



Be the Leader You Are: Title IX and Conduct

Student Athlete Annual Training



Where
thought
leads.

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 Title IX do?

- The Title IX office is part of the Office for Civil Rights, Compliance, and Community Initiatives
- The office receives reports of discrimination, harassment, and sexual misconduct
 - Title VI (prohibits discrimination on the basis of race, color and national origin)
 - Title VII (prohibits employment discrimination)
 - Title IX (prohibits sex discrimination)
- Provides support and resources
- Facilitates academic adjustments and accommodations
- Provides education and training
- Conducts administrative investigations and resolutions

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

Consent

- What is consent?
 - Consent is an agreement between participants to engage in sexual activity. Consent should be **clearly** and **freely** communicated/agreed upon.
- What is not consent?
 - Past consent
 - Consent to some things
 - Incapacitated consent
 - Underaged consent
 - Asleep consent
 - Coerced consent
 - Intoxicated consent?
 - ***Can be revoked at any time***
- What does consent sound like?
 - “Can I kiss you?”
 - “Is this ok?”
 - “Can I do this?”
 - “Do you like this?”
- What doesn't consent sound like?
 - No
 - Not saying anything
 - Resisting
 - “I'm not comfortable”
 - “I want to stop”

What is a “Mandatory Reporter”?



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- Includes all administrators, supervisors, faculty members, or other people in a position of authority,
- Student employees in a supervisory, advisory, or managerial role are considered Mandatory Reporters.
- Must promptly and fully report complaints of or information regarding sexual misconduct to the Coordinator

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

Student Conduct

Each student has a right to live, work, and study in an environment that is favorable to learning and conducive to success.

Honor Code



Code of Student Rights & Responsibilities



Hazing

Any activity that is a condition upon recruitment, admission, affiliation, or continued participation in a group that humiliates, degrades, abuses, or endangers someone, regardless of consent or a person's willingness to participate.

What can this look like?

- Excessive alcohol, food, or illicit drug consumption
- Humiliating tasks designed to degrade or embarrass
- Sleep deprivation
- Forced activities while impaired
- Social Isolation of new members

Legal Considerations: Against the law in South Carolina.

Depending on severity, could result in:

Wrongful injury and death suits

Assault and battery charges

Manslaughter charges

Personal injury claims and negligence

Impact of Hazing on Student Athletes

Honor Code Violation

- Potential Title IX Violation
- Disciplinary Action
- Loss of Scholarship

Psychological trauma

- Anxiety, depression, and PTSD
- Isolation
- Decrease in self-esteem

• Academic consequences

- Decreased academic performance
- Missing class
- Inability to concentrate
- Dropping/losing scholarships

Reputational Damage

- Impact on Future Opportunities
- Public Records (public)
- Title IX (administrative)

Your Role as a Student Athlete

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!**

Upstander Intervention

Bystander vs Upstander

Bystander: Someone who witnesses harm happening and knows that it may be harmful, but is passive and does nothing to help or intervene

Upstander: Someone who observes potentially harmful behavior and chooses to take action to improve the situation.

Notice what is happening.

Determine if it is a problem.

Assume that you are part of the solution.

Know how to intervene or help.

Implement strategies to safely intervene.

The goal is de-escalation!

Upstander Intervention

Strategies to Intervene

5 Ds

Direct: Check in with the person involved. Ask questions like, "Are you okay?" or "Do you need help?" Offer support and ensure they get home safely.

Delegate: Involve others who can assist, such as friends, authorities, or campus officials.

Distract: Disrupt the situation or redirect attention to de-escalate the potential risk.

Delay: Follow up with the impacted individuals after the incident to offer continued support.

Document, Document, Document!

Reporting

What is a report?

Importance of reporting

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

Nondiscrimination and Anti-Harassment Policy

Reporting sex- and gender-based violence, harassment, or discrimination to the Title IX Coordinator is an important step in preventing and addressing prohibited conduct.

Submitting a report **DOES NOT** automatically initiate an investigation. The primary goal is to :

- Inform the Title IX Coordinator of the incident
- Present options of support to individuals who may have experienced prohibited conduct
- Ensure campus-wide safety and integrity

The Title IX Office will work with individuals to identify the best way(s) to address their concerns.

Barriers in 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

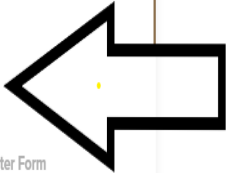


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TITLE IX MENU

- 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



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

Resources and Campus Partners

Mandatory Reporter VS. CONFIDENTIAL RESOURCES

CONFIDENTIAL RESOURCES

On Campus:

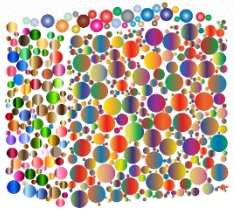
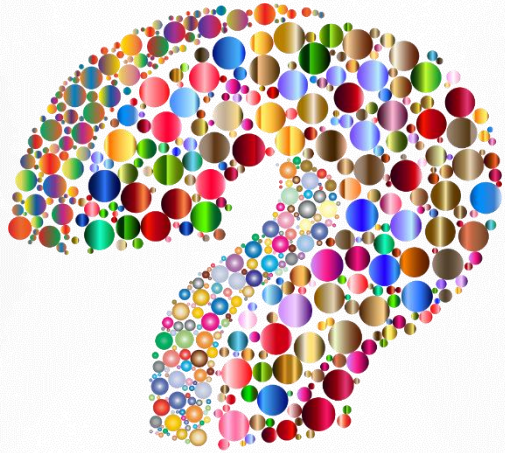
- Counselors in the Wellness Center (for students) (864-597-4370 or ext. 4371)
- Medical professionals in the Wellness Center (864-597-4370 or ext. 4371)
- Chaplain (864-597-4050 or ext. 4051)
- **Athletic Trainers (864-597-4114)**
- Ombudsperson (for faculty and staff) (864-597-4659 or ext. 4659)

NON-CONFIDENTIAL (PRIVATE) RESOURCES

On Campus:

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

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.
steelej@wofford.edu

Deputy Title IX Coordinator
Elizabeth Rogers
rogersec1@wofford.edu

Chief Equity Officer and Vice President for Community Initiatives
Dwain Pruitt, Ph.D.
pruittdc@wofford.edu