



Title IX Sexual Harassment & Discrimination

Presentation to the Board of Visitors and Governors

Policy on Sexual Harassment & Discrimination

Sarah Feyerherm, Vice President for Student Affairs
Greg Krikorian, Dean of Students and Title IX Coordinator
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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-

Department of Education & Office of Civil Rights: Prohibited conduct

Quid Pro Quo Sexual Harassment

Ø STATUTORY RAPE

Hostile Environment/harassment

Ø DATING VIOLENCE

Sexual Assault-Non-Consensual
Penetration (Rape, Sodomy)

Ø DOMESTIC VIOLENCE

Ø STALKING

Non-Consensual Contact (Fondling)

Ø Note: in US

Ø Within scope of educational program/activities

Ø On or after 8/14/2020

Focuses within Title IX

Month	Individual(s) Involved	Type	Status
September	2 employees	Harassment	Supportive Measures, Respondent Resigned, Case Resolved
October	1 student	Discrimination	Supp. Measures, Investigation, Complainant Left College, Case Resolved
October	2 students	Discrimination	

College Environmental Considerations

- All employees are mandated reporters
- Communal living
- Higher risk situations & populations
- Alcohol & substance use
- Change to environment & support systems
- Red zone

Title IX Team

Title IX Coordinator

Greg Krikorian

Deputy Title IX Coordinators

Kate Laking, Human Resources

Kari Hughes, Athletics

Pam Hoffmann, Public Safety

Karen Manna, Faculty

CONSENT

Must be AFFIRMATIVE (knowing, voluntary & mutual)

MAY BE WITHDRAWN

NOT obtained if coerced

Alcohol/drug use can impact the ability to give consent. In the event a person is incapacitated (cannot make informed decision).

REPORT
SUPPORTIVE
MEASURES
FORMAL
COMPLAINT
INVESTIGATION
OPTIONS FOR
RESOLUTION
APPEAL

Process Overview

Options for Resolution

Informal Resolution

Restorative Agreement

Negotiated Agreement

Formal Resolution

Supportive Measures

Referral to counseling, medical, or other healthcare services

No contact agreement

Referral to the Employee Assistance Program

Referral to community-based service providers

Visa and immigration assistance

Student financial aid counseling

Education to the community or community subgroup(s)

Altering campus housing assignment(s)

Altering work arrangements for employees or student-employees

Safety planning

Providing campus safety escorts

Providing transportation accommodations

Implementing contact limitations (no contact orders) between the parties

Academic support, extensions of deadlines, or other course/program-related adjustments

Class schedule modifications, withdrawals, or leaves of absence

Increased security and monitoring of certain areas of the campus

Any other actions deemed appropriate by the Title IX Coordinator

Resources

- Ø Counseling
- Ø Health Services
- Ø Public Safety
- Ø Student Affairs
- Ø Advocates
- Ø Legal
- Ø Family (optional if over 21)
- Ø Off-campus
 - Ø For All Seasons (sexual assault crisis center)
 - Ø University of Maryland Shore Health Center
 - Ø Shore Medical Center-Easton
 - Ø Chestertown Police Department
 - Ø ATIXA, Grand River, MCSA

POWER OF PEERS...

Small group work

Theory to Practice

