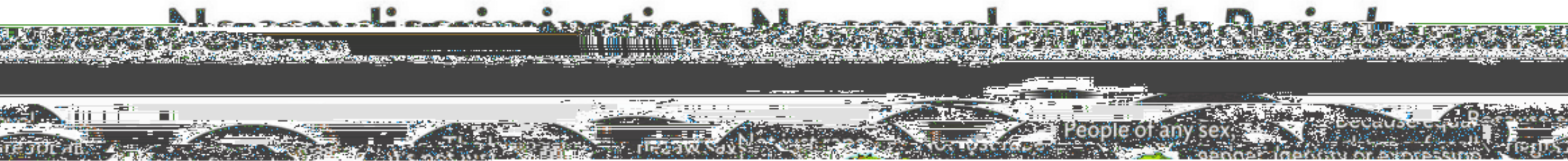
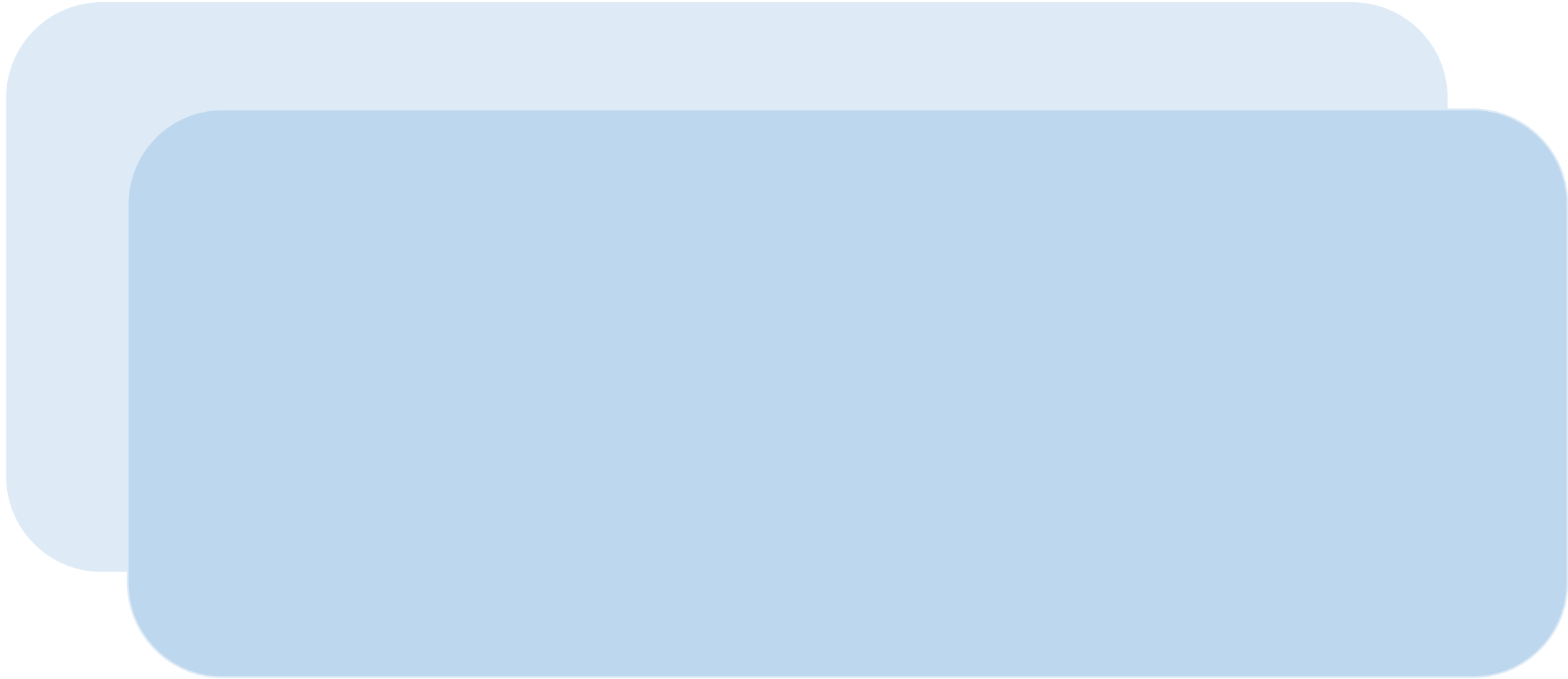


# What is Title IX?



# The Law in a Nutshell...



# Title IX Basics: The Law

Program Equity: All students to have equal access to Oregon Tech programs & activities.

Equitable treatment in:

Recruitment

Admissions

Educational programs and activities

Course offerings and access

Counseling

Financial aid

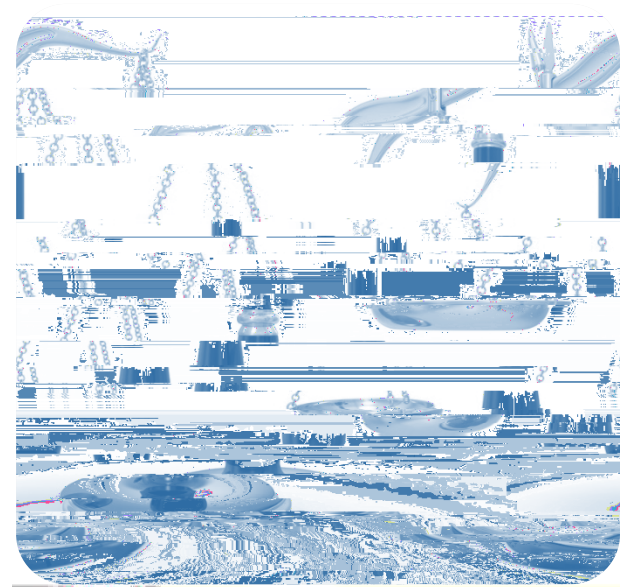
Employment assistance

Facilities and housing

Health and insurance benefits

Marital and parental status

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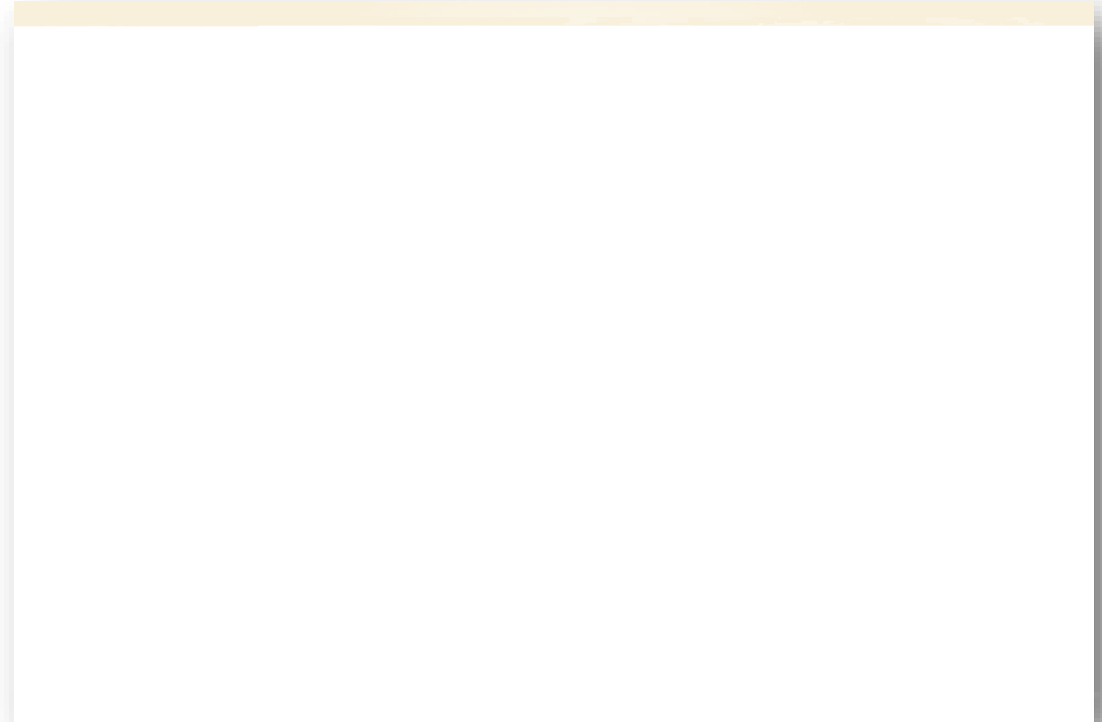
# Title IX Basics: The Law



# Title IX Basics: The Law

## Sexual Assault:

- Any sexual contact made without consent
- Any conduct covered by Clery or VAWA
- Relationship Violence: domestic violence & dating violence
- Stalking (based on sex)



# Title IX Basics: The Law

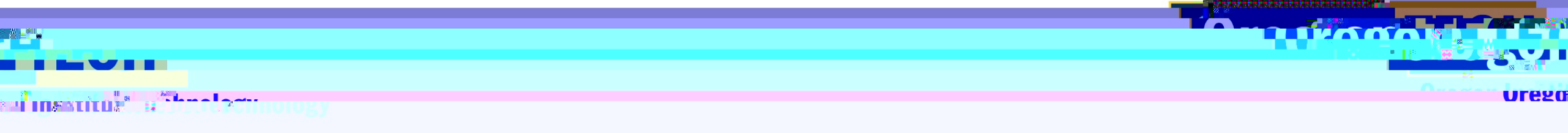
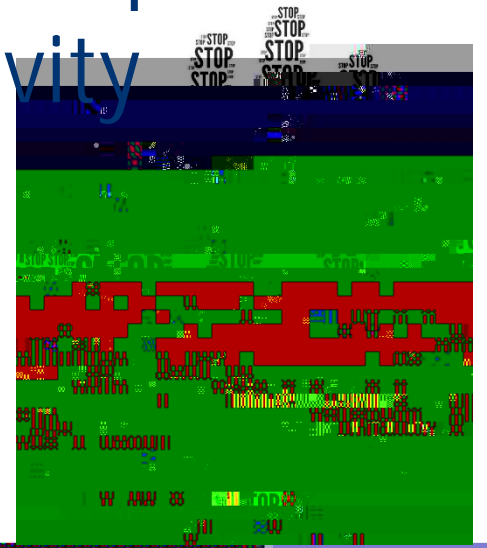
## Quid Pro Quo:

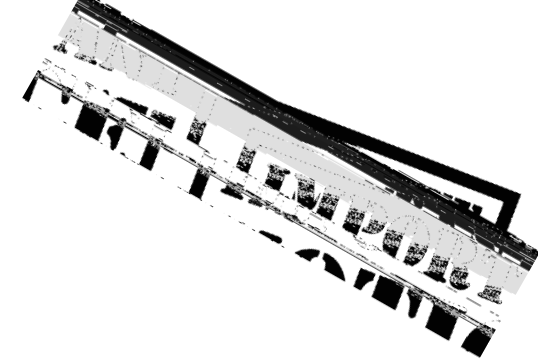
- Latin term meaning “this for that”
- Asking for sexual favors of some kind in exchange for special treatment on the job, in the classroom, etc.
- There is often a power differential



## Hostile Work/Educational Environment:

- Comes in the form of unwelcome conduct determined by a reasonable person to **be so severe and pervasive and objectively offensive** that it effectively denies a person equal access to an education program or activity (i.e., hostile environment)
- Could be comments made *to* the individual





# Title IX Basics: The Law

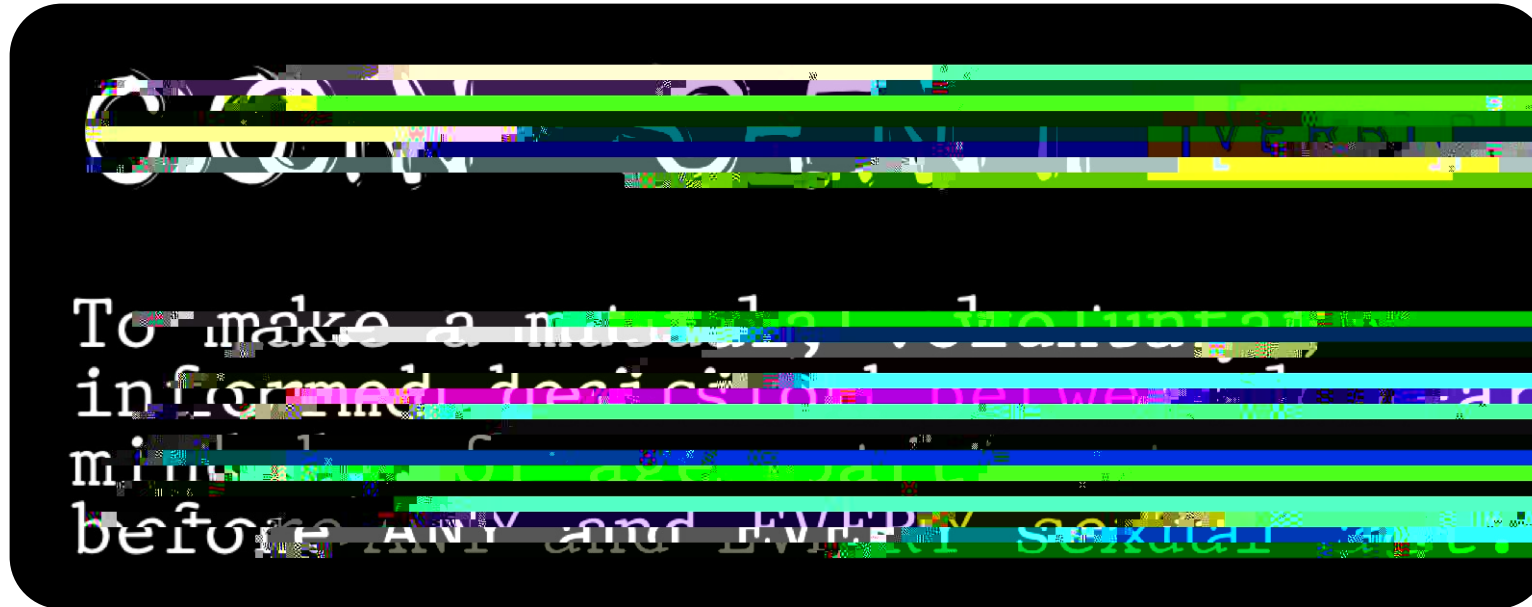
## Big Picture:

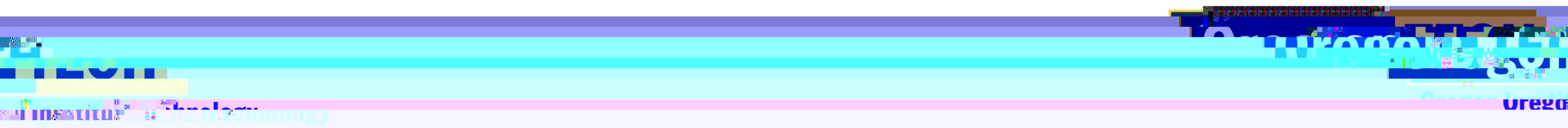
- Sex-based discrimination, harassment not permitted at Oregon Tech
- Once Oregon Tech learns of the conduct, it is required to take action
- People who are targets of such misconduct have rights
- People who are accused of such conduct *also* have rights
- Oregon Tech strives to balance compliance with the law, and fairness to the people involved

# Title IX: Student Perspective

## Always, Always, Always Get Consent:

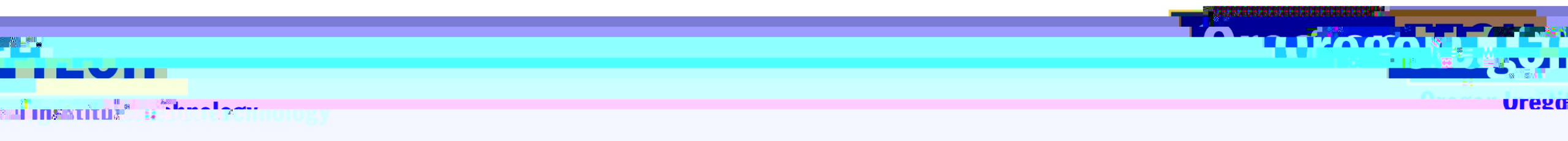
- What is consent? How do you know you have consent?
- What if you don't have consent? What does that mean?





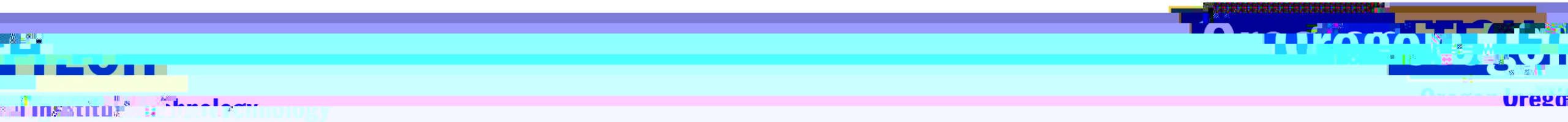
# Title IX: Student Perspective

- If something has happened or is on-going that may constitute a TIX violation, Oregon Tech wants to know
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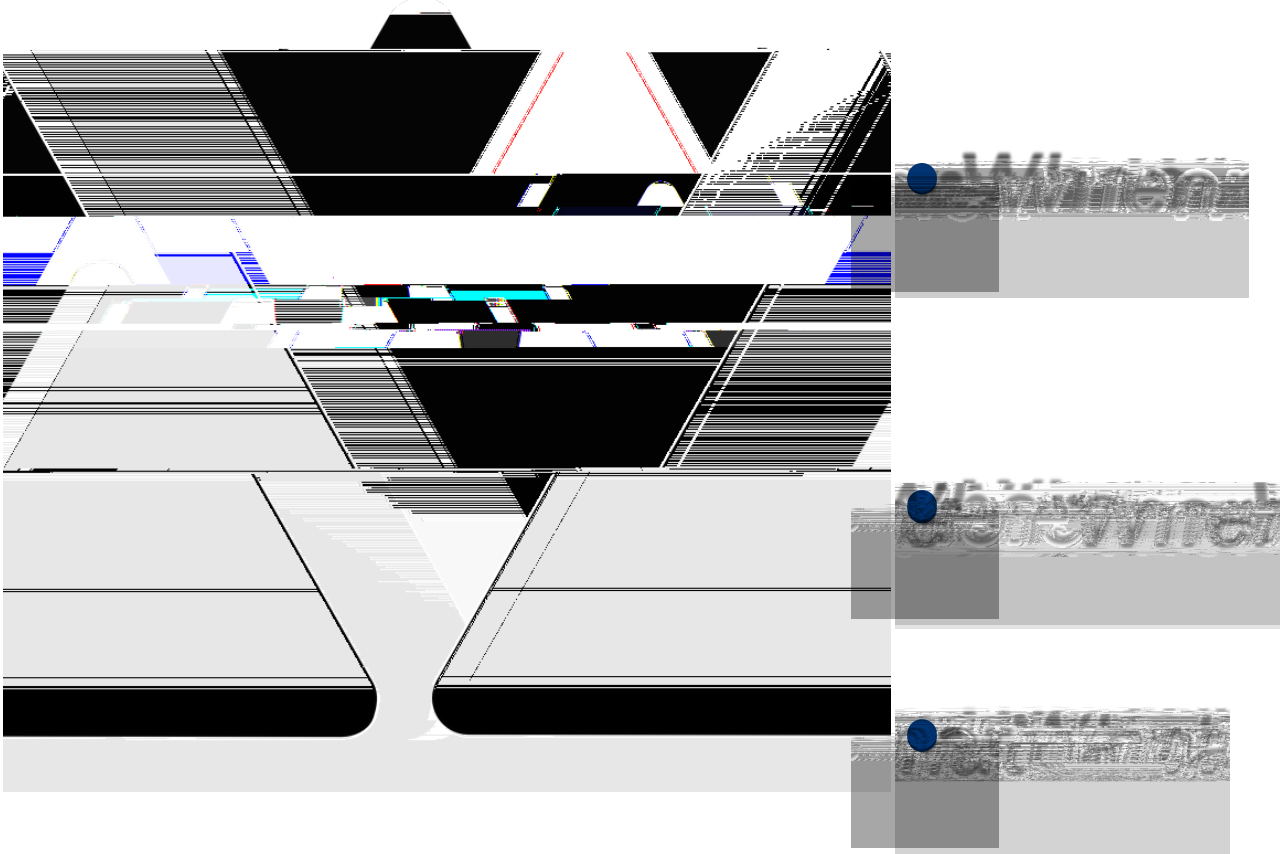


# Title IX: Student Perspective

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# Title IX: RA Responsibilities



# Title IX: RA Responsibilities



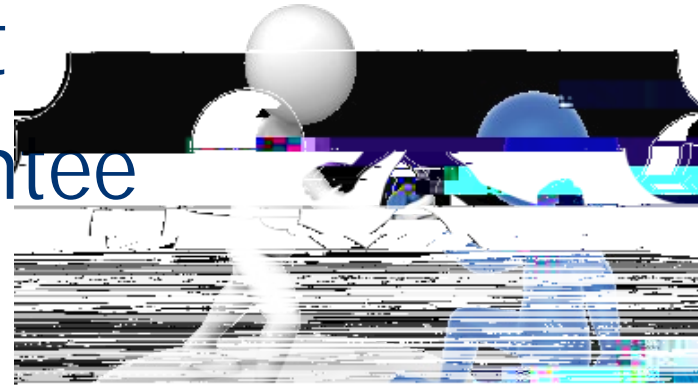
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# Title IX: RA Responsibilities

- By law, mandatory reporters are individuals who have a duty to disclose their knowledge of sex discrimination or sexual harassment/dating violence as soon as they become aware of it
- As a mandatory reporter, you cannot guarantee confidentiality to the victim
- You can consult with Oregon Tech staff for assistance determining whether your duty to report has been triggered
- You can still be discrete and respectful



# Scenarios

- A student who lives on your floor comes to you and says, “I have something I want to talk about, but I need to talk to you as a friend, not as an RA. Is that okay?” How do you respond?
  - You walk by a small group of students who are talking and laughing. You can tell that one of the students is sharing intimate details about sexual activity.

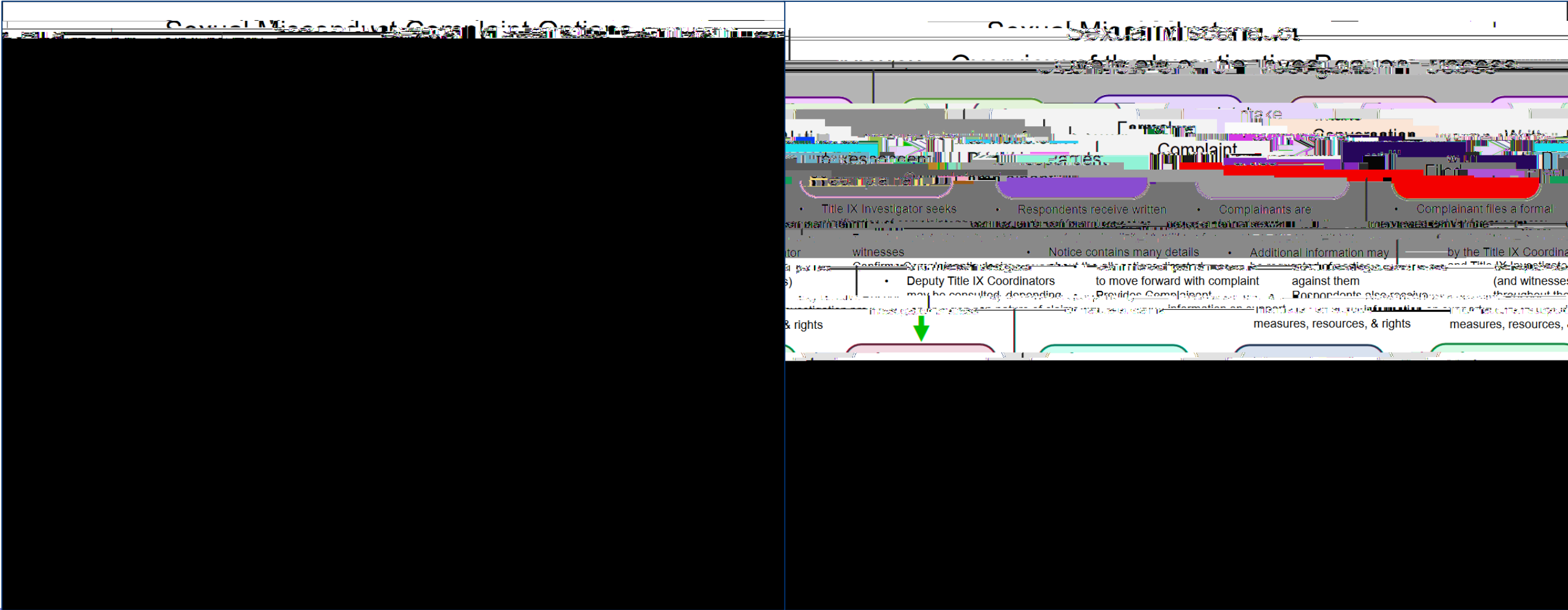
# Scenarios

- You hear a rumor that a student's ex is sharing explicit





# Title IX: Resources





# Discussion & Questions



