

Sexual Violence and Sexual Harassment Prevention and Reporting for Academic Advisors

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Please take care of yourself

- Some of the information in this training may be triggering
- It is okay to take a break, step outside, and come back when you are ready.



What is Title IX?

- Landmark federal legislation prohibiting discrimination based on sex in federally funded educational institutions.
- Part of the Civil Rights Act



"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 educational program or activity
receiving Federal financial assistance."

titleix.ucsc.edu

Title IX Protects everyone

- The prohibition against sex discrimination ***protects everyone regardless of gender identity or presentation.***



Title IX does NOT report citizenship status

- We will work with students and staff who are undocumented to address safety concerns and provide honest information. **We never report citizenship status.**





What is Reportable to Title IX?

Title IX Reportable Incidents

- Sexual Harassment
- Sexual Assault
- Relationship Violence
- Stalking
- Invasions of Sexual Privacy
 - Taking or sharing sexual images and/or video without consent
 - Looking under stalls, in showers (Peeping)
- Violations of No Contact Directives
- Retaliation
- Sex/Gender Discrimination
 - Unequal pay, treatment
 - Harassment
 - Gender Identity
 - Gender Expression
 - Sexual Orientation
 - Needs related to pregnancy or termination of pregnancy
 - Family Leave
 - Breastfeeding
 - Etc.

Conduct that should be reported to Title IX if there is impact or it is **unwanted**

- Direct or indirect threats or bribes for sexual favors
- Sexual innuendos, sounds, gestures, and comments
- Repeatedly asking a person out for dates, or to have sex
- Unwanted touching (ie. Stroking, hugging, brushing against)
- Peeping
- Catfishing
- Sharing of Nude Images without consent
- Spreading rumors about a person's sexuality
- Use of Gendered Pejoratives, such as bitch, whore, or slut
- Frequent jokes about sex
- Letters, notes, posts, emails of a sexual nature
- Attempted or actual sexual assault
- Pornography

WARNING SIGNS: POWER + CONTROL

- Quick involvement
- Privacy violations such as phone, email
- Dominating time, constant surveillance
- Criticism
- Jealousy
- Trying to have authority over appearance
- Sexual pressure, pushes boundaries
- Threats of suicide, can't live without you
- Constant blames for problems, for their behavior
- Loses their cool, yells, screams, tantrums, reckless driving
- Excessive use of drugs or alcohol
- Mood swings



Who is required to report to Title IX?

- **You are.** All employees that are not designated as confidential **must report sexual violence and sexual harassment to the Title IX Office**
 - Include names and other information that you have.
 - You do not need to ask for additional information, unless volunteered.
- Only CARE, CAPS, and the Student Health Center are confidential
- The UC Police Department also does NOT report the complainant's name to Title IX, unless the complainant requests that they do.

Sexual Violence/Sexual Harassment Prevention Trainings

- All employees must complete online training every two years and within the first six weeks of their employment.
 - Alternate training option is available through care@ucsc.edu
- Many departments invite us to provide in person training so that we can answer campus specific questions and discuss scenarios.

Title IX Disclaimer Language for Advising

- Please note that the information you share in your appeal or with your advisers will be kept private and shared only with campus officials as required to process your appeal. However, in limited circumstances, including those related to potential harm to yourself or others, sexual harassment, sexual violence, and abuse, we may be required by policy to report incidents you disclose to other need-to-know offices on campus such as the Title IX Office of the University of California Police Department. If you are in need of support with any experience(s) you disclose in your appeal statement, please see the list of [confidential and/or support resources](#).

What to do if you receive a disclosure/report

- **Evaluate Safety**
 - If necessary call 911 immediately
- **Gently interrupt the disclosure to inform about your reporting responsibilities. Never push for information.**
- **Listen, Validate and Be Supportive**
- **Ask How can I help?**
- **MAINTAIN PRIVACY**
 - Let them know that you will keep the report private **but must report to Title IX so they can be connected with resources and invited to learn about safety options and how we may address impact**
- Let them know it is **up to them whether they want to respond to the Title IX outreach but encourage them to do so.**
- **Refer, Refer, Refer** to CARE, CAPS, and (when appropriate) Health Center
- Provide [Resources and Options Handout](#)

How does a Report to Title IX help?

- **We send Resources and an Invitation to meet with us and learn about Safety Options and Accommodations**
 - May help someone find advocacy, counseling, and support
 - May help to **promote safety** for the complainant, **such as a no contact directive**
- **Education and/or Supportive Measures**
 - **Title IX may be able to provide training or meet with respondent**
 - Title IX will **work to prevent** future incidents
 - Can also provide supportive measures to respondent with or without notifying respondent
- **Hold someone Accountable-Formal investigation, Alternative Resolution**
 - Can also be referred for Student Conduct Action
- **Holder of Records-create a record in case of future incidents** or future requests for a formal investigation

What can I say if the student does not want me to report?

- I am required to report **to ensure that you have information about resources and options.**
- **You can decide** whether you want to respond to Title IX, although I **ENCOURAGE** you to talk to them to learn more about your options.
- **They may be able to help with :**
 - No Contact Directives
 - Housing
 - Classes
 - And other measures to ensure you feel safe and comfortable on campus and in class
- The **Title IX Office and CARE** can **best answer questions** about sexual violence and sexual harassment. If you are unsure, starting with CARE is a great choice because they are confidential.

Making the Report

- Online [reporting option](#) on the [Title IX](#) website
 - Include name and ID# of complainant and respondent if you have them
 - Include other information that you know.
- Call (831) 459-2462-don't hesitate to call with questions
- **In Person**
 - 105 Kerr Hall, in hallway with ODEI
 - if not urgent, best to call to make an appointment first
- Let Your Supervisor know about the report. They are considered a need to know person due to the nature of the program, if a summer academy or summer high student has been impacted.

Changing Landscape of Title IX

- Increased Reporting
- New UC Policy on Sexual Violence and Sexual Harassment-coming soon, public comment period has concluded
- California court decision resulted in changes to Adjudication process for students requiring hearing board decision for suspensions and dismissal
- Pending changes to Faculty Adjudication to speed up process
- Formalized Alternative Resolution Process

Further Training

- We would love the opportunity to speak to the college and department advisors in the future.
- Please invite us if you have questions or would like more information. To Schedule a training....
 - Laura Young Hinck
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Questions?

