UNCSA
Harassment, Discrimination, and Title IX Workshop

Division of Institutional Integrity
Goals for the training

Know what UNCSA policies address discrimination and harassment

Know what to do if you experience or witness harassment or discrimination

Understand your reporting expectations for sexual misconduct involving students and/or minors as UNCSA faculty and staff
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 subject to discrimination under any educational program or activity receiving Federal financial assistance...”
Why do we care?

SUPREME COURT DECISIONS AND GUIDANCE FROM THE U.S. DEPARTMENT OF EDUCATION HAVE GIVEN TITLE IX A BROAD SCOPE AND NOW COVER SEXUAL HARASSMENT AND SEXUAL VIOLENCE.

UNDER TITLE IX, SCHOOLS ARE LEGALLY REQUIRED TO RESPOND AND REMEDY HOSTILE EDUCATIONAL ENVIRONMENTS AND FAILURE TO DO SO IS A VIOLATION THAT MEANS A SCHOOL COULD RISK LOSING ITS FEDERAL FUNDING.
UNCSA Policy #121*
Prohibited Discrimination and Harassment Policy

*This policy will be updated for this year with two separate policies

- This Policy prohibits discrimination and harassment on the basis of age, race, gender, national origin, religion, disability, protected veteran status, political affiliation, gender identity, gender expression, and/or sexual orientation

- The policy covers students, faculty, staff, and third parties
Examples of Prohibited Conduct Covered by UNCSA Policies

- Sexual Misconduct
- Sexual Harassment or Discrimination
- Sexual Violence
- Hostile Environment
- Domestic and Dating Violence
- Stalking
To protect ALL faculty, staff, and students and comply with federal law, UNCSA must:

- Have a policy that prohibits sexual harassment.
- Make the policy available to all employees and students.
- Provide training in the use of that policy.
ALL Faculty and Staff at UNCSA are required to report harassment or discrimination to the Division of Institutional Integrity

All faculty and staff are responsible for reporting incidents of sexual discrimination, harassment or misconduct to the Chief Compliance Officer or someone in the Division of Institutional Integrity.

Who does not have to report: Confidential resources (i.e. Counseling Services, Student Health Center, Ombuds).
Sexual Misconduct is a **broad term** encompassing **sexual harassment** and **sexual violence**.
Sex discrimination involves treating someone unfavorably because of that person's sex or gender.
Any unwelcome conduct of a sexual nature. Sexual harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature.

OR

Quid Pro Quo “This for That”: A favor or advantage granted or expected in return for something.
Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the institution conditioning the provision of an aid, benefit, or service of the institution on an individual’s participation in unwelcome sexual conduct;

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution’s education program or activity; or

Relationship Abuse (also called intimate partner violence or domestic and dating violence) is a pattern of behaviors used by one partner to maintain power and control over another partner in an intimate relationship.
Stalking

Engaging in a course of unwelcome conduct directed at a specific person which would cause a reasonable person to:
(1) fear for their safety or the safety of others
(2) suffer substantial emotional distress
(3) following, harassing, pursuit
How to report:

Online reporting form
https://uncsa.protocall.info/incident-report

Contact me directly by email or phone
Campus Resources

UNCSA Campus Police
*55 (dialing from campus box with blue lights)
336-770-3321

Counseling Services
336-770-3288
1-888-267-3675 (After Hours Healthlink)

Health Services
336-770-1463

Winston-Salem Police Department
911
THANK YOU

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