



Joint Council Presentation November 21, 2024



Where
thought
leads.

Your Role as a Student Leader:

This is **YOUR** campus: You have a **RIGHT, ROLE,** and **RESPONSIBILITY** to :

- Lead by example in practicing and promoting affirmative consent, setting the standard for respectful interactions on campus.
- Leverage your visibility and influence to advocate for a positive and inclusive campus culture.
- Enhance team dynamics by incorporating values of respect, support, and integrity in all interactions.
- Provide support by knowing your resources.

**Be the Leader You Are—Your actions shape
the future of our campus culture!**

Understanding our values

- Kappa Alpha Order
 - "The mind is immortal, and we are called upon to seek Knowledge and develop our character throughout our lives. Our quest for this lifelong learning is manifested in our academic success, our career achievements, and the positive impact we have on our communities."
- Kappa Sigma
 - "In Kappa Sigma, brothers learn to get involved in their communities and take the lead when something needs to be done."
- Sigma Alpha Epsilon
 - "The True Gentleman is the man whose conduct proceeds from good will and an acute sense of propriety, and whose self-control is equal to all emergencies."

Understanding our values

- Sigma Nu
 - "To develop ethical leaders inspired by the principles of Love, Honor, and Truth."
- Pi Kappa Alpha
 - "Our brotherly love is exemplified by the acceptance, kindness, and dignity we show to one another and those around us, and by the respect we show to ourselves and others."
- Kappa Alpha Theta
 - "Kappa Alpha Theta is an organization that provides opportunities for members to develop into leaders who uplift and inspire others to become their very best."

Understanding our values

- Delta Delta Delta
 - "to develop qualities of unselfish leadership among its members, and to encourage them to assume, with integrity and devotion to moral and democratic principles."
- Kappa Delta
 - "inspiring members to be active leaders, responsible citizens and engaged members of the community"
- Zeta Tau Alpha
 - "developing the potential of each individual through innovative programming, which emphasizes leadership development, service to others, academic achievement and continued personal growth for women"

What is Title IX?



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Title IX: The Law

The law states 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.”

Title IX of the Education Amendments of 1972

Implementing Regulations at:

20 U.S.C. §1681 & 34 C.F.R Part 106

What does this mean?

- The Title IX Office is dedicated to ensuring the Wofford College campus complies with applicable laws and policies regarding discrimination on the basis of **race, color, sex (including sexual harassment and pregnancy), sexual orientation, gender identity or expression, national origin, religion, age, veteran status, political affiliations, or disability.**
- [Wofford College Nondiscrimination and Anti-Harassment Policy](#)

What does Title IX Consider Sexual Misconduct?

Conduct must have occurred during a Wofford College educational program or activity, or have occurred on campus, or on property owned or controlled by Wofford, at a Wofford-sponsored event, or in buildings owned or controlled by Wofford's recognized student organizations.

Sexual Harassment

Dating Violence

Domestic Violence

Forcible Sexual Assault

Nonforcible Sexual Assault

Hostile Environment Sexual Harassment

Stalking

Quid Pro Quo

Sexual Exploitation

Sexual Exploitation

- Taking nonconsensual or abusive sexual advantage of another for one's own advantage or benefit, or to benefit a person other than the one being exploited.
 - Exposing a private or intimate part
 - Committing a lewd act in a public place
 - Non-consensual video or audio recording of sexual activity
 - Exceeding boundaries of explicit consent
 - Knowingly transmitting a sexually transmitted infection

Stalking

- Stalking is a **course of conduct directed at a specific person** that would cause a **reasonable person** to fear for **their own safety or the safety of others** or suffer **substantial emotional distress**.
- A course of conduct means **two or more acts** in which a person directly, indirectly or through third parties, by any action, method, device or means,
 - follows,
 - monitors,
 - observes,
 - surveils,
 - threatens, or
 - communicates to or about a person or
 - interferes with a person's property.

Understanding Retaliation

It is prohibited for the College or any member of Wofford's community to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy and procedure.

- Any adverse action taken against a person participating in a protected activity because of their participation in that activity (i.e. filing a report or participating in an investigation).
- Must report retaliation as well as discriminatory behavior.

Barriers to Reporting



Didn't think it was serious enough to report



Didn't trust anything would happen



Wasn't sure harm was intended

BARRIERS TO REPORTING



Didn't want the other person to get in trouble



Didn't want others to know



Blamed themselves



Where thought leads.

Resources and Campus Partners

Mandatory Reporter VS. CONFIDENTIAL RESOURCES

CONFIDENTIAL RESOURCES

On Campus:

- Counselors in the Wellness Center (for students) (864-597-4370 or ext. 4371)
- Medical professionals in the Wellness Center (864-597-4370 or ext. 4371)
- Chaplain (864-597-4050 or ext. 4051)
- **Athletic Trainers (864-597-4114)**
- Ombudsperson (for faculty and staff) (864-597-4659 or ext. 4659)

NON-CONFIDENTIAL (PRIVATE) RESOURCES

On Campus:

- Title IX Office
- Campus Safety
- Dean of Students' Office



What trends have you seen?



What help do you need?



TITLE IX MENU

Title IX

Make a Report

Mandatory Reporter Form

Nondiscrimination and Anti-Harassment Policy

Supportive Measures

Information and Resources

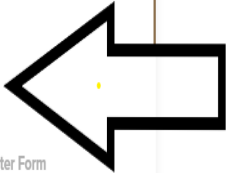
Defining and Facing Discrimination and Harassment

Campus and Community Support Resources

Preventing Harm and Misconduct

Training

FAQs



About

Statement of Nondiscrimination

Wofford College does not discriminate on the basis of race, color, ethnicity, ancestry, national origin, creed, religion, sex, sexual orientation, age, disability, predisposing genetic conditions, veteran status or any legally protected status.

Compliance with Title IX

Wofford College is committed to providing an educational and work environment, including programs and activities, that is free from discrimination, harassment and retaliation. In compliance with Title IX of the Education Amendments of 1972, Wofford College does not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of sex.

Title IX also affords protections to pregnant and parenting employees and students. Title IX's nondiscrimination requirements specifically apply to those who are experiencing pregnancy, childbirth or termination of pregnancy, or are recovering from any of these conditions.

Jarvis Steele, JD
864-597-4048

titleix@wofford.edu

Individuals may also inquire externally to the Department of Education:

Office for Civil Rights (OCR)
U.S. Department of Education
400 Maryland Ave., SW
Washington, D.C. 20202-1100
800.421.3481

WOFFORD COLLEGE

Discrimination and Harassment Reporting Form

This form may be used to provide initial reporting information related to alleged sexual assault, discrimination or harassment or allegations of discriminatory harassment based on a person's membership in a protected class. Completion of this form does not constitute a Formal Complaint under Wofford's Nondiscrimination and Anti-Harassment Policy but will provide the College preliminary information prior to reaching out to the reporting party or Complainant.

Individuals who would like to make a report in person should contact Jarvis Steele at steelej@wofford.edu or (864) 597-4048.

Please note that this form should not be used in emergency situations. If emergency assistance is required, please contact Campus Safety at (864) 597-4911.

Reporter Information

Individuals may choose to submit a report anonymously, with the exception of individuals who are reporting as Responsible Employees. Please note that if you choose to submit a report anonymously, the College may be limited in its ability to respond.

[Enable additional features by logging in.](#)

Your full name:

Your affiliation to Wofford:

[Learn more](#)

Your preferred phone number:

Your email address:

Your mailing address:

Date of incident (Required):

Discrimination and Harassment Reporting Form

Questions?



Title IX Office

864-597-4048

TitleIX@wofford.edu

Snyder House Annex
429 N. Church St.
Spartanburg, SC 29303

Title IX Coordinator

Jarvis Steele, J.D.

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Chief Equity Officer and Vice President for Community Initiatives

Dwain Pruitt, Ph.D.

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