to the couple and ask if everything is okay.
2. **Delegate:** Get your more confident, stronger friend to go up and intervene.
3. **Delegate:** Call public safety.
4. **Distract:** Walk by them, trip and drop your books.
5. **Distract:** Walk up and ask them where the library is

Student-Centered

We are trying to build our students into responsible scholars and citizens.

Student-Centered

"In business the customer is always right; however in education the student is **not** always right. An important part of college involves students learning from their mistakes and facing the consequences of their actions."



A Delicate Balance

Resources

- Howardcc.edu/titleix
- Student Handbook
- Hopeworks
- www.wearehopeworks.org
- Title IX Coordinators

What role do we play?

The Title IX Coordinator and the Deputy Coordinators work to resolve complaints of sexual misconduct, sexual harassment, and gender-related violence, including stalking and intimate partner violence involving students and employees at HCC.

What role do YOU play?

In order to facilitate a culture of inclusion and belonging, HCC relies on a well-staffed Public Safety Department to monitor the campus environment and respond to potentially harmful activities. The department supplies an annual campus crime report and provides one of multiple venues for students to report incidents on campus.

Resources

- **Title IX Coordinators**
 - Dr. Melissa R. Curtis
 - Mr. Joseph Whalen
- **Title IX Deputy Coordinators**
 - Ms. Zakia Reaves-Johnson
 - Ms. Christy Koontz

MY CONTACT INFO

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Here's to a
Successful & Safe
Year!