


TRIGGER WARNING



Washington College complies with Title IX of the Educational Amendments of 1972 as well as the Title IX regulations released by the Department of Education on August 14, 2020. This policy prohibits all forms of sexual and gender-based harassment and discrimination. This policy also covers sexual misconduct that does not fall within the scope of the new federal regulations. This policy is effective December 1, 2020.

# 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)

