Resources

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 Refresher
- Reporting
- Process Overview
- What challenges might arise?
- Tools and Resources
“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
<table>
<thead>
<tr>
<th>Why These Issues?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 in 5 college women and 1 in 16 college men experience sexual assault.</td>
</tr>
<tr>
<td>90% know the offender At least 50% involve alcohol</td>
</tr>
<tr>
<td>SA is dramatically underreported:</td>
</tr>
<tr>
<td>2% of incapacitated sexual assault survivors report</td>
</tr>
<tr>
<td>13% of forcible rape survivors report</td>
</tr>
<tr>
<td>1 in 3 women and 1 in 4 men will be in an abusive relationship in their lifetime</td>
</tr>
<tr>
<td>1 in 6 women and 1 in 19 men will be stalked in their lifetime</td>
</tr>
</tbody>
</table>
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
Reporting Requirements: Department Chairs

- You have a duty to **report** to the Title IX Coordinator any information that suggests a violation of policies prohibiting sexual violence and sexual harassment occurred.

- You are expected to **be prepared to respond**, and to **be familiar** with the available **resources**.

**Report:**
- Sexual Assault
- Sexual Harassment
- Stalking
- Dating Violence
- Domestic Violence
Receiving a Complaint

Let the individual know you are not a confidential resource, and you may have to report the information to Title IX.

**Do not investigate.**

At most, ask only preliminary questions to determine the type of concern.

Assess whether the individual’s concern includes information related to Title IX.

If so, report.

If not, handle internally or identify other resources.

Provide resources ([umw.edu/TitleIX](umw.edu/TitleIX))

Contact the Title IX Coordinator
What happens next?
<table>
<thead>
<tr>
<th>Investigation Process</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resources</td>
</tr>
<tr>
<td>Complainant Interview/Intake</td>
</tr>
<tr>
<td>Determine appropriate next steps</td>
</tr>
<tr>
<td>Notice of Investigation</td>
</tr>
<tr>
<td>Impartial Investigation: (Review Documents, Interview Witnesses and Respondent) Preponderance of the Evidence</td>
</tr>
<tr>
<td>The Title IX Investigator will summarize the investigation in a report that will be shared with the parties and DOS or Provost</td>
</tr>
<tr>
<td>Additional processes before any disciplinary action</td>
</tr>
</tbody>
</table>
Keep in Mind:

- Not every complaint results in an investigation
- Many complaints result in other actions
  - Consultation
  - Referrals
  - Performance Expectation Counseling
  - Additional training
  - Mediation
Title IX and/or EDS

- Will generally contact you before issuing notice, especially if it appears interim measures are appropriate.
  - There may be some circumstances where you are not notified, and this will likely be based on policy and privacy requirements.

- Don’t hesitate to contact with any questions about investigative process.

- Can help you navigate challenging situations

- Can help you understand your role
  - What is and is not appropriate based on the status of an investigation or complaint.
What is expected of Department Chairs during an investigation?

You aren’t expected, nor should you attempt to manage this without support.

Use your resources and tools [more information on this to follow]
What is expected of Department Chairs during an investigation?

• Maintain privacy, as appropriate
  • Do not share nature of allegations or the Title IX Office/EDS involvement with others, except as necessary.
• Help limit gossip, when possible
• Provide updates/referrals to Title IX, EDS, Legal Affairs, Police, as appropriate
  • Alert to emerging or ongoing issues
  • Take safety concerns seriously
What is expected of Department Chairs during an investigation?

• **Collaborate** with the Title IX Office/EDS and HRS
• Assist with identifying appropriate **interim measures** *[more on this to come]*
  • **Continual assessment** of needs
• Afford **support** to all participants *(allegations only at this point)*
• Direct questions to the Title IX Office/EDS or HRS
• Maintain **professional boundaries**
  • **Refer** to appropriate resources
What are your tools/resources?
Who can you call?

**Title IX/EDS**
- With questions about processes
- With questions about adjusting an academic schedule or course assignments pending the outcome of an investigation
- To discuss interim measures and/or if you believe someone has violated the interim measures in place
- If you believe someone has violated the interim measures in place

**Legal Affairs**
- With personnel, privacy/confidentiality, or other legal issues

**DOS**
- To discuss interim measures for students
- With questions about student disciplinary process

**Police**
- To request a safety assessment, and/or
- To address safety concerns
Interim measures for students:

Arrangements to address:

- Safety concerns,
- Housing,
- Class schedules,
- Work schedules,
- Course withdrawals (without penalty).

Resources are available for all students involved in the process.

The Title IX Coordinator/Investigator, the Dean of Students’ Office and/or UWM Advocate may contact you for assistance implementing these.
If the Respondent is an instructor or advisor:

- You may be asked to help remove the individual from teaching responsibilities, and/or to monitor student interactions.

  - Case specific analysis
  - This will depend on:
    - The severity of the allegations
    - Whether there are potential safety concerns
    - The rights associated with the employee’s classification
Resources for Students

Confidential Resources:

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

University Resources:

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

Visit uwm.edu/TitleIX for more information
What is Victim 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"
Dean of Students Office

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
Interim measures for employees:

- Separating the parties,
  - Adjusting work schedules/locations
  - Home assignment
- Care and Support for both parties (see resources)
- Accommodation requests
- Safety planning

The Title IX Coordinator/Investigator and/or HRS may contact you for assistance implementing these.
### Resources for Employees:

<table>
<thead>
<tr>
<th>Resource</th>
</tr>
</thead>
<tbody>
<tr>
<td>UWM Employee Assistance Program (Confidential)</td>
</tr>
<tr>
<td>Local Advocacy and Medical Resources</td>
</tr>
<tr>
<td>Human Resource Services</td>
</tr>
<tr>
<td>UWM PD</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
</tr>
</tbody>
</table>

Visit [uwm.edu/TitleIX](http://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)
Navigating the Outcome

• If there is a finding of policy violation(s), you will be updated and informed, consistent with university policies;
• Connect with EDS/Title IX regarding next steps
  • Don’t act before appropriate to do so
• Assist in implementing a plan going forward, whatever the outcome
  • Work with Title IX/EDS/HRS to implement continued interim measures pending final outcome
    • Plan for successful transition away from, or to establish continuing “interim” **supportive measures** (conflict management)
Retaliation

**Retaliation:** An adverse action taken against an individual in response to, motivated by, or in connection with an individual’s compliant of sexual violence or sexual harassment, participation in an investigation of such compliant, and or opposition of sexual violence or sexual harassment in the educational or workplace setting.

- Report any ongoing or emerging concerns to Title IX/EDS
- Help stop/prevent the conduct
- Assist in mitigating any harm
Questions?