



2021 Spring Faculty Institute
Thursday, January 7, 2021
1:00 p.m.

Presented by:

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Chief of Staff/Title IX Coordinator



Title IX of the Education Amendments of 1972

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



College's Responsibilities

- Have a designated/authorized employee to coordinate its efforts to comply with its policies to prevent sexual harassment/discrimination.
- Investigate all reports/complaints.
- Ensure confidentiality of the process.
- Resolve the situation equitably.
- Determine strategies to prevent recurrence.

Role of Title Coordinator

- Ensure that the institution carries out its Title IX responsibilities.
- Accept any report of sexual discrimination/harassment, sexual misconduct, and/or retaliation at any time, from a complainant or someone else speaking on that person's behalf.
- Provide information so the complainant can make an informed choice about whether or when to report incidents of sexual harassment/discrimination.
- Contact complainants confidentially and promptly to discuss supportive measures that can be put in place to restore or preserve equal access to education, protect their safety and deter further sexual harassment/discrimination.

Role of Title Coordinator

- Explain to the complainant the process for initiating a formal complaint.
- Ensure that Tougaloo uses the “preponderance of the evidence” standard to determine the outcome of any formal complaint.
- Act without bias and conflicts of interest, and serve impartially.
- Provide ongoing training to deter sexual discrimination/harassment.

Report vs. Formal Complaint

- A **report** is a notification of an incident of sexual harassment/discrimination, sexual misconduct to the Title IX Coordinator.
- A **formal complaint** requests that the College investigates and initiates its formal disciplinary process.

New Title IX Ruling on Sexual Harassment

- **Quid Pro Quo** Harassment
- **Hostile Environment** Harassment
- Any instance of Sexual Assault, Dating Violence, Domestic Violence or Stalking

Wondering if sexual harassment has occurred?

- Were there unwanted requests or unwelcomed behavior of a sexual nature?
- Were there unwelcomed comments about an individual's body, sexual activity, or sexual attractiveness?
- Did sexually suggestive touching, leering, gestures, sounds, comments, stalking, intimidation, or displays of sexually suggestive objects take place?

Recognizing Sexual Harassment in the Classroom

- A faculty member conditions an intern's evaluation on submission to the faculty member's sexual advances.
- A drama professor does not give a student a part in a play because the student does not respond to sexual overtures from the professor.
- A professor who supervises the college's newspaper continually and inappropriately touches a student editor in a sexual manner, causing the student to resign from the newspaper staff.
- A faculty member repeatedly asks a student to stay after class and attempts to engage the student in discussions about sex and personal experiences while they are alone in the classroom, causing the student to stop coming to class.

Sexual Harassment in the Workplace

Sexual harassment in the workplace

- Sharing sexually inappropriate images or videos
- Sending suggestive letters, notes, or e-mails
- Making inappropriate sexual gestures
- Inappropriate touching



Non-Sexual Harassment in the workplace

- Using racist slang, phrases, or nicknames
- Making negative comments about an employee's personal religious beliefs
- Sharing inappropriate images, videos, emails, letters, or notes
- Wearing clothing that could be offensive to a particular ethnic group





Key Points

- Tougaloo does not discriminate on the basis of sex within educational programs and activities, in accordance with Title IX requirements.
- Tougaloo does not tolerate sexual harassment or retaliation.
- The conduct can be verbal, nonverbal or physical.
- People of all genders can be victims of sexual harassment, and complainants and respondents may be of the same or different sexes.
- Sexual harassment can occur in any school program or activity and can take place in institutional facilities or at off-campus locations.

see something • hear something • know something

do
something!

