

# Policy on Title IX Sexual Harassment for Faculty, Staff and Students C27.0

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# Agenda

- **History of Policy**
- **Key Issues**
- **Clarifications/Revisions**
- **Questions**

# **Title IX Regulations Effective August 14, 2020**

*“are there ways of meeting these legal requirements while maintaining an institutional commitment to preventing sexual harassment and sexual assault, fostering a community that respects gender equality and justice, developing evidence-based policies and practices...”*

*-Ann J. Cahill [Mitigating the Harms](#)*

## Implementation Team

- Office of Compliance and Ethics
- Student Conduct and Conflict Resolution
- University Appeals Board
- Diversity and Inclusion
- Public Safety
- Human Resources
- Office of Legal Affairs
- Office of the Provost

# Sexual Harassment Under Title IX

*Sexual harassment* means conduct on the basis of sex that satisfies one or more of the following:

- (1) An employee of RIT conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct (Quid Pro Quo);
- (2) Unwelcome conduct determined by a reasonable person to be **so severe, pervasive, and objectively offensive** that it effectively denies a person equal access to the RIT's education program or activity; or
- (3) "Sexual assault", "dating violence", "domestic violence" or "stalking" as defined in VAWA and Clery

## Education Program or Activity

“Education program or activity” includes locations, events, or circumstances over which the institution exercised substantial control over the accused student and the context in which the harassment occurs, as well as any buildings owned or controlled by an officially recognized student organization.

## Other Relevant Policies

- [C06.0 Policy Prohibiting Discrimination, Harassment and Retaliation](#)
- [D18.0 Student Conduct Process](#)
- [D19.0 Student Gender-Based and Sexual Misconduct Policy](#)
- [C23.0 Policy on Consensual Romantic or Sexual Relationships](#)
- [C26.0 Protection of Minors on Campus Policy](#)



## Additional Key Components

- **Changes in how formal complaints are filed**
- **The implementation of non-punitive, non-disciplinary supportive measures until after formal resolution**
- **Emergency removal processes for physical threats to health or safety**
- **3-person live-hearing panels**
- **Access to evidence and investigative reports**
- **Grounds for appeal**
- **Informal resolution processes for certain cases**
- **Enhanced training requirements for Title IX personnel, investigators, decision makers and advisors.**

# **Student Gender-based and Sexual Misconduct Policy D19.0**

# Agenda

- **History of Policy**
- **Definitions**
- **Clarifications/Revisions**
- **Questions**

## History of Policy

### **Created in 2015 in alignment with NYS 129-B**

- Approved by University Council December 16, 2015
- Edited March 2017 to update contact information
- Revised May 1, 2019 to align with NYS Employment Law

# Revisions

## Definitions

- **Sanctions**
- **Sexual Assault**
- **Stalking**

## Additional

- **Sexual Harassment, Discrimination and Sexual Misconduct reporting form**
- **Redirection from Title IX to appropriate policy language**

**Questions?**