



Sexual Violence/Misconduct

Title IX and Related Laws

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Objectives

- * Define the What, Who & Why of Title IX
- * Identify important resources & steps in the reporting process
- * Examine the relationship of Title IX to other related laws

WHAT is Title IX ?

Title IX of the Education Amendments of 1972 state that:

“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...” –

United States Code, Section 20



TITLE IX

It’s more than just “the law that made school sports more equitable for girls and women.”

WHAT is Title IX

More specifically, it is...

A federal civil rights law which requires that if an educational employer (or its employees) knows or reasonably should know about **sexual harassment** (including **sexual violence**), the school must take immediate action to eliminate the sexual harassment, prevent its recurrence, and address its effects, even if the victim does not want to file a complaint.

Victims include male, female, transgender & harasser can be same gender

Perpetrated by employees, students, others

Sexual Harassment

Can occur on and off-campus

Unwelcome conduct sexual in nature

Quid Pro Quo Harassment

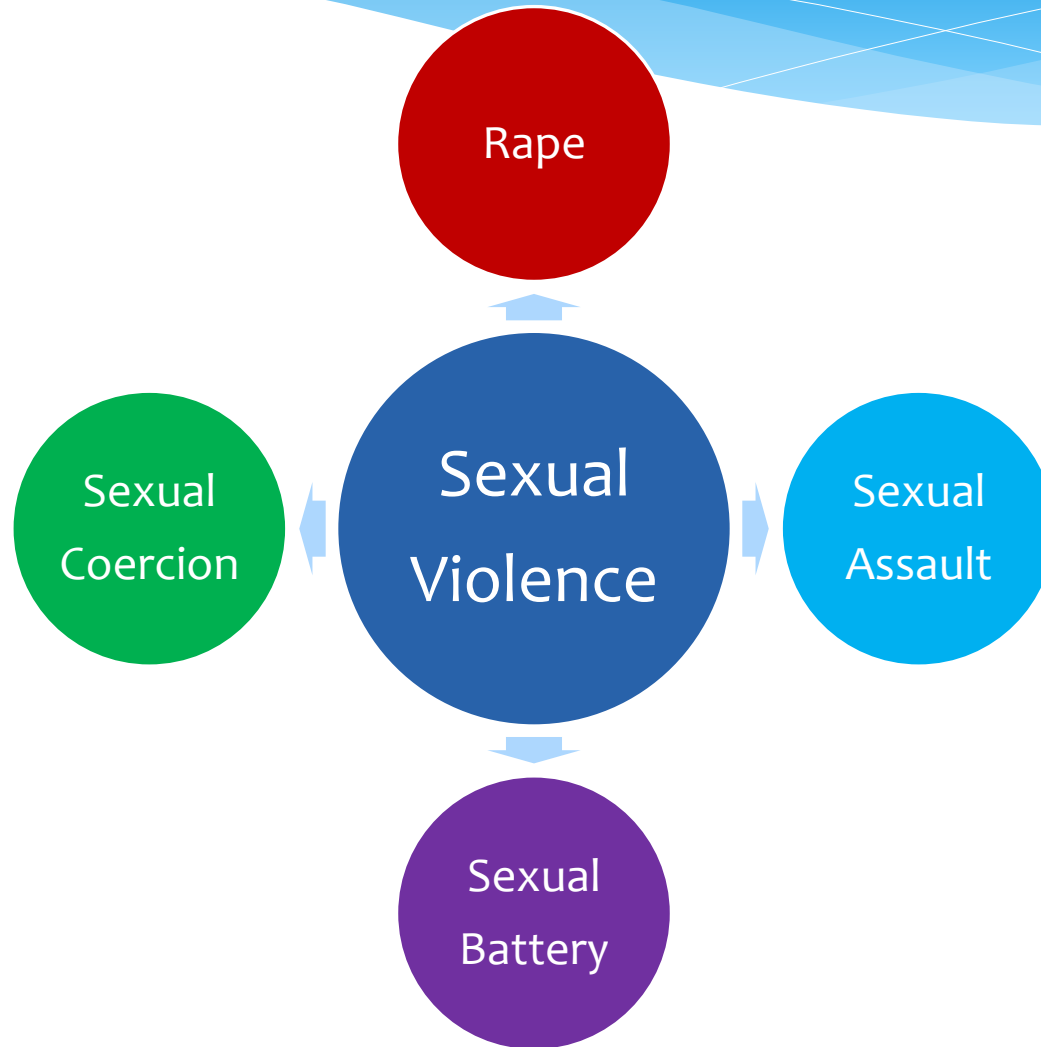
Employee causes student to believe:

- * Must submit to unwelcome sexual conduct to participate in program or activity
- * Academic success hinges on submission to unwelcome sexual conduct

Hostile Environment Harassment

Unwelcome conduct is so severe, persistent or pervasive that it:

- * Impacts student's ability to participate in or benefit from an educational program or activity
- * Creates an intimidating, threatening or abusive educational environment



UNF Regulations, Policies & Investigatory Procedures

- * Non-Discrimination Equal Opportunity and Diversity Regulation
 - * Sexual Misconduct Regulation
 - * Amorous Relationship Policy
 - * Non-Discrimination EOD Complaint Procedure
 - * Student Conduct Office
 - * Student Ombuds
 - * Dean of Students
 - * UPD/JSO

WHO Does Title IX Apply To?



WHY Are We Doing This?

- * Comply with Federal law
- * Provide a safe environment for ALL students and employees
- * Provide support & resources to the campus community
- * It is the RIGHT thing to do



Know Where to Go for Help

Title IX Administrator

- * Point person for Title IX implementation
- * Monitors Title IX compliance
- * Resource for students & law enforcement
- * Handles/coordinates Title IX complaints

UNF Title IX Resources

[Title IX at UNF](#)

Resource for Victims & Survivors

Victim Advocacy Program

(904) 620-1010

- * Room 2100, Founder's Hall (Building 2)
- * 24 hour crisis intervention services
- * Resource & support for anyone in the University community who has been a victim of actual or threatened violence
- * Explanation of rights
- * Assistance in completing victim impact statements
- * Documentation of victimization for school or employment
- * Accompaniment

Where to Go for Help

Police: 911 or (904) 620-2800

Victim Advocacy Program - 24 Hours a Day: (904) 620-1010

Academic Affairs Title IX Coordinator: (904) 620-2700

Administration & Finance Title IX Coordinator: (904) 620-2870

Athletics: (904) 620-2819

Counseling Center: (904) 620-2602

Dean of Students: (904) 620-1491

Equal Opportunity and Diversity/Title IX Administrator:

(904) 620-2507

LGBT Resource Center: (904) 620-4720

Student Affairs Title IX Coordinator: (904) 620-1491

Student Conduct Office: (904) 620-3979

Student Health Services: (904) 620-2900

Student Ombudsman: (904) 620-1491

Women's Center: (904) 620-2528

Reporting Process

Regardless of where it first occurred, alleged acts of sexual misconduct **MUST** be reported promptly as follows:

JSO or UPD

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graph TD; A[JSO or UPD] --> B[Title IX Administrator]; B --> C[Department or Division where occurred];
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Title IX Administrator

Department or Division
where occurred



What to Do if You are Assaulted

1. Get to a safe place
2. Contact law enforcement
 - * JSO if off-campus
 - * UPD if on-campus
3. Seek medical assistance
4. Option to contact advocacy, support and/or counseling services

Sexual Assault Myths

Inaccurate information and ignorance can create rape-supportive attitudes on a campus & put all responsibility for prevention on women.

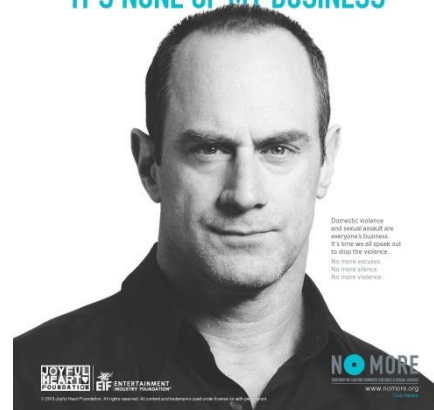
NO MORE
"WELL, SHE WAS DRUNK"



NO MORE
"HE SAID HE WAS SORRY"



NO MORE
"IT'S NONE OF MY BUSINESS"



NO MORE
"SHE WAS ASKING FOR IT"



Bystander

A person who is present at an event or incident but does not take part.



The Proactive Bystander...

- * Believes violence is unacceptable & SAYS it
 - * Treats people with respect
- * Speaks up when they hear people making statements that blame victims
- * Talks to male friends about confronting violence against women
- * Encourages female friends to trust their instincts
 - * Is a knowledgeable resource for victims
 - * Doesn't laugh at sexist jokes or comments
 - * Looks out for friends at parties and bars
 - * Educates themselves and friends
 - * Uses campus resources
 - * Attends awareness events
- * Empowers victims to get help & tell their stories

The Reactive Bystander...

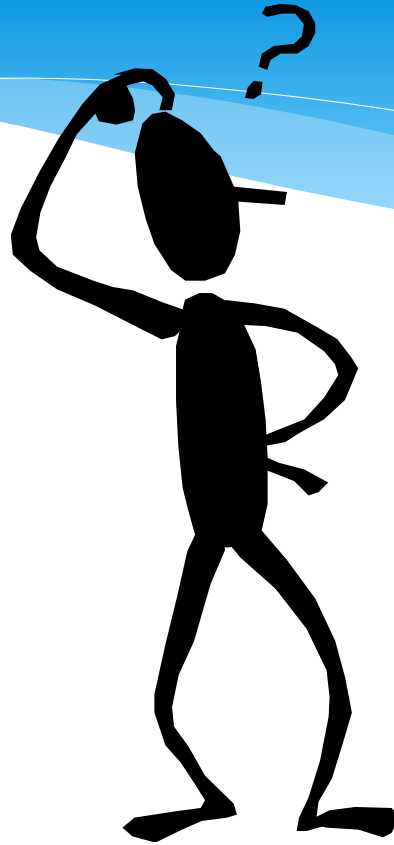
- * Gets police or other authorities involved
 - * Tells someone else
 - * Gets help
- * Asks a friend in a potentially dangerous situation if they want to leave
 - * Makes sure they reach a safe place
 - * Asks a victim if they are okay
 - * Provides options and a listening ear
- * Calls the campus victim advocate or local crisis center for support and options

Title IX, Title VII and the Clery Act

- * **Clery Act** = reporting requirement for a broad array of serious crimes (sex offenses, murder & non-negligent manslaughter, aggravated assault, etc.)
- * MANDATORY reporting requirement
- * Applies to ALL employees, both faculty and professional staff
- * Alleged acts of sexual misconduct **MUST** be reported
 1. JSO or UPD (off-campus or on-campus)
 2. Title IX Administrator



CLERY ACT &
CRIME REPORTING



Call (904) 620-2513 for information or via 711 (TDD/TTY).
This information will be made available for persons with a
disability as a reasonable accommodation upon request
with advance notice.