

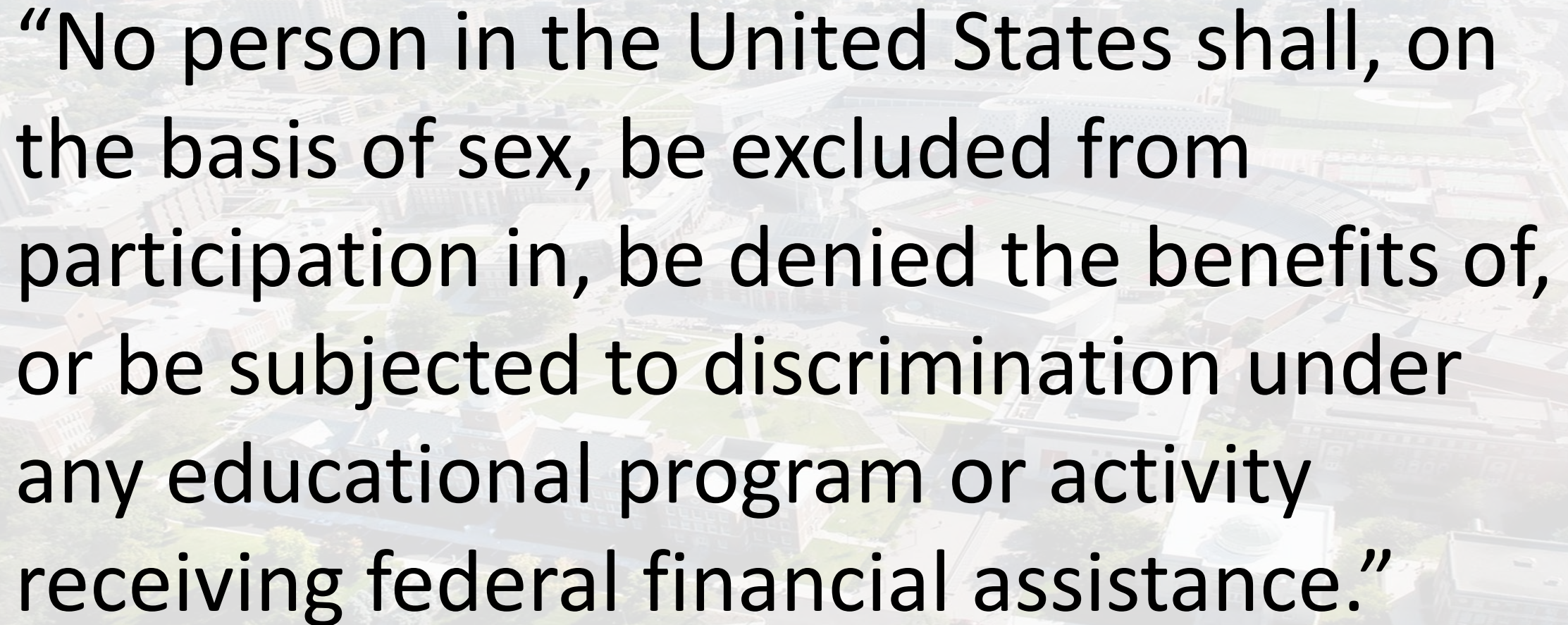


**Sex and Gender Equity
at the
University of Cincinnati**

University of Cincinnati | Title IX

(Some of the) Laws Covering Sex and Gender-Based Discrimination in Employment and Education

- Title VII of the Civil Rights Act of 1963
- Equal Pay Act of 1963
- Sections 501 and 505 of Rehabilitation Act of 1973
- Titles I and V of Americans with Disabilities Act of 1990
- The Genetic Information Nondiscrimination Act of 2008
- Civil Rights Act of 1991
- Executive Order 13672
- Title IX of the Education Amendments of 1972



“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 educational program or activity receiving federal financial assistance.”

University of Cincinnati | Title IX

UC Policies & Procedures Related to Sex & Gender Equity

UC Policy on Non-Discrimination

UC Policy Statement on Sexual Harassment

UC Policy on Discriminatory Harassment

UC Policy Statement on Sex Offenses

UC Title IX Grievance Procedure for Students and Third Parties

Collective Bargaining Agreement Between UC and AAUP

Union contracts

Retaliation

The University does not tolerate intimidation, retaliation, or retaliatory harassment against individuals because they filed a complaint, participated in a Title IX investigation, or otherwise asserted rights protected by Title IX. Individuals found responsible for retaliation in violation of Title IX will be held accountable under the Student Code of Conduct. Remedies may be available to complainants, witnesses, and participants in the Title IX process who experience retaliation.

What does Title IX Cover?

Who

- Faculty
- Staff
- Students
- Visitors

When

When it impacts someone's ability to access our programs

What

- **Discrimination on the basis of sex, gender, sexual orientation, gender identity, and gender expression**
- **Pregnant and parenting students**
- **Sex/Gender-Based Harassment**
- **Sex/Gender-Based Violence**
- **Stalking**
- **Dating and Domestic Violence**

Where

- On and off campus
- At events sponsored by UC
- electronically

How

- In person
- Via third parties
- Electronically
- Directly or Indirectly

Consent at UC

Informed, freely given, mutual, and can be withdrawn at any time

Consent to one act does not mean consent to anything else

Prior consent does not imply future consent

Silence or the absence of resistance does not necessarily imply consent.

A person cannot consent if they are mentally or physically incapacitated

A person cannot give consent if force, expressed or implied, duress, intimidation, threats or deception are used on the complainant.

Whether an individual has taken advantage of a position of influence or authority over an alleged victim may be a factor in determining consent.

Duty to Report

All employees* are required to report any known or suspected incident of sex or gender-based harassment, discrimination, or violence

If the issue is a felony, you still need to report to law enforcement

Report if the issue is possibly:

*Sexual

*Based on someone's actual or perceived sex, gender, sexual orientation, gender identity, or gender expression

*In the context of people in a current or former romantic or sexual relationship

* Other than CAPS, Health Services, and limited reporting for RECLAIM

Required Reporting Exemptions

- Staff of CAPS
- Contracted mental health service providers (Clermont & Blue Ash)
- Staff of Health Services
- RECLAIM (de-identified reporting)

If you have a professional license or status that provides confidentiality, you must be hired at UC in that capacity to be exempt. When in doubt, call the Title IX Office

UC's Duty Under Title IX

- Once we know or reasonably should know of a possible Title IX Violation, UC must take *reasonable* steps to:

Thorough	Reliable	Impartial	Investigation
Prompt	Effective	Equitable	Process
End the Discrimination	Prevent its Recurrence	Remedy the effects upon the victim & community	Remedies

© ATIXA

Your Role as a Required Reporter

Things You Should Do

- Listen
- Support
- Report

Things You Don't Have to Do

- Be a counselor
- Be an advocate
- Be an expert
- Be an investigator

Disclosing You're Not Confidential

- *Disclose as soon as possible*
- *Explain you're here to help*
- *Offer to connect them with a confidential resource if they prefer (counselor, Health Services, RECLAIM)*
- *Avoid making the person feel like you don't want to talk with them*

Question 1: Are you physically hurting?



<http://bit.ly/1pDYIHA>

- If they are hurt or in pain, that is the top priority
- Questions about what happened can be asked later
- Call UCPD or 911 if they need emergency care
- If it's not an emergency, encourage them to seek follow up care, such as at Health Services or their doctor (now or in the future)

Question 2: Do You Feel Safe?

- If the person has immediate concerns, UCPD and/or the Title IX Office can help
- Title IX Office, UCPD, and others can help the person create a more in depth safety plan
- If you hear something that concerns you, include it in your report



http://communications.uwo.ca/safe_campus/

Question 3: What Can I Do For You?



<http://bit.ly/1kKL6vj>

- You don't need the details to offer support
- Be patient- avoiding filling the silence while they think
 - How can you help them?
 - Do they want to talk with the police?
- It's OK if they do not know what they want to do.

How to Make a Report

Notify the Title IX Coordinator within 24 hours of receiving the report:

- Call while you have the person with you
 - Call without the reporter
- Send an e-mail with the information
- Make a report through Maxient (on-line)
- Walk over to talk (with or without the person)
 - Ask us to come to you

Contacting Law Enforcement

(Other than state law required felony reporting)

- *Does the person want to file a police report?*
- *Is the person disclosing that they or the campus are in immediate harm?*

If yes, call UCPD for assistance

- *Let the person know you are calling the police for help*

If you call UCPD you still need to report the incident to the Title IX Office

Resources at UC

- **Confidential Counseling**

CAPS (serves all UC students)

(513) 556-0648

<http://www.uc.edu/counseling.html>

Blue Ash Counseling Services (UCBA students)

(513) 745-5670

<http://www.ucblueash.edu/students/services/counseling-services.html>

Compass Counseling Center (UCC students)

(513) 732-5263

<http://www.ucclermont.edu/students/compass.html>

EAP-Impact Solutions (UC employees)

(800) 227-6007

http://www.uc.edu/hr/benefits/choice_benefits/eap.html

- **Confidential Medical Care (students)**

University Health Services

Lindner Center 3rd Floor (513) 556-2564

- **Non-Confidential Law Enforcement**

UCPD

Clifton: Edwards 3, (523) 556-1111 or 911

Blue Ash: Muntz 134, (513) 745-5707

Clermont: Snyder S-170, (513) 732-5200

Victim Service Coordinator: (513) 556-4905

- **Advocacy**

RECLAIM (UC-based, limited confidentiality)

(513) 556-4328

Women Helping Women (non-UC, confidential)

(513) 381-5610

Contacting the Title IX Office

Title IX Office: Edwards I, Suite 3115

Jyl Shaffer

Title IX Coordinator

Office: (513) 556-3349

jyl.shaffer@uc.edu

UC Title IX website: <http://www.uc.edu/titleix.html>

Make a report on-line: https://publicdocs.maxient.com/reportingform.php?UnivofCincinnati&layout_id=10