

The background of the slide is a light gray gradient. It is decorated with several realistic water droplets of various sizes, some clustered in the top left and others in the bottom right. A large, faint, circular watermark is centered in the upper half of the slide, containing the text "WISCONSIN DEPARTMENT OF EDUCATION" around a central emblem.

TITLE IX TRAINING

AUGUST 2019

WHAT IS TITLE IX

- TITLE IX OF THE EDUCATION AMENDMENTS OF 1972 IS A FEDERAL CIVIL RIGHTS LAW THAT PROHIBITS DISCRIMINATION ON THE BASIS OF SEX IN FEDERALLY FUNDED EDUCATION PROGRAMS AND ACTIVITIES. ALL PUBLIC AND PRIVATE ELEMENTARY AND SECONDARY SCHOOLS, SCHOOL DISTRICTS, COLLEGES, AND UNIVERSITIES RECEIVING ANY FEDERAL FINANCIAL ASSISTANCE MUST COMPLY WITH TITLE IX.

TITLE IX PROHIBITS:

- **1. SEX DISCRIMINATION-** DISCRIMINATION IN EMPLOYMENT AND OPPORTUNITY AGAINST A PERSON ON GROUNDS OF SEX
- **2. SEXUAL HARASSMENT** -UNWELCOME CONDUCT OF A SEXUAL NATURE, INCLUDING UNWELCOME SEXUAL ADVANCES, REQUESTS FOR SEXUAL FAVORS, AND OTHER VERBAL, NONVERBAL, OR PHYSICAL CONDUCT OF A SEXUAL NATURE.

TWO TYPES OF SEXUAL HARASSMENT

1. QUID PRO QUO

- EMPLOYMENT OR EDUCATION DECISIONS BASED ON A REQUEST FOR SEXUAL FAVORS.
- “THIS FOR THAT.”

2. HOSTILE ENVIRONMENT

- UNWELCOME CONDUCT THAT:
UNREASONABLY INTERFERES WITH AN
EMPLOYEE’S ABILITY TO WORK OR A
STUDENT’S ABILITY TO LEARN,

OR

CREATES AN INTIMIDATING ,HOSTILE, OR
OFFENSIVE WORK OR LEARNING
ENVIRONMENT.

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.
- (3) UNNECESSARY TOUCHING, HUGGING, OR BRUSHING AGAINST ANOTHER PERSON'S BODY.

SEXUAL HARASSMENT (CONTINUED)

- (4) SEXUALLY EXPLICIT STATEMENTS, QUESTIONS, OR JOKES.
- (5) REMARKS OF A SEXUAL NATURE ABOUT A PERSON'S CLOTHING OR BODY, SEXUAL ACTIVITY, SEXUAL ORIENTATION, GENDER IDENTITY, OR PREVIOUS SEXUAL EXPERIENCE.

RESPONDING TO SEXUAL HARASSMENT

- SEXUAL HARASSMENT IS UNLIKELY TO STOP UNTIL CONFRONTED. IN SOME CASES, 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 FORMAL REPRIMAND, OR A DISCIPLINARY HEARING.



WHO HAS A DUTY TO REPORT INCIDENTS OF SEXUAL MISCONDUCT

- A **RESPONSIBLE EMPLOYEE** IS ANY EMPLOYEE WHO HAS THE AUTHORITY TO TAKE ACTION TO ADDRESS SEXUAL MISCONDUCT, WHO HAS BEEN GIVEN THE DUTY TO REPORT TO APPROPRIATE OFFICIALS OF AN INSTITUTION ABOUT INCIDENTS OF SEXUAL MISCONDUCT, OR WHO AN EMPLOYEE OR STUDENT COULD REASONABLY BELIEVE HAS THIS AUTHORITY OR RESPONSIBILITY.

- **A RESPONSIBLE
EMPLOYEE...**

YOU

RESPONSIBLE EMPLOYEES

- **RESPONSIBLE EMPLOYEES INCLUDE:**

- DIRECTORS
- DEPARTMENT HEADS
- MANAGERS
- SUPERVISORS
- ADMINISTRATIVE STAFF
- FACULTY

AS A RESPONSIBLE EMPLOYEE, TO WHOM DO I REPORT

- **THE TITLE IX COORDINATOR**

- **STEPHENIE VERGNETTI**

PRESIDENTS HALL

570-702-8944

SVERGNETTI@JOHNSON.EDU

REPORTING TO THE TITLE IX COORDINATOR

- REPORTING TO THE TITLE IX COORDINATOR ENSURES THAT INFORMATION REGARDING RESOURCES, REPORTING OPTIONS, AND EMPLOYEE AND STUDENT RIGHTS IS PROVIDED TO THE ALLEGED TARGET OF SEXUAL MISCONDUCT.



YOUR RESPONSIBILITIES

- YOUR OBLIGATION TO REPORT THE NAMES OF THE ALLEGED PERPETRATOR AND THE PERSON INVOLVED IN THE ALLEGED SEXUAL MISCONDUCT, AS WELL AS RELEVANT FACTS REGARDING THE ALLEGED INCIDENT (INCLUDING THE DATE, TIME, AND LOCATION), TO THE TITLE IX COORDINATOR.

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.
- JOHNSON COLLEGE MAY BE SUED BY THOSE SEEKING REDRESS FOR VIOLATIONS OF TITLE IX.
- STUDENTS OR EMPLOYEES CAN BRING LAWSUITS AGAINST JOHNSON COLLEGE WHICH CAN RESULT IN MILLIONS OF DOLLARS IN JUDGMENTS OR SETTLEMENTS.



WHAT IS A BYSTANDER?

- A BYSTANDER IS A PERSON WHO IS PRESENT WHEN AN EVENT TAKES PLACE BUT ISN'T DIRECTLY INVOLVED. A BYSTANDER CAN BECOME AN ACTIVE BYSTANDER (WILL GET INVOLVED) OR A PASSIVE BYSTANDER (WILL IGNORE THE SITUATION).
- BYSTANDERS MIGHT BE PRESENT WHEN SEXUAL ASSAULT OR ABUSE OCCURS, OR THEY MIGHT WITNESS THE CIRCUMSTANCES THAT COULD LEAD UP TO THESE CRIMES

BYSTANDER EFFECT

- THE BYSTANDER EFFECT IS THE PHENOMENON IN WHICH SOMEONE IS LESS LIKELY TO INTERVENE IN A PROBLEM SITUATION WHEN OTHERS ARE PRESENT.
- THE LARGER THE NUMBER PRESENT, THE LESS LIKELY ANY OF THEM WILL GET INVOLVED.

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
MAKE THE INTERVENTION “**SAFE, EARLY, & EFFECTIVE**”
5. IMPLEMENT THE SKILLS AND HELP:
STEP UP!



QUESTIONS