Responding to Sexual Harassment & Sexual Violence Concerns

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Kimberly Anderson
Title IX Coordinator
During this presentation we will discuss topics that can be distressing.

We ask that you keep this in mind as you engage with your colleagues regarding these topics.

Please also know that there are many resources to support you. We will discuss some of these throughout this presentation, but you can find additional information at uwm.edu/titleix/get-help/.
Title IX

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Patsy Mink
### Why These Issues?

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<th>Why These Issues?</th>
<th>1 in 5 college women and 1 in 16 college men experience sexual assault.</th>
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<td>90% know the offender</td>
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<td>At least 50% involve alcohol</td>
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<td>SA is dramatically underreported:</td>
<td>2% of incapacitated sexual assault survivors report</td>
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<td>13% of forcible rape survivors report</td>
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<td>1 in 3 women and 1 in 4 men will be in an abusive relationship in their lifetime</td>
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<td>1 in 6 women and 1 in 19 men will be stalked in their lifetime</td>
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UWM Policies

- S-47: Discriminatory Conduct and Consensual Relationships Policy
- S-78: Sexual Violence and Sexual Harassment Policy
- UWS 17: Student Nonacademic Disciplinary Procedures
- UWM Code of Conduct – Faculty & Staff
- UWM Equal Employment Opportunity Policy
Sexual Harassment Prohibited

UWM policy prohibits sexual harassment, which is a form of discrimination on the basis of sex or gender.

Sexual harassment encompasses:

- unwelcome sexual advances,
- Requests for sexual favors,
- Quid pro quo harassment, and/or
- unwelcome verbal or physical conduct of a sexual nature, including sexual assault.

Behavior that is sufficiently severe or persistent and pervasive to interfere with an individual’s work or academic performance.
Consensual relationships that might be appropriate in other circumstances are not appropriate when they occur between an employee and a student over whom the employee has or potentially will have supervisory, advisory, evaluative, or other authority or influence.

Entering into a relationship with a student while acting in instructional role is prohibited.

If the relationship already exists; it must be reported and both participants “must act immediately to remove the conflict of interest.”

The relationship itself is not prohibited, the power imbalance is.
Sexual Violence, a form of Sexual Harassment includes:

- Dating or Domestic Violence
- Stalking
- Non-Consensual Sexual Contact
- Sexual Assault

One instance of sexual violence may be considered sufficiently severe or persistent and pervasive to rise to the level of sexual harassment.
**All Employees: Mandatory Reporting**

- Witness / Receive a Report of a **Sexual Assault** (Wis. Stat. 36.11(22))
  - **Report to:** DOS
  - **Report:** Statistical Information if known (will receive guidance from reporting office)
- Child Abuse/Neglect (EO 54)
  - **Report to:** Police

**Responsible Employees: Mandatory Reporting**

- Sexual Assault
- Sexual Harassment
- Stalking
- Dating Violence
- Domestic Violence
  - **Report to:** Title IX
  - **Report:** Known information. You cannot withhold known information (such as reporting party name).

Do **not** investigate!
Receiving a Complaint

Let the individual know you are not a confidential resource, and you may have to some information with Title IX/DOS.

Do not investigate. At most, ask only preliminary questions to determine the type of concern.

Assess whether the individual’s concern includes information you are required to report.

Provide resources (umw.edu/TitleIX)

Contact the Title IX Coordinator/DOS
Or use online form

Online form: uwm.edu/deanofstudents/report-it/
For Students

Confidential Resources: In most instances, care providers from the following resources can confidentially discuss student concerns regarding these issues:

- Norris Counseling Services*
- UWM Confidential Advocate
- Community Advocates
- Norris Health Center*
- Regional Hospitals

Visit [uwm.edu/TitleIX](http://uwm.edu/TitleIX) for more information
What is Advocacy?

**Information**
- Help participants navigate multiple systems
- Provide resources that are accurate and appropriate
- Provide choices/options
- Provide referrals (therapeutic, medical, legal, etc.)

**Support**
- Listen and believe
- Non-judgmental validation
- Meeting individual where they’re at
- Accompaniment
- Encourage and help restore power

**Discovery**
- Coping skills
- Mind/body/spirit, emotional/physical wellness
- Trauma effects
- Personal value
- "You are not alone"
- "It is not your fault"
For Students

University Resources: The following resources cannot guarantee confidentiality but will protect student privacy to the extent possible:

- Police
- Dean of Students
- Title IX Coordinator
- Equity and Diversity Services

Visit uwm.edu/TitleIX for more information
Can assist with **interim measures** and can also offer advice and support, whether it is Title IX related or not.

- The Dean of Students also:
  - Manages the **Campus Assessment, Response, and Education (CARE) Team** (threat assessment team)
  - Manages the **Student Support Team**
  - Oversees the **student conduct** process
  - Oversees **tuition and fee appeals**
  - Helps students **manage personal crises and emergencies**
  - Helps identify and connect students with appropriate **campus and community resources**
  - Helps students identify and navigate options and processes if they have concerns
  - Consults on any concerns relating to students or student life
Employee Resources:

- UWM Employee Assistance Program (Confidential)
- Local Advocacy and Medical Resources
- Human Resource Services
- UWM PD
- Title IX Coordinator

Visit uwm.edu/TitleIX for more resources and information
The EAP offers unlimited telephone consultation 24 hours a day, 7 days a week, to managers, supervisors and human resource staff in regard to workplace issues, including:

- Employee personal problems that interfere with work performance
- Problems dealing with troubled or difficult employees
- Concern for employee suicide, violence or other workplace behavioral risks
- Coping with the aftermath of a traumatic event
- On-site response to crisis situations, including grief and loss in the workplace
- Employee Training in behavioral and work-life areas
- Manager Training in dealing with workplace issues

Contact FEI
- Phone: (866) 274-4723 (24 hours a day, 7 days a week)
- Online: https://www.feieap.com (Username: SOWI)
Investigation Process

Resources

Complainant Interview/Intake

Determine appropriate next steps

Notice of Investigation

Impartial Investigation: (Review Documents, Interview Witnesses and Respondent) Preponderance of the Evidence

The Title IX Investigator will summarize the investigation in a report that will be shared with the parties and DOS or Provost

Additional processes before any disciplinary action
Questions?