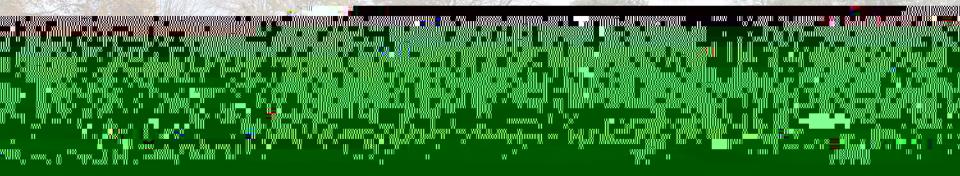


# Title IX Sexual Harassment & Discrimination Presentation to the Board of Visitors and Governors Policy on Sexual Harassment & Discrimination

Sarah Feyerherm, Vice President for Student Affairs Greg Krikorian, Dean of Students and Title IX Coordinator February 24, 2023



Washington College complies with Title IX of the Educational Amendments of 1972 as well as the Title IX regulations released by the Department of Education on August 14, 2020. This policy prohibits all forms of sexual and gender-

#### Department of Education & Office of Civil Rights: Prohibited conduct

Quid Pro Quo Sexual Harassment

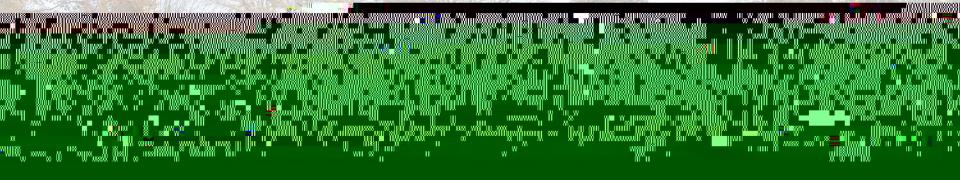
Hostile Environment/harassment

Sexual Assault-Non-Consensual Penetration (Rape, Sodomy)

Non-Consensual Contact (Fondling)

Ø STATUTORY RAPE

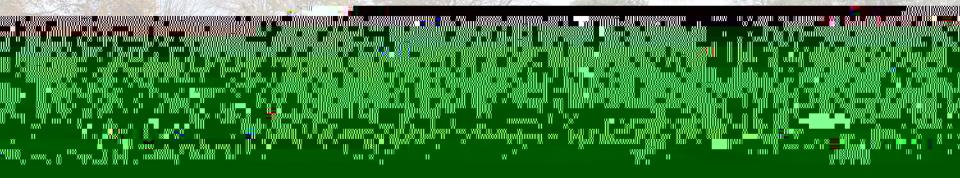
- Ø DATING VIOLENCE
  - Ø DOMESTIC VIOLENCE
- Ø STALKING
- Ø Note: in US
- Ø Within scope of educational program/activities
- Ø On or after 8/14/2020



#### Focuses within Title IX

02/24/2023

Month	Individual(s) Involved	Туре	Status
September	2 employees	Harassment	Supportive Measures, Respondent Resigned, Case Resolved
October	1 student	Discrimination	Supp. Measures, Investigation, Complainant Left College, Case Resolved
October	2 students	Discrimination	



## College Environmental Considerations

- ALL employees are mandated reporters
- Communal living
- Higher risk situations & populations
- A Icohol & substance use
- Change to environment & support systems
- Red zone

# Title IX Team

#### Title IX Coordinator Greg Krikorian

Deputy Title IX Coordinators Kate Laking, Human Resources Kari Hughes, Athletics Pam Hoffmann, Public Safety Karen Manna, Faculty

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## CONSENT

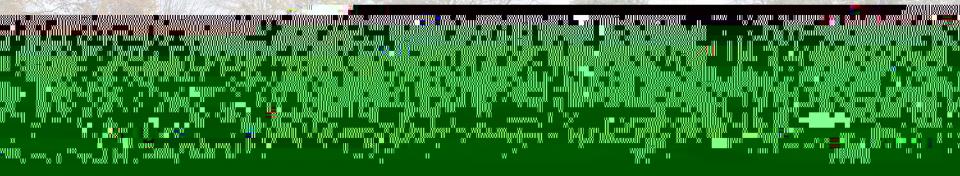
- Must be AFFIRMATIVE (knowing, voluntary & mutual) MAY BE WITHDRAWN
- NOT obtained if coerced
- Alcohol/drug use can impact the ability to give consent. In the event a person is incapacitated (cannot make informed decision).

REPORT SUPPORTIVE MEASURES FORMAL COMPLAINT INVESTIGATION OPTIONS FOR resolution APPEAL

Process Overview

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# Options for Resolution

Informal Resolution Restorative Agreement Negotiated Agreement Formal Resolution

# Supportive Measures

- Referral to counseling, medical, or other healthcare services
- No contact agreement
- Referral to the Employee Assistance Program

- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees

- Safety planning
- Providing campus safety escorts
- Providing transportation accommodations
- Implementing contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

## Resources

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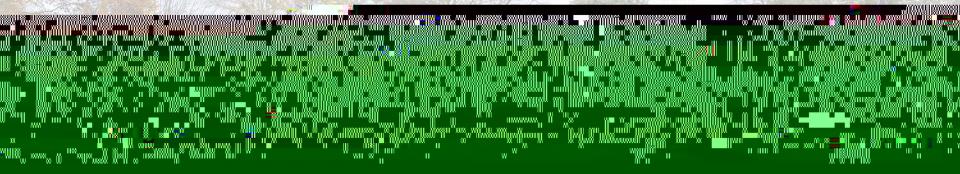
- Ø Counseling
- Ø Health Services
- Ø Public Safety
- Ø Student Affairs
- Ø Advocates
- Ø Legal
- Ø Family (optional if over 21)
- Ø Off-campus
  - Ø For All Seasons (sexual assault crisis center)

- Ø University of Maryland Shore Health Center
- Ø Shore Medical Center-Easton
- Ø Chestertown Police Department
- ${\it {\it 0}}\,$  ATIXA, Grand River, MCSA

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#### POWER OF PEERS...

02/24/2023



#### Small group work Theory to Practice

