

# TITLE IX REPORTING, INVESTIGATION, AND GRIEVANCE PROCEDURES

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NEW ENGLAND  
INSTITUTE OF TECHNOLOGY

# WHAT IS TITLE

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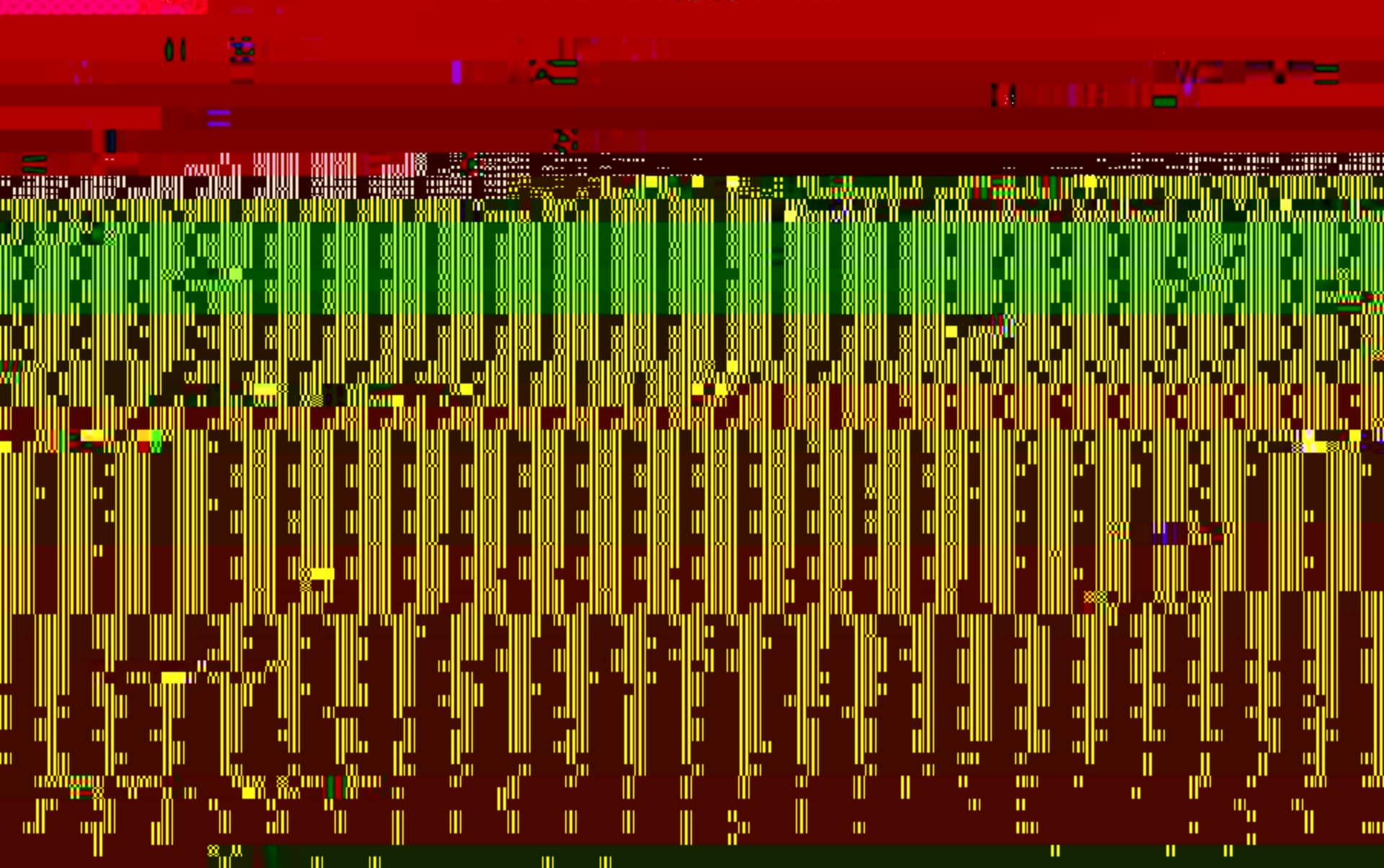
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TITLE

# HARASSMENT



# EXAMPLES OF SEXUAL HARASSMENT

(1) Direct or implied threats that submission to sexual advances will be a condition of advancement or promotion in any endeavor, including but not limited to employment, work status, promotion, or academic grades;

(2) Direct propositions of a sexual nature;



# SEXUAL HARASSMENT (CONTINUED)

(3) Unwanted touching, hugging,  
or brushing against another

(4) Sexually

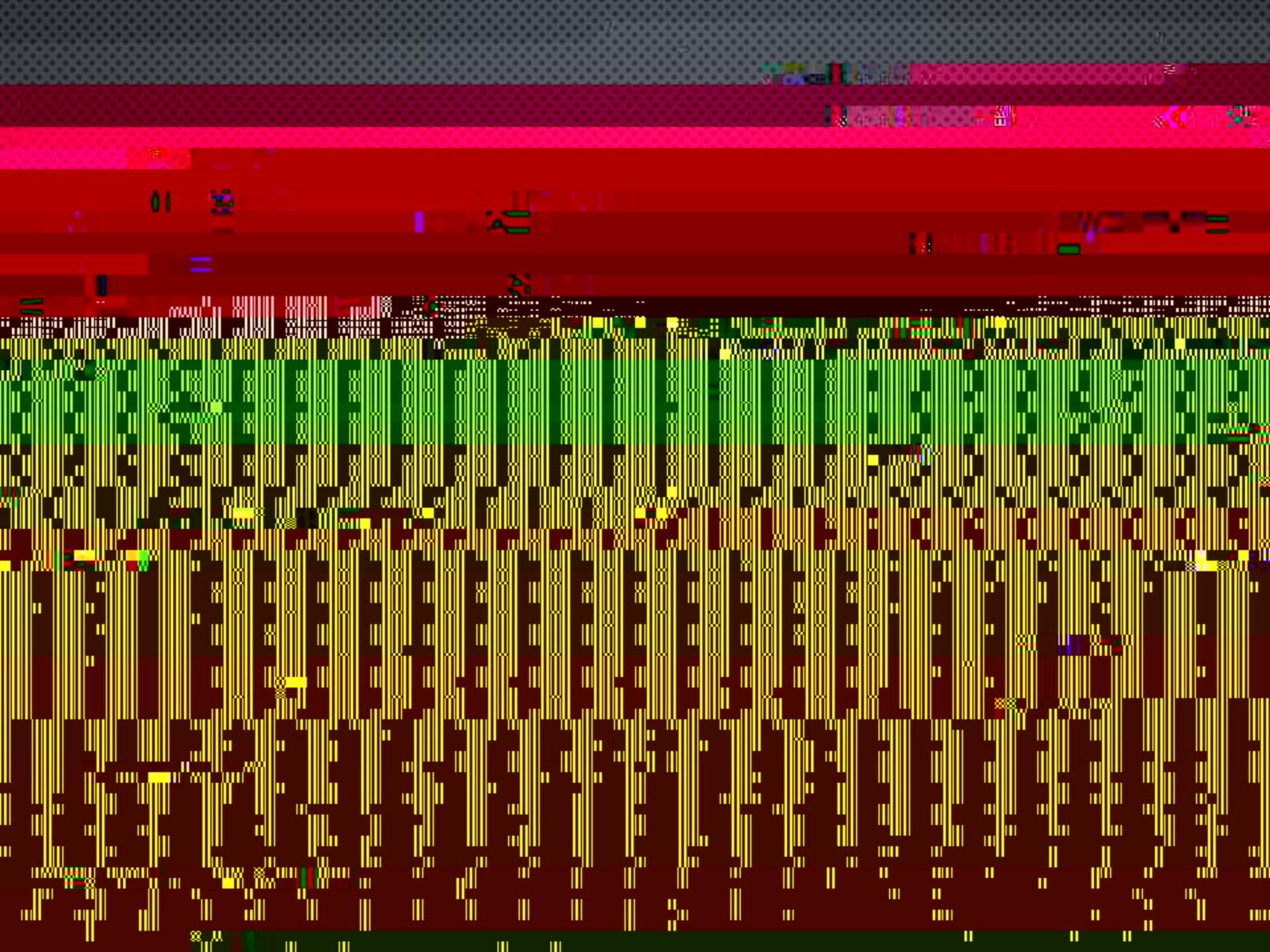
# WHAT SEXUAL HARASSMENT

# RESPONDING TO SEXUAL HARASSMENT

Sexual harassment is unlikely to stop until confronted.

In some cases, although not required, this may mean informing the person directly that his or her actions are offensive and unwelcome. Other situations may require an informal talk from a supervisor, a







# #2) TRUE OR FALSE



FALSE



# FALSE

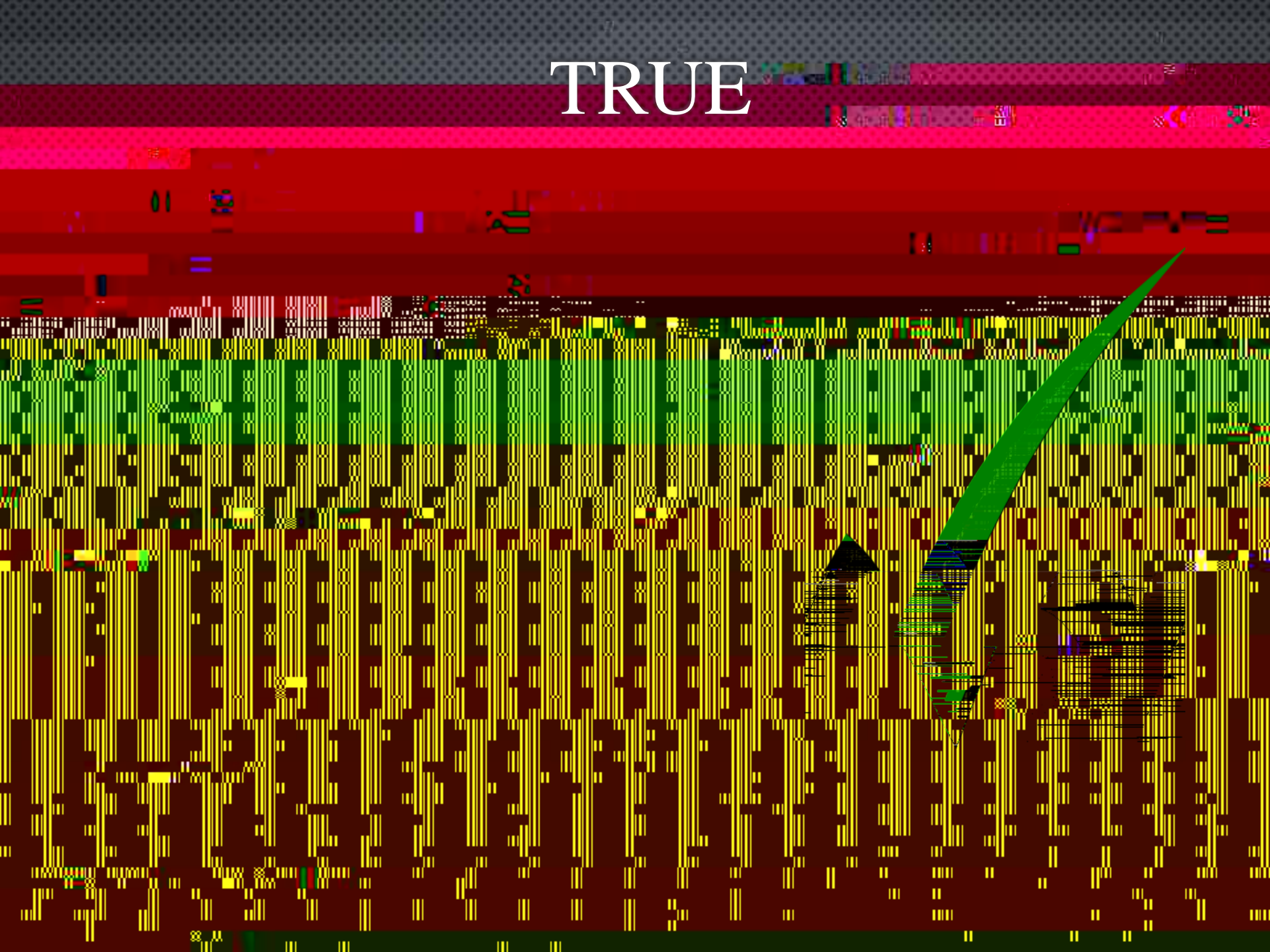
The issue is not one of *consent*.  
The issue is whether the advances  
are welcome. One may consent  
and yet not welcome the advances.

In situations involving two people  
of unequal status, a subordinate  
may feel they are unable to refuse  
sexual advances due to the fear of  
adverse employment or education  
action.



# #4) TRUE OR FALSE

TRUE



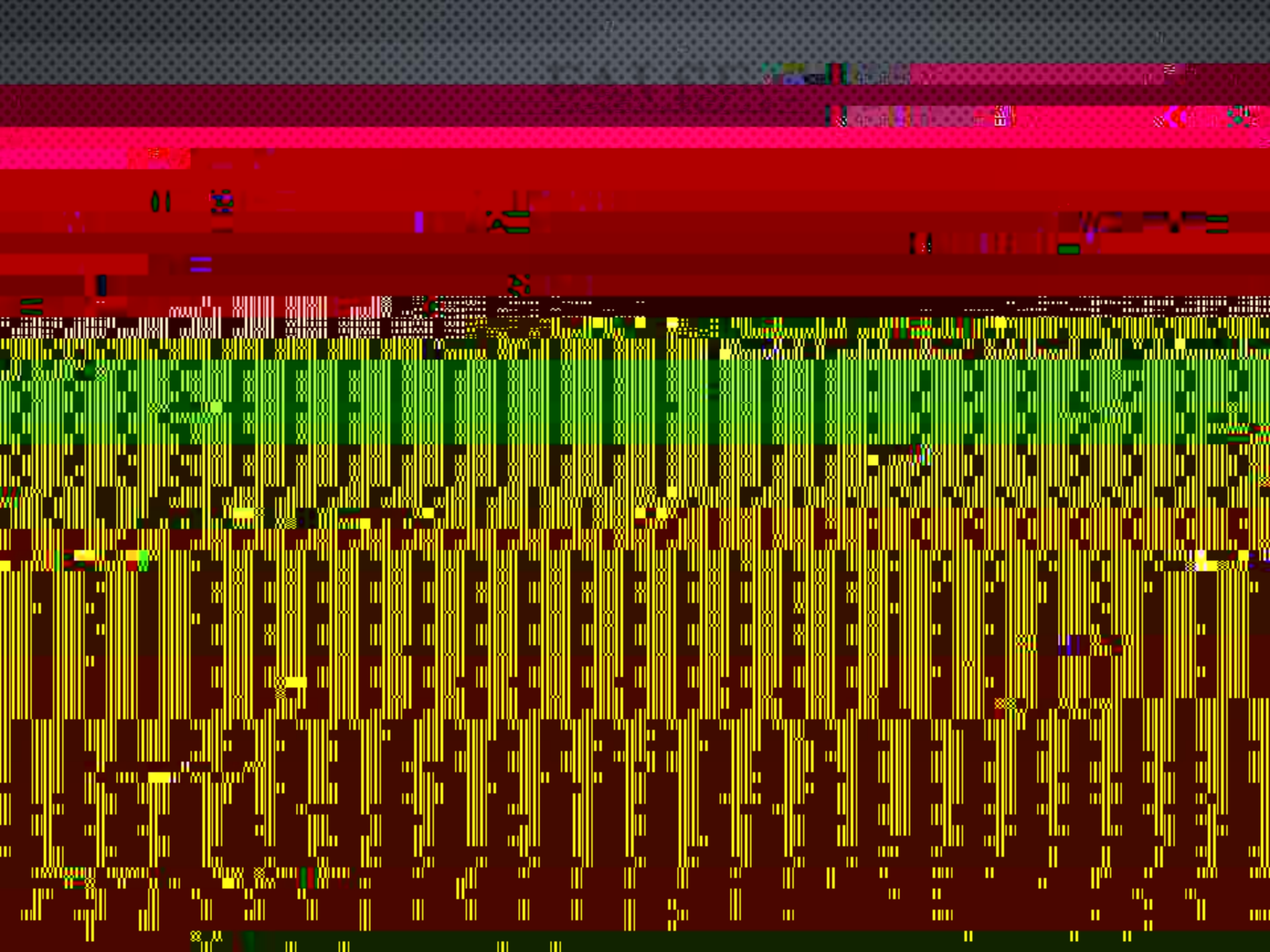


# #5) TRUE OR FALSE



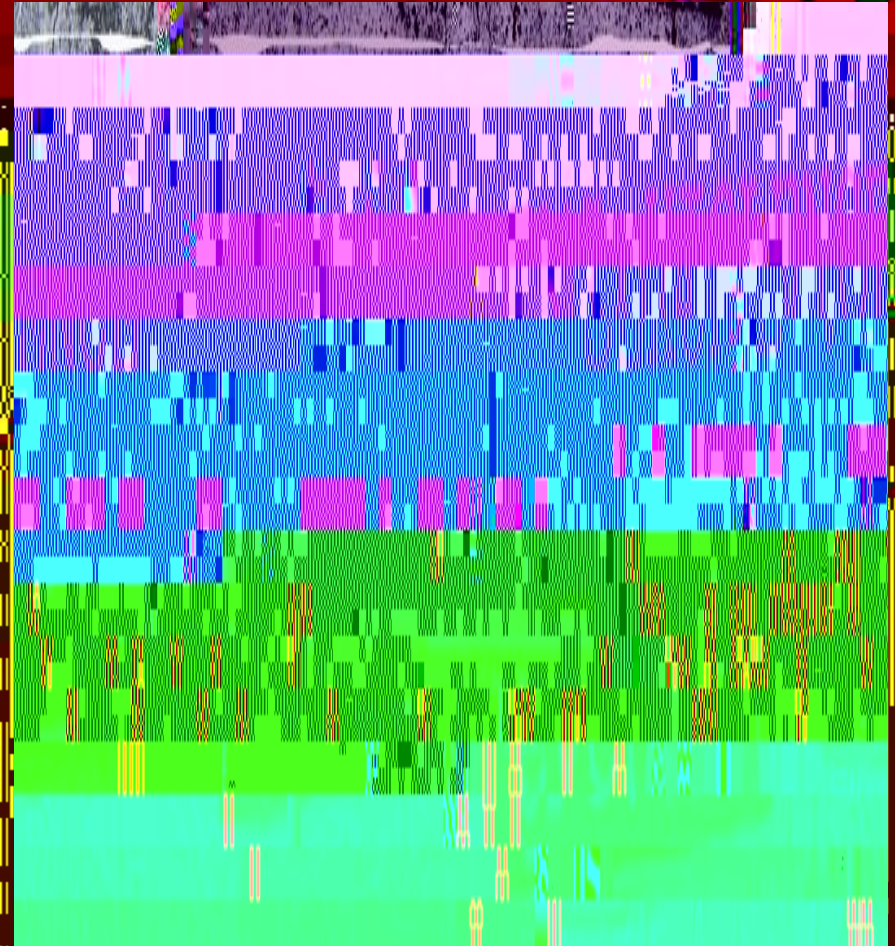


# #6 TRUE OR FALSE

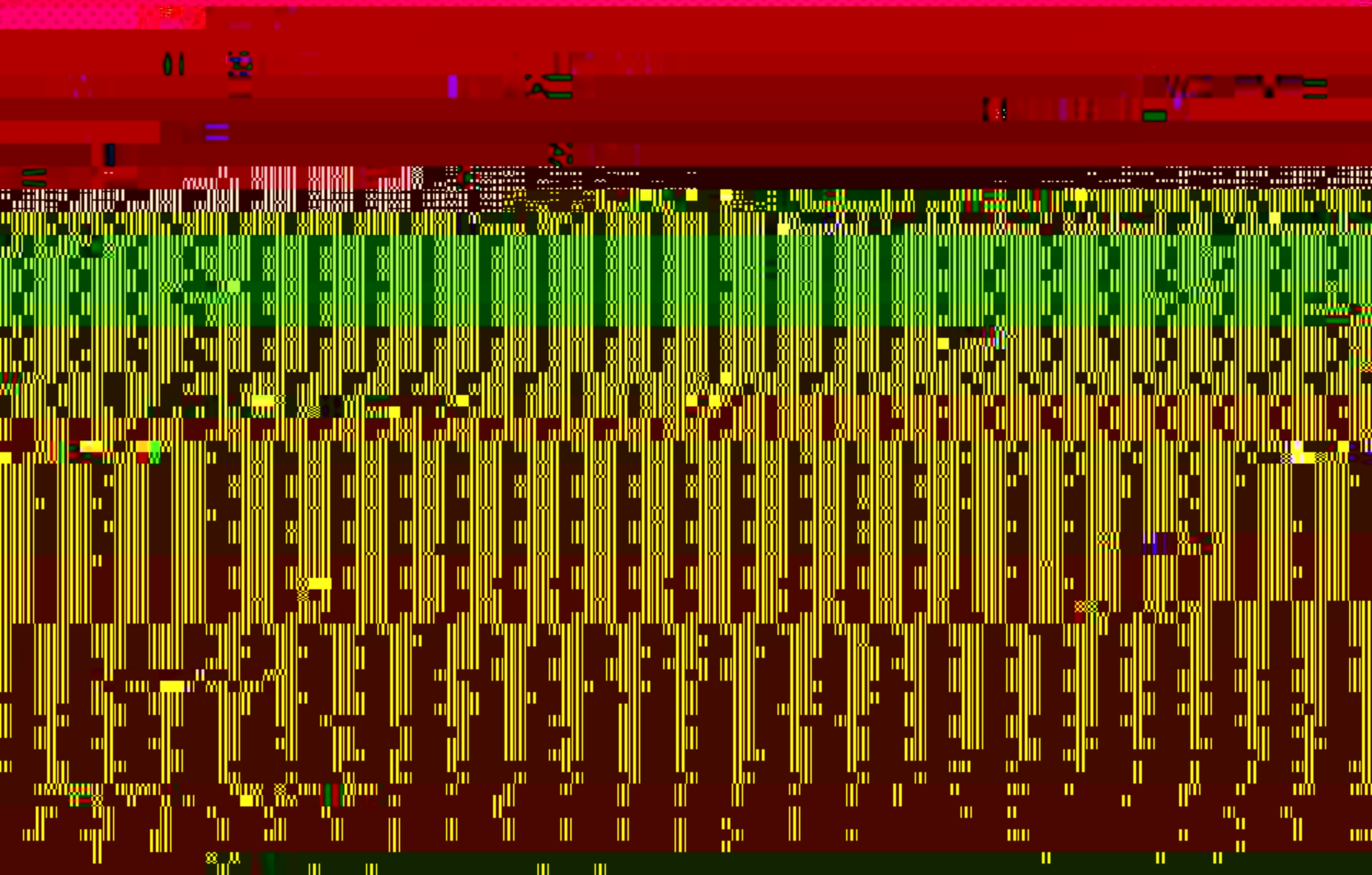




# SEXUAL VIOLENCE (CONTINUED)



# RETALIATION







# DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING



# DOMESTIC VIOLENCE

A violent act committed by a:

- Current or former spouse or intimate partner;
- Person sharing a child with the victim; or
- Person



# DATING VIOLENCE

A violent act committed by:

- A person who is or has been in a relationship of a romantic or intimate nature with the victim; and
- The existence of the relationship shall be determined based on:
  - i. length of the relationship
  - ii. type of relationship
  - iii. frequency of the interactions between the persons involved in the relationship.



# STALKING

Engaging in a course of conduct:

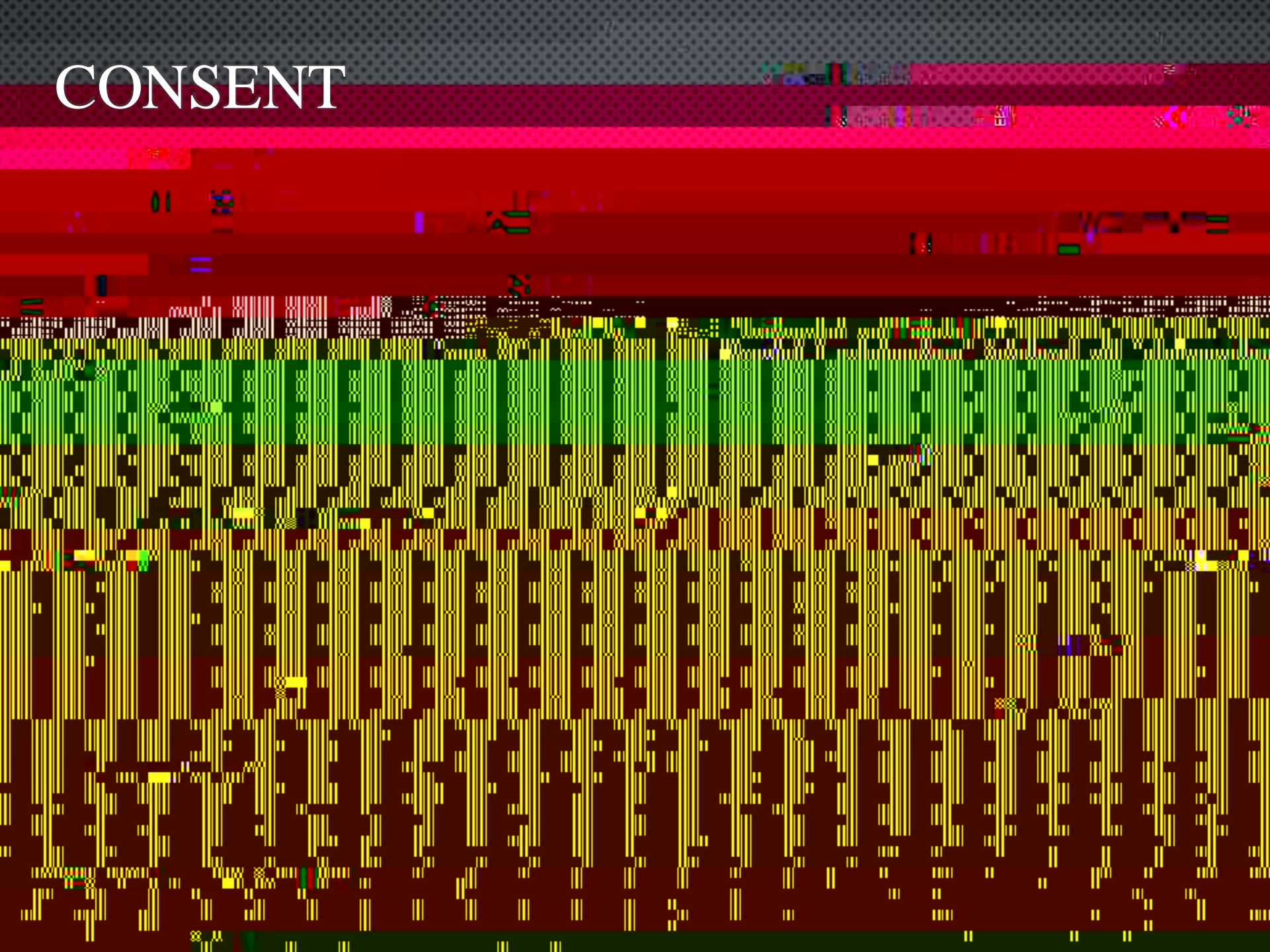
- Directed at a specific person; and
- Causes a reasonable person to fear for his or her safety or the safety of others or causes that person to suffer substantial emotional distress.



# CONSENT



# CONSENT



# WHO HAS A DUTY TO REPORT M6i



# CAMPUS SECURITY AUTHORITIES

## Campus Security Authorities:

Directors

Department Heads

Managers

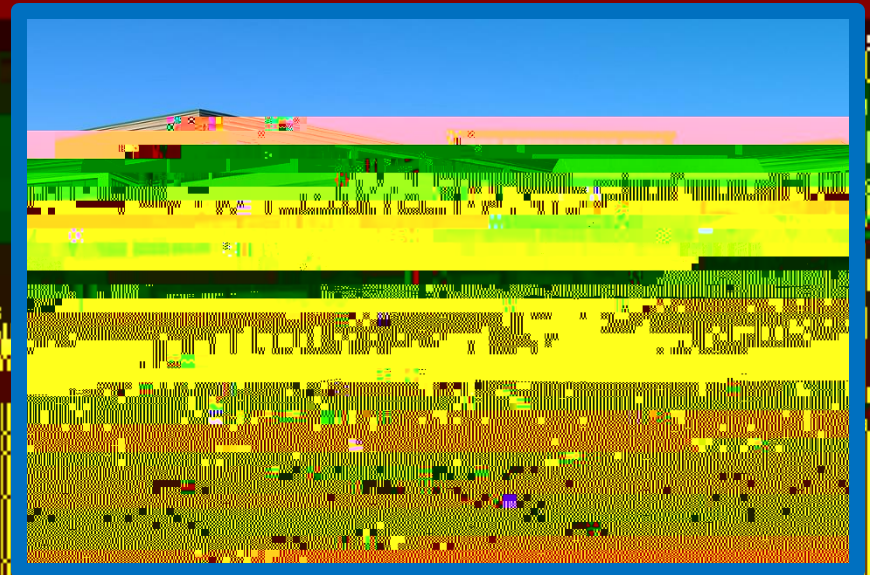
Supervisors

Administrative Staff

Faculty

Resident Assistants  
(RAs)

Student Advisors







# RESPONDING TO INCIDENTS OF ALLEGED SEXUAL MISCONDUCT

B

# RESPONSIBILITIES

The option to request that the University maintain his or her confidentiality, which the Title IX Coordinator will consider; and

The ability to share the information confidentially with counseling, or off-campus sexual assault-related services.



# CONFIDENTIAL VS. NON-CONFIDENTIAL RESOURCES

## On Campus

### Confidential Resources

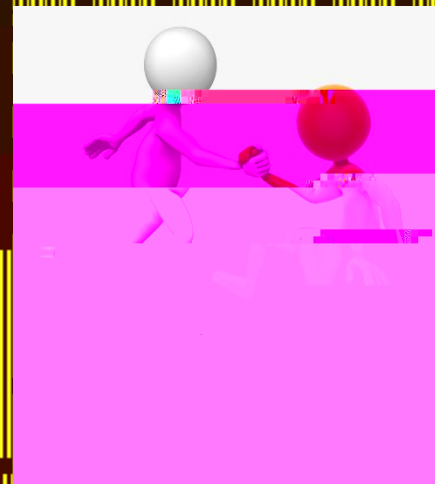
NEIT Behavioral Health  
Counselor

Located at Student Support  
Services N201

## Non-Confidential

### Resources

Campus Security Authorities





# CONSEQUENCES FOR FAILURE TO REPORT/COMPLY WITH TITLE IX

Termination of all or part of federal funding. This includes grants, subsidies, and other program funds from the federal government.

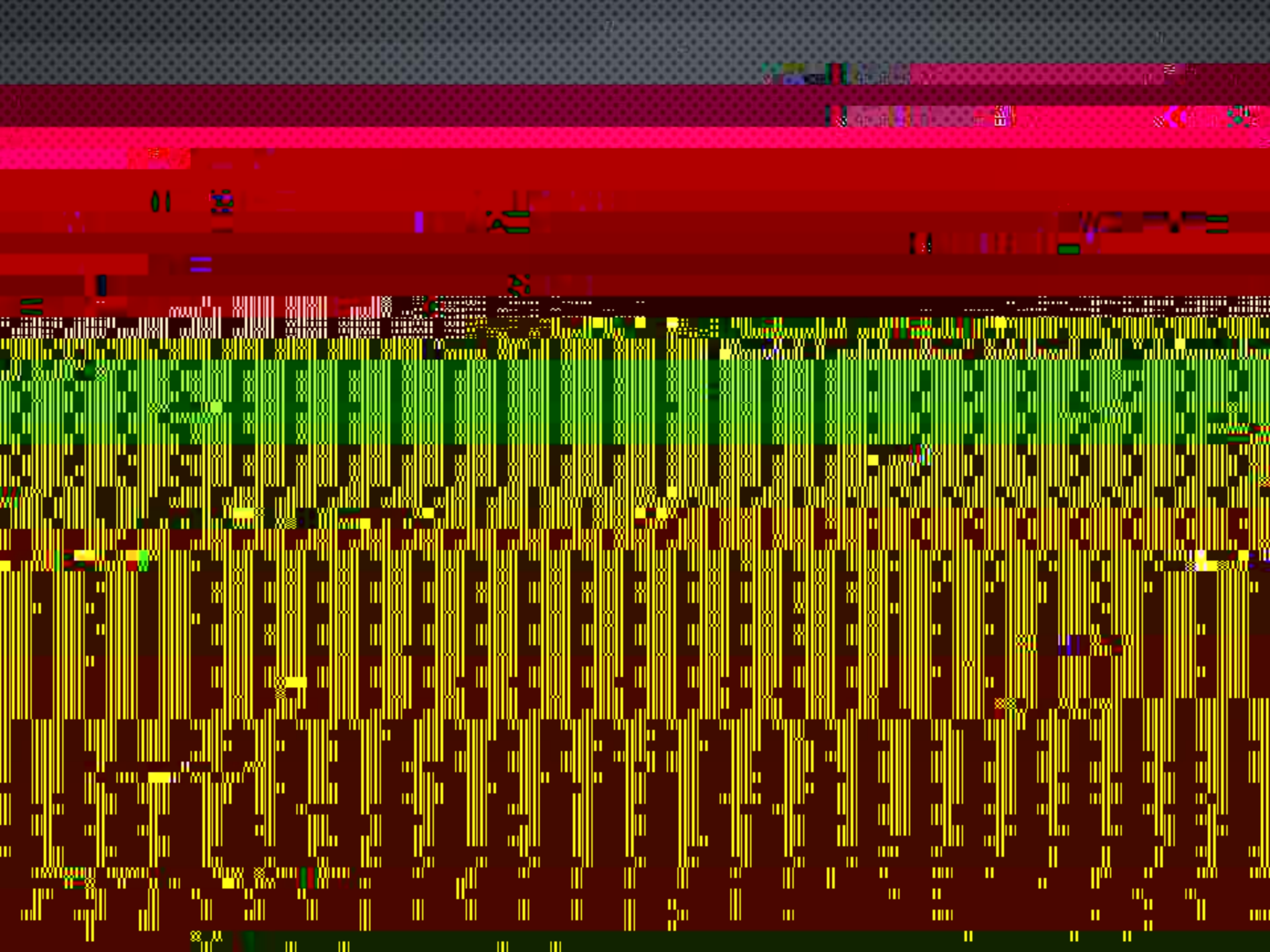
NEIT may be sued by those seeking redress for violations of Title IX.

Students or employees can bring lawsuits against NEIT, which can result in millions of dollars in judgments or settlements.



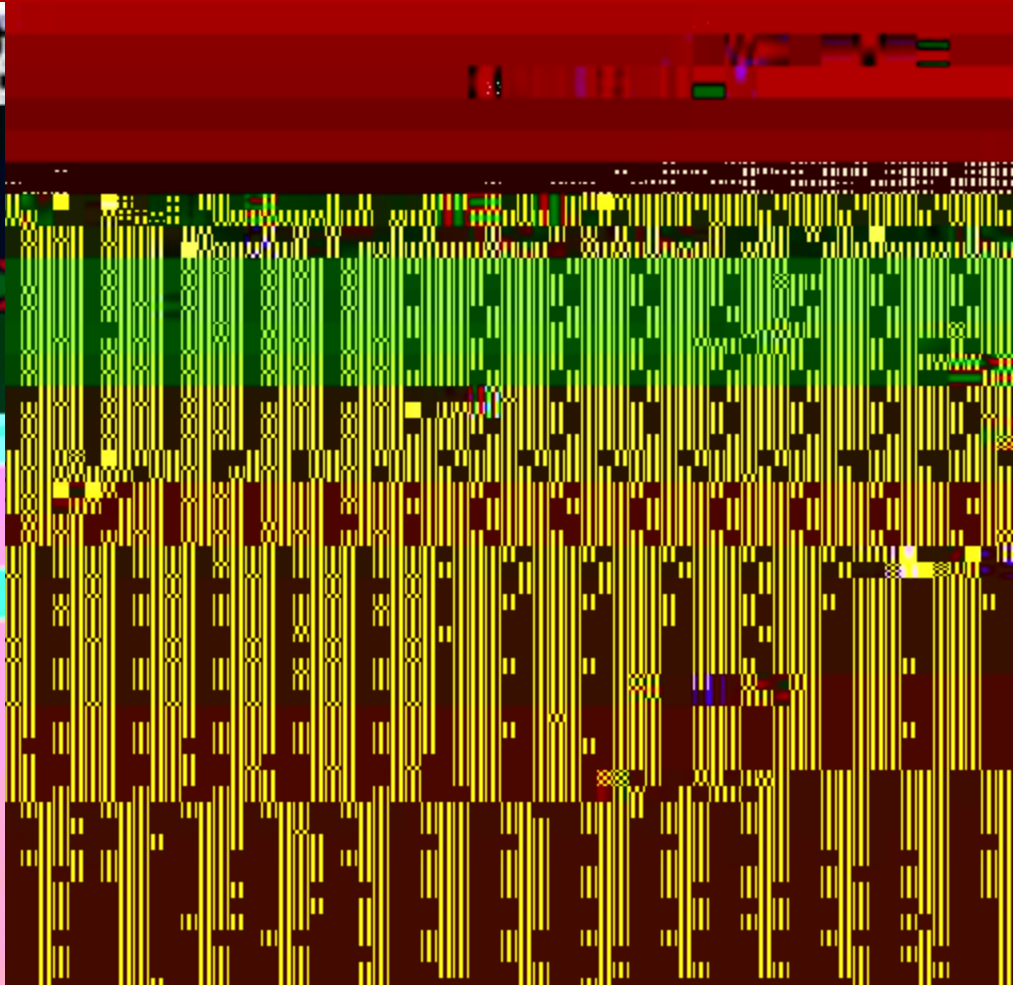
# RESPONDING TO INCIDENTS OF SEXUAL MISCONDUCT:



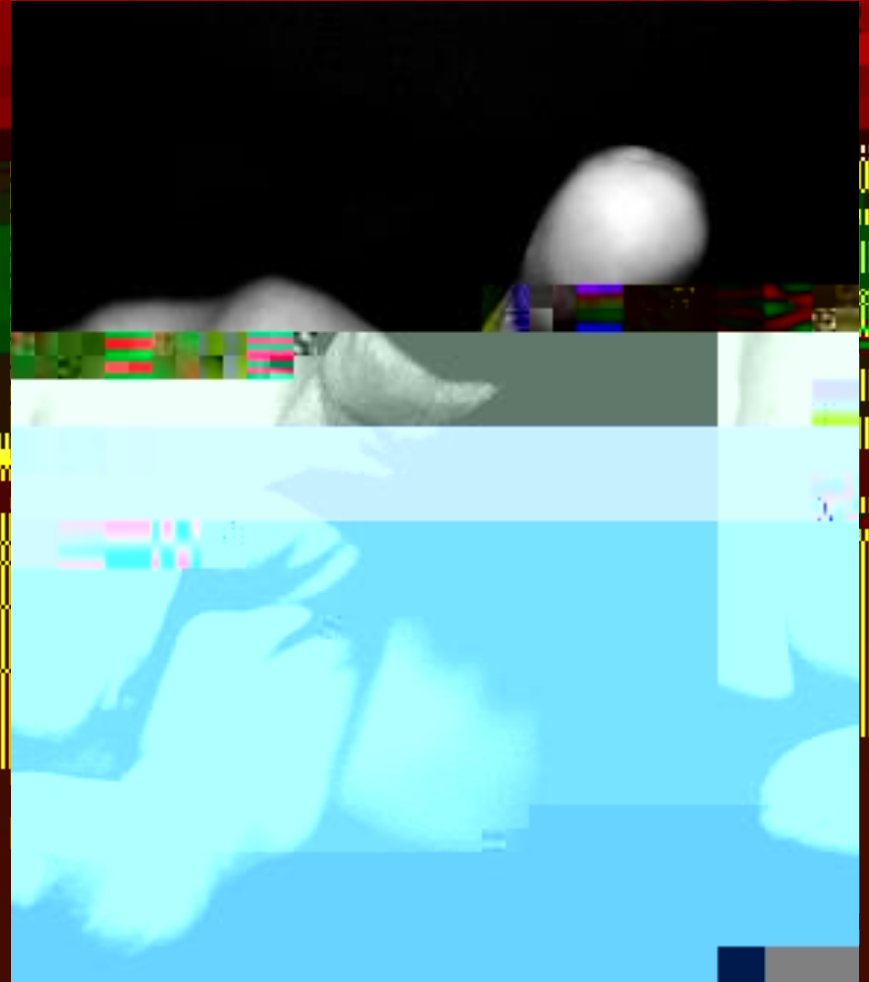




# RECOGNIZE SECONDARY TRAUMA



# AVOID JUDGMENT



# REPORTING OPTIONS & RIGHTS

File a University  
Complaint with CSA

File a complaint with NEIT  
Public Safety or the East  
Greenwich Police Department

Refer to the Title  
IX Reporting, Investigation,  
and Grievance Procedures  
(available on the Student  
Website)



Rights &  
Options

# UNIVERSITY COMPLAINT RESOLUTION PROCESS

IF THE ALLEGED VIOLATOR  
OF THE POLICY IS AN

EMPLOYEE OF THE UNIVERSITY

OR A STUDENT OF THE UNIVERSITY

OR A MEMBER OF THE UNIVERSITY COMMUNITY

OR A MEMBER OF THE UNIVERSITY FACULTY

OR A MEMBER OF THE UNIVERSITY STAFF

OR A MEMBER OF THE UNIVERSITY BOARD OF TRUSTEES

OR A MEMBER OF THE UNIVERSITY SENATE

OR A MEMBER OF THE UNIVERSITY COUNCIL

OR A MEMBER OF THE UNIVERSITY ADMINISTRATION

OR A MEMBER OF THE UNIVERSITY FACULTY ASSOCIATION

OR A MEMBER OF THE UNIVERSITY STUDENT ASSOCIATION

OR A MEMBER OF THE UNIVERSITY COMMUNITY ASSOCIATION

OR A MEMBER OF THE UNIVERSITY FACULTY SENIORITY COMMITTEE

OR A MEMBER OF THE UNIVERSITY STUDENT SENIORITY COMMITTEE

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# IMPORTANCE OF ACCOUNTABILITY

Often not enough evidence for a prosecutor to file criminal charges (especially if alcohol is involved).

Promotes a safe campus for all students, faculty, and staff.

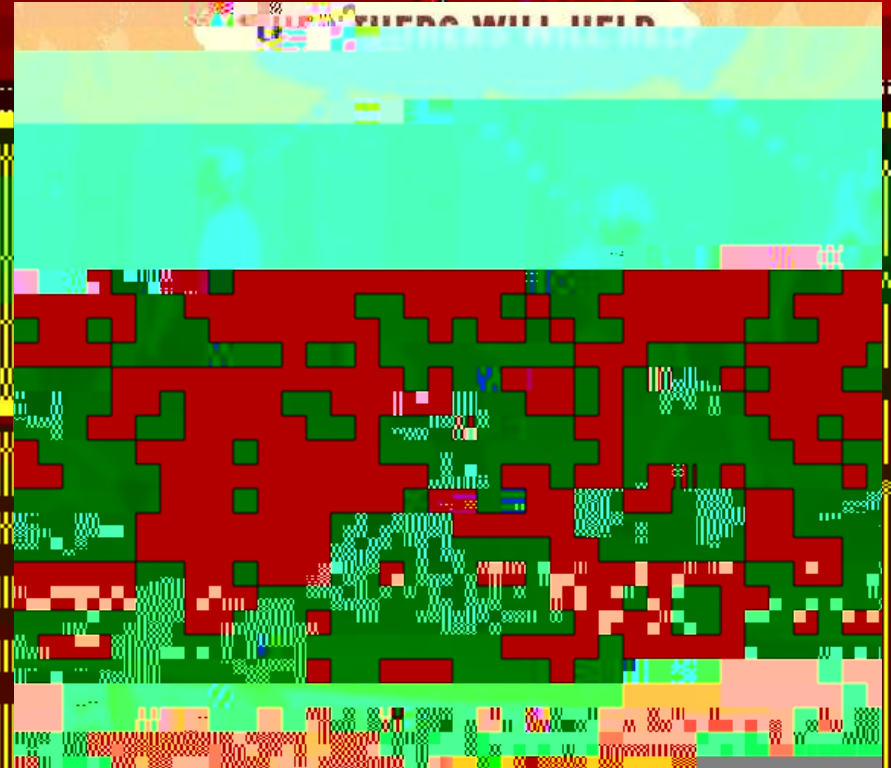


# BYSTANDER-FOCUSED PREVENTION OF SEXUAL MISCONDUCT

Bystanders are often unsure of themselves as responders.

They are unclear about whether intervention is needed or welcome, or what they should do to help.

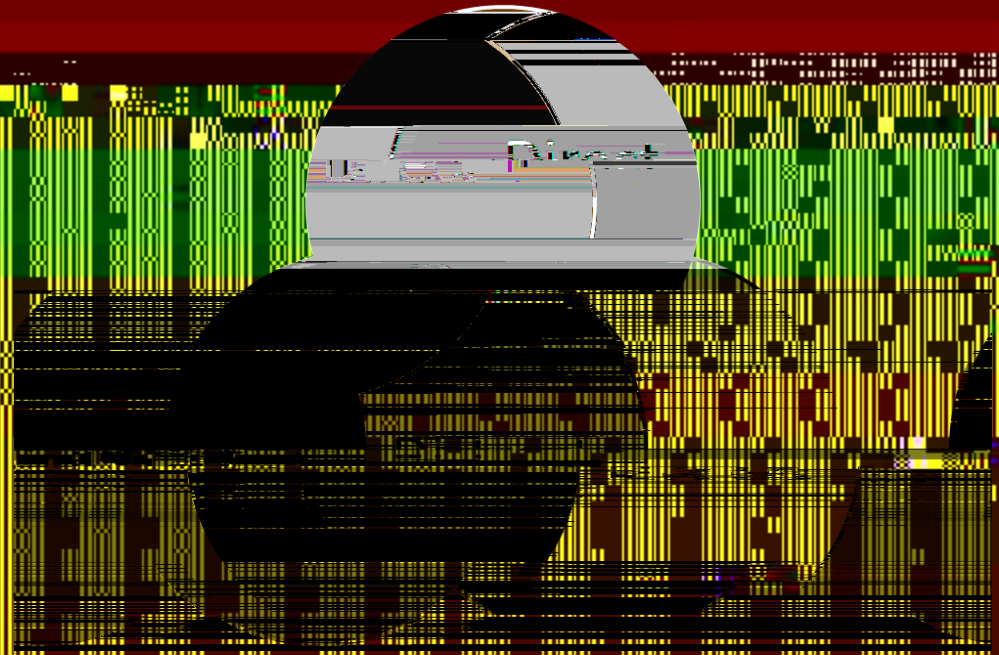
The lack of awareness allows the sexual misconduct to continue.



# BYSTANDER-FOCUSED PREVENTION OF SEXUAL MISCONDUCT (CONTINUED)

## 5 Steps for Bystander Intervention:

1. Notice the event
2. Interpret the event as a problem/emergency
3. Assume personal responsibility
4. Possess the skills to intervene
5. Implement the skills and help:  
**STEP UP!**



# TITLE IX REPORTING, INVESTIGATION, AND GRIEVANCE PROCEDURES

STUDENTS CAN FIND THIS POLICY ON TECHNET, IN THE STUDENT WEBSITE

Faculty and Staff can find this policy on Technet, under Policies and Procedures, Administrative, Human Resource





