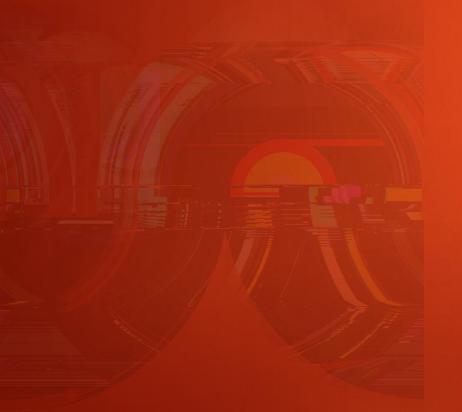
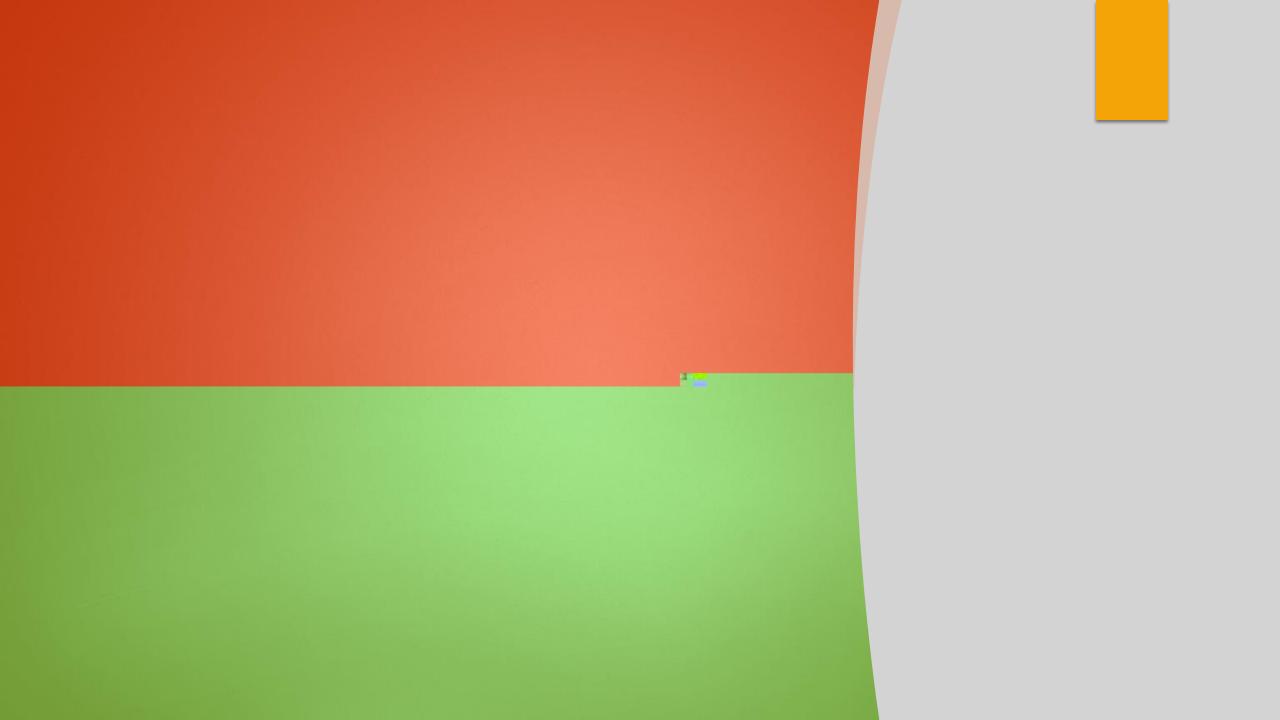


Higher Ed & Sexual Harassment & Discrimination

50% female faculty & staff experienced harassment









College Environmental Considerations

- ALL employees are mandated reporters
- Communal living



Title IX Team

TITLE IX COORDINATOR
GREG KRIKORIAN

DEPUTY TITLE IX COORDINATORS

KATE LAKING, HUMAN RESOURCES

KARI HUGHES, ATHLETICS

RYAN COLMAN, PUBLIC SAFETY

JULIE WILLS, FACULTY

Process Overview

REPORT
SUPPORTIVE MEASURES
FORMAL COMPLAINT
INVESTIGATION
OPTIONS FOR RESOLUTION
APPEAL

Options for Resolution

Informal Resolution

Restorative Agreement

Negotiated Agreement

Formal Resolution

Law Enforcement/Justice System



POWER OF PEERS... Bystander Intervention

Five-step process

Situational Awareness:

- 1. Noticing what's going on
- 2. Interpreting a situation as a problem
- 3. Assuming personal responsibility
- 4. Knowing how to intervene
- 5. Taking action (intervening)

