Sex and Gender Equity at the University of Cincinnati
What We’ll Cover Today

We are going to talk about sex and gender based discrimination, harassment, and violence. That includes sexual assault and rape, dating and domestic violence, and stalking.

We are going to talk about trauma and how it affects people.

We are going to talk about how to respond to people in crisis.
“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.”
(Some of the) Laws Covering Sex and Gender-Based Discrimination in Employment and Education

- Title VII of the Civil Rights Act of 1964
- 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
What does Title IX Cover?

Who
- Faculty
- Staff
- Students
- Visitors

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

When it impacts someone’s ability to access our programs

University of Cincinnati | Title IX
Duty to Report

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

*Other than CAPS, Health Services

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

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

• Staff of CAPS (Counseling and Psychological Services)
• Contracted mental health service providers (UCBA/UCCC)
• Staff of Student Health Services

*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*
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.
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.
Interim Measures

• Reasonable steps the University may take to ensure a person involved in a report can be safe on campus and continue to be successful in class and other UC programs.

  – Safety measures
  – Support measures
  – Academic assistance
### Your Role as a Required Reporter

<table>
<thead>
<tr>
<th>Things You Should Do</th>
<th>Things You Don’t Have to Do</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Listen</td>
<td>• Be a counselor</td>
</tr>
<tr>
<td>• Support</td>
<td>• Be an advocate</td>
</tr>
<tr>
<td>• Report</td>
<td>• Be an expert</td>
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<tr>
<td></td>
<td>• Be an investigator</td>
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Responding to a Disclosure

THE THREE QUESTION MODEL
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, community programs)*
- *Avoid making the person feel like you don’t want to talk with them*
Question 1: Are you physically hurting?

- 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
Question 3: What Can I Do For You?

- 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.

http://bit.ly/1kKL6vj
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 and CSA 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

• If the person does not want to talk to the police they are not required to do so

*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, (513) 556-1111 or 911
  Blue Ash: Muntz 134, (513) 745-5707
  Clermont: Snyder S-170, (513) 732-5200

  UCPD Victim Service Coordinator (non-confidential, available to any faculty, staff, student, or visitor - can work with departments other than UCPD)
  (513) 556-4905

- **Advocacy**
  Women Helping Women (non-UC, confidential)
  (513) 381-5610
  YWCA (non-UC, confidential)
  Hamilton Co: 513-872-9259/888-872-9259
  Clermont Co: 513-753-7281/800-540-4764
Contacting the Title IX Office
Title IX Office: Edwards I, Suite 3115

Jyl Shaffer
Title IX Coordinator
Office: (513) 556-3349
titleix@uc.edu

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