

Understanding Title IX

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Title IX Coordinator and Director for Civil Rights
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Community Understandings

This training is going to deal with some difficult topics, including sexual violence, discrimination, and harassment.

Practice Self-Care

Please take care of yourselves as you see fit/as you are able. There's no judgement if you need to take a walk, get a drink of water, or go talk to a friend.

Learning Space

We recognize that individuals have different levels of knowledge about the information we'll be discussing, and we hope to educate and learn from each other in a non-judgmental way.

Goals for the Day

- What is Title IX?
- Your Role as an RA
- Upstander Intervention
- Resources

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 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”

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

What is a “Mandatory Reporter”?



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- Includes all administrators, supervisors, faculty members, or other people in a position of authority
 - OWA: [Officials with Authority](#)
 - President, Provost, Athletics Director and Dean of Students
- Also includes student employees in a supervisory, advisory, or managerial role.
- Mandatory Reporters **must** promptly and fully report complaints of or information regarding sexual misconduct to Title IX.

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 to address their concerns.

Reporting as an RA

How, where, and who to report
What is included in the report

Reporting allows us to provide support for anyone who experience discrimination and harm

1. Recognize a violation has occurred
 - Disclosure
 - Witnessing
 - Over-hearing
2. Reach out to Title IX via Mandatory Reporter form (you can also call, email or stop by the office)
3. Connect with your supervisor to let them know that you have submitted the form

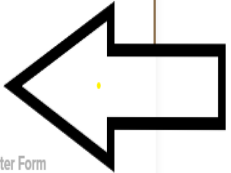
Information to collect

- Parties involved
- Where incident occurred
- How did you learn information about this report? Please provide context for how you received the information (class discussion, private meeting, overheard, etc.).(Required)
- Type of offense
- Narrative around the incident



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.

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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

Reporting

What happens after a report is made?

1. Report Received
2. Outreach by Title IX Coordinator
 - Intake
 - Supportive Measures Determined/Offered
3. Determination of Process
4. Investigation
5. Resolution
6. Appeal

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

Responding to Disclosures

Strategies to navigate disclosures as a Mandatory Reporter

If you believe or anticipate someone is about to disclose a reportable incident, you should, if possible, advise the person of your reporting obligation

If the person proceeds or you do not have an opportunity to discuss your reporting obligation before the individual discloses reportable information:

- Listen and provide non-judgmental support.
- Determine if immediate safety concerns exist.
- Inform the person of their reporting options, including reporting to the Wofford Title IX Office. Never discourage anyone from reporting to you, the College, or law enforcement.
- Direct the person to both on and off campus resources, including confidential resources
- Contact the Title IX Office and update your supervisor

Your Role as a RA

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

- An engaged community that emphasizes affirmative consent
- Provide support by knowing your resources
- Create an educational experience like no other!

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!

Title IX at Wofford

How do we ensure these rights afforded to you?

- Consult with our campus community
- Receive reports of discrimination, harassment, and sexual misconduct
- Provide support and resources
- Facilitate academic adjustments and accommodations
- Provide education and training
- Conduct administrative investigations and resolutions

Resources and Campus Partners

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

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Spartanburg, SC 29303

Title IX Coordinator

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Where
thought
leads.