TITLE IX & SEXUAL MISCONDUCT Roosevelt University



basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational programs or activity receiving federal financial

Federal funding is tied to equality of access to opportunities.

This means two things:

1. Educational environments must be equitable based on sex.

2. Universities must respond to incidents of sexual misconduct alleged to have occurred.

ROOSEVELT UNIVERSITY Sexual Misconduct Policy

Roosevelt University is committed to creating and maintaining a campus culture that upholds respect,

It is a violation of University policy to engage in any form of Sexual Harassment against any Employee or Student, regardless

The following are examples of Sexual Misconduct that are prohibited by this Policy:

sexual harassment

sexual assault

sexual exploitation

stalking

domestic violence

dating and relationship violence

Sexual Misconduct will be addressed by Title IX procedures if the following apply:

- 1. On or within buildings owned or substantially controlled by the University
- 2. At University-sponsored activities
- 3. Within the United States
- 4. That takes place online via social media and any other technological mechanisms
- 5. That has an adverse impact on the education or employment of a member of the University community
- 6. Otherwise threatens the health and/or safety of a member of the University community

Any other forms of sexual misconduct will be investigated via the Student Misconduct Process

SEXUAL MISCONDUCT DEFINITIONS



DEFINITIONS

- Sexual Harassment
- Sexual Assault
- Sexual Exploitation
- Stalking
- Domestic Violence
- Dating and Relationship Violence
- Retaliation

Conduct reasonable person to be so severe, pervasive, <u>and</u> objectively offensive that it effectively denies a person equal access to

an employee of the school conditioning the provision of an

participation in unwelcome sexual conduct;

or sexual assault, dating violence, domestic violence, or



Sexual Exploitation

Sexual Exploitation occurs when an individual takes, or attempts to take, non-consensual or abusive sexual advantage of another for their own advantage or benefit, or for the benefit or advantage of anyone other than the one being exploited. Stalking occurs when a person is harassed or threatened in such a way that causes the individual to fear for their safety or the safety of their family. Stalking can occur in various forms



Dating and Relationship Violence

Dating and Relationship Violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. These acts may be directed toward a spouse, an ex-spouse, or a current or former boyfriend/ girlfriend/ romantic partner/ dating partner.

Retaliation

15

It is prohibited for any person or group to retaliate against, interfere with, coerce or take any other adverse action against a person or group (be it student, faculty member, staff member, visitor, applicant, contractor or other third party) that:

- 1) reports sexual misconduct;
- 2) seeks advice concerning sexual misconduct;
- 3) assists or supports another individual or group that reports sexual misconduct; or
- 4) participates as a witness or in the investigation of a sexual misconduct report.

Retaliation includes threats, intimidation, and reprisals.

CONSENT AT ROOSEVELT

standard:

- Freely, willingly, and explicitly agreeing to engage in sexual activity.
- Only "Yes" means yes.
 - Consent can be given by words or actions, as long as they create mutually understandable and clear permission
 - o If vou are unsure. ALWAYS ASK

WHY DOES CONSENT MATTER?

- Eliminates the entitlement that one partner might feel over another.
- Shows that you have respect for your partners and yourself
- Enhances communication, respect, and honesty, which make can improve sexual relationships.
- Helps to protect you and your partners against STIs and pregnancy.
- Builds confidence and self-esteem.
- Prevents anyone from committing sexual assault.



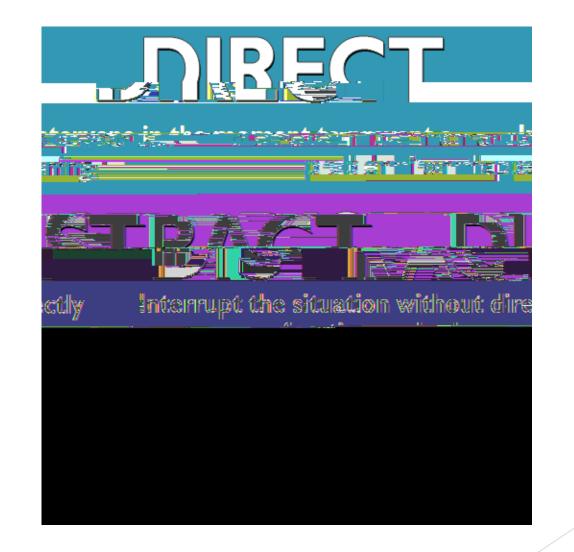
18

LIMITS TO CONSENT

- Consent can be withdrawn at any time by any person.
- Past consent does not imply future consent. In a relationship? Ask every time.
- Silence or an absence of resistance does not imply consent.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- Consent to engage in one type of sexual activity does not imply consent to engage in other sexual activities. Ask every time.
- o Coercion, force, or threat of either invalidates consent,



Bystander Intervention



Bystander Intervention

Do:

- Do make yourself known
- Do take cues from the person being harassed
- Do keep both of yourselves safe

Don't:

• situation

0

0

(unless the person involves asks you to)

Responsible Employee Reporting Obligations

Title IX Compliance if they hear of a potential violation of the sexual misconduct policy.

It is a violation of University policy for a Responsible Employee to fail to promptly report information about an instance of alleged, witnessed, or reported Sexual Misconduct to the Title IX Coordinator.

Reporting: Make a report online at Roosevelt.edu/title-ix Email: <u>TitleIX@Roosevelt.edu</u>

Call: 312-341-2045

How To Support A Survivor



How To Support A Survivor

- Survivors of sexual violence often experience feelings of powerlessness, shame, self-blame, anxiety, and more.
- Affirm that you believe their experience

0

• Actively listen and express empathy

0

0

0

Ο

 Share that you want to support them and that you will be reporting the incident.



TERMINOLOGY

- Complainant: individual who has experienced sexual misconduct and is reporting the incident
- Respondent: individual who has allegedly violated

RESPONDING TO A TITLE IX REPORT

Once a report is received by the TIX Coordinator, they will:

- Meet with the complainant to discuss the situation and procedural options.
- Provide supportive measures and resources on- and off-campus to all parties involved.
- Oversee

TITLE IX FORMAL COMPLAINT

Sexual Misconduct Process.

victim

(or complainant) of sexual misconduct or the TIX Coordinator specifically requesting an investigation.

At the time of the filing of a formal complaint, the complainant must be

activity.

THE PROCESS FOR A TITLE IX COMPLAINT

After a Formal Complaint is filed, there are two methods for resolving the complaint:

1. Formal



INFORMAL RESOLUTION PROCESS

The purpose of an informal resolution is to address disagreements, arguments, or disputes about Title IX issues or low-level alleged forms of Sexual Misconduct.

Informal Resolution can be used at any time prior to a final determination.

The parties must provide their voluntary consent in writing to participate in such a process.

All students may request an informal resolution for low-level alleged forms of Sexual Misconduct; however, the Office of Title IX Compliance will have the final say on which cases are eligible for this as an option instead of the formal investigative process.



Office of Title IX Compliance Resources

Offering protective measures in coordination with Campus Safety Navigating City of Chicago protective measures, reports, and policies Coordinating with Academic Departments and Learning Commons to provide academic support

Contact info:

TitlelX@roosevelt.edu, or call 312-341-2045.

CONFIDENTIAL RESOURCES

CONFIDENTIAL RESOURCES

There ARE some employees that are able to maintain confidentiality and are not required to report incidents of sexual misconduct.

These confidential options are:

Counseling Center

Confidential Advisor, Jacqueline Butzen

PEOPLE WHO CAN HELP

Interim Title IX Coordinator:

Michael Pfeifer TitlelX@roosevelt.edu

Title IX Appeals Officer: Jamar Orr jorr05@roosevelt.edu

312-341-2016

312-341-2045

Confidential Advisor:

Jacqueline Butzen<u>jbutzen@roosevelt.edu</u>

(312)244-0577

Counseling Center: www.roosevelt.edu/counseling

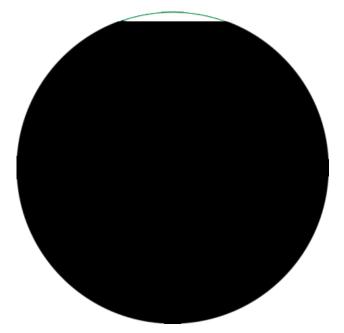
312-341-3548



HOTLINES

Chicago Rape Crisis Hotline	888-293-2080
National Domestic Violence	800-799-7233
Rape, Abuse and Incest National Network (RAINN)	800-656-4673
National Sexual Assault Hotline	800-656-4673
National Suicide Prevention Lifeline	800-273-8255
LGBTQ+ National Hotline	888-843-4564





Respect. Intervene. Support. Empower.

Review the entire policy at Roosevelt.edu/title-ix

39