Title IX – Resources for Advisors

- 13.02 DISCRIMINATION, HARASSMENT, AND SEXUAL MISCONDUCT POLICY
- ADVISING NETWORK MEETING – JANUARY 26, 2017
Title IX

- Prohibits discrimination based on sex in all programs and activities of the University.

- Our institutional responsibility is to provide prompt and effective remedy once we have knowledge of allegations related to such discrimination.
Title IX Requirements

- Investigation = Thorough, Reliable, Impartial
- Process = Prompt, Effective, Equitable
- Remedies = End the Discrimination, Prevent its Recurrence, and Remedy the Effects upon the victim and the community
University employees with supervisory responsibilities who are aware of or witness discrimination, harassment, sexual misconduct or retaliation are required to promptly report to the Title IX Officer or Deputy Coordinator.

Non-supervisory employees who are aware of or witness discrimination, harassment, sexual misconduct or retaliation involving students are required to promptly report to the Title IX Officer or a Deputy Coordinator.

Students who are aware of or witnessing discrimination, harassment, sexual misconduct or retaliation are encouraged to promptly report to the Title IX Officer or a Deputy Coordinator.
Why is reporting important?

- Refer victim to confidential resources (medical, counseling, advocate)
- Assist victims with options (complaints, criminal)
- Assist victims with interim actions (academics, residence halls, work schedules, etc.)
- Identify patterns, predators, threats, violence
- Clery reporting and timely warning obligations
- Personal liability/University liability
Reporting

- **Where are the Title IX Officer and Deputies?**
  - Office of Compliance and Equity Management
  - Dean of Students
  - Athletics
  - Online reporting at uni.edu/safety

- **Whenever you have a concern or question about equity or protected-class issues, you should contact OCEM as soon as possible.**
  - We listen.
  - We present options.
  - We resolve issues on a case-by-case basis.
Who receives the report?

- Title IX Officer or Deputy
  - Leah Gutknecht, OCEM, Title IX Officer
  - Leslie Williams, Dean of Students, Title IX Deputy Coordinator
  - Christina Roybal, Associate AD/SWA, Title IX Deputy Coordinator

- Online uni.edu/safety
  - Anonymous option

- In person
- Phone
- Email
Resource Card and Guide

Sexual Misconduct Resource Card

If Someone Tells You They Have Experienced Sexual Misconduct

WHAT TO DO
1. If someone tells you they have experienced sexual misconduct (sexual harassment, sexual assault, domestic violence, dating violence, or stalking), first offer them support. Listen to them and encourage them to seek help and counseling as soon as possible.
2. The person’s health and safety should be your primary concern. If safety is an immediate concern, call 911.
3. Tear this card at the perforation. Keep this half of the card for your information, and provide the other half to the person who has experienced misconduct.
4. Report the incident in accordance with the procedures on the back of this card.
5. If there is any question about how to proceed after a conversation with someone who has experienced misconduct, call and consult with the Title IX Officer or Deputy.

For more information: uni.edu/safety

If You Have Experienced Sexual Misconduct

WHAT TO DO
A person who experienced an incident of sexual misconduct is encouraged to take the following immediate actions:
- Contact UNI Police or other law enforcement
- Call an advocate
- Seek medical attention
- Seek counseling
- Contact parents, relatives, or close friends for support
- Report the incident at uni.edu/safety

You don’t have to choose a course of action immediately, but consider preserving evidence in case you choose to pursue charges. Possible evidence might include clothing, bedding, letters, photos, email, texts, etc.

WHAT TO KNOW
- You set the pace.
- You have the right to choose to whom you will speak, what resources you will use, what you will say, and when you will say it.
- There are many resources available to help you, both at UNI and in the community (see reverse side).
- It is your choice whether to name the other person(s) or not.
- Your information will be kept private and only shared with those who “need to know.” We want to take care of you and keep you safe, and we want to make sure that others in the community are safe.
- UNI prohibits sexual misconduct, including sexual harassment, sexual assault, domestic violence, dating violence and stalking.