TITLE IX PRESENTATION FOR STUDENTS

FALL 2015 – SPRING 2016

Edith Rivera
Chief Diversity Officer/Title IX Coordinator

Source: CUNY Office of Human Resource Management, August 2015
Sexual Harassment: Policies, Prevention And Resources

• What are sexual harassment, gender-based harassment, sexual violence, dating/intimate partner/domestic violence, and stalking?
• How can you help prevent sexual harassment and sexual violence?
• What are the College’s policies and procedures?
• How can you report an incident confidentially?
• What resources are available to you?
CUNY’s Commitment

• CUNY’s policies prohibit sexual harassment and sexual violence of any kind.
• Sexual harassment, a form of sex discrimination, is illegal under federal, state and city laws and will not be tolerated within CUNY.
• We are committed to promoting a safe and secure academic environment for all members of our community.
• All students, faculty, staff and visitors are expected to maintain a working and learning environment free from harassment and discrimination.
Incident Reporting

• If you experience, observe or learn of any form of sexual harassment and/or sexual violence, please contact:
  – Title IX Coordinator [Edith Rivera, 212-817-7410, ComplianceDiversity@gc.cuny.edu, 365 Fifth Avenue, Rm 7301]
  – Office of Public Safety [John Flaherty, 212-817-7761, jflaherty@gc.cuny.edu, 365 Fifth Avenue, Rm 9117]
  – A College Mental Health Counselor (i.e. Wellness Center)
  – Office of the Vice President for Student Affairs and/or Dean of Students [Matthew Schoengood, 212-817-7400, mschoengood@gc.cuny.edu, 365 Fifth Avenue, Rm 7301]
  – We also encourage you to report all cases involving any form of sexual violence and/or stalking to the NYPD. Call 911 immediately! We will assist you if you wish.
What Is Sexual Harassment and Sexual Violence?

Sexual Harassment
Gender-based Harassment
Sexual Violence
Domestic/Intimate Partner/Dating Violence
Stalking
What Is Sexual Harassment?

Sexual harassment is *unwelcome* conduct of a sexual nature that is sufficiently serious to adversely affect your ability to participate in or benefit from an educational program. It includes *unwelcome* sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature on or off campus.
Examples of Verbal Sexual Harassment

- Sexual comments, teasing, or jokes
- Catcalls
- Sexual slurs, demeaning words, or other verbal abuse
- Graphic or sexually suggestive comments
- Inquiries or discussions about sexual activities
- Pressure to accept social and/or electronic invitations, to meet privately, to date, or to have sexual relations
- Sexually suggestive letters or other written or visual communication, including email, text, Snapchat, photo and other social media communications
Forms of Sexual Harassment

At CUNY, sexual harassment includes:

• Recording images (e.g. video, photograph) or audio of another person’s sexual activity, intimate body parts, or nakedness without that person’s consent;

• Disseminating images (e.g. video, photograph) or audio of another person’s sexual activity, intimate body parts, or nakedness, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not consent to such disclosure; and

• Viewing another person’s sexual activity, intimate body parts, or nakedness in a place where that person would have a reasonable expectation of privacy, without that person’s consent.
What Is Gender-Based Harassment?

• Gender-based harassment is unwelcome conduct of a nonsexual nature based on actual or perceived sex, including conduct based on gender identity, gender expression, and nonconformity with gender stereotypes that is sufficiently serious to adversely affect your ability to participate in or benefit from an educational program.
Forms of Gender-Based Harassment

• Gender-Based Harassment includes:
  – Intentionally using the wrong pronoun to identify a transgender individual can be a form of harassment.
  – Mocking a person’s appearance or clothing as more suited to a person of the opposite sex is a form of harassment.
What Is Sexual Violence/Assault?

• Sexual assault is a crime.
• Sexual violence is an umbrella term that includes sexual assault as well as dating, domestic and intimate partner violence and certain forms of stalking.
• Sexual assault is any form of sexual contact that occurs without consent and/or through the use of force, threat of force, intimidation, or coercion.
• Sexual assault can be committed when someone has not given or is unable to give consent, for example, because of intoxication.
• Sexual assault can be a form of sexual harassment.
Forms Of Sexual Violence

• Any **unconsented or unwanted** sexual touching or other physical contact may constitute sexual violence
  – Any form of sexual activity
  – Touching
  – Grabbing/Groping
  – Kissing
  – Caressing
  – Brushing against another’s body
  – Patting
  – Pinching
Forms Of Sexual Violence – Stalking

• Stalking is a crime
• Stalking is a course of conduct directed at a specific person that causes them reasonable fear or distress.
• Stalking usually includes repeated behaviors that harass or threaten the victim, such as following a person, appearing at a person’s home or place of business, or sending repeated and/or harassing calls, messages or photos.
• Stalking does not have to be sexual in nature to constitute sexual violence.
Forms of Sexual Violence: Dating/Intimate Partner/Domestic Violence

• Dating/IP/Domestic violence is a pattern of coercive behavior that can include physical, psychological, sexual, economic and emotional abuse.
• It can consist of actions or threats of actions that intimidate, humiliate, isolate, frighten, coerce, threaten, blame or hurt someone.
• It can also consist of a single incident of sexual assault.
• Rape or any sexual offense, whether on a date or not, or by someone you know or do not know, is the same criminal offense.
• Between 80 and 90 percent of all people who have been raped know their perpetrator(s).
• On college campuses, alcohol is often involved in date rape.
Who Are The Victims Of Sexual Harassment, Gender-Based Harassment And/Or Sexual Violence?

• Anyone – of any gender, gender identity, sexual orientation, physical or mental ability, religious affiliation, citizenship status, race, class or educational level – can be a victim of sexual harassment and/or sexual violence.

• Sexual harassment and/or sexual violence can occur between members of the same sex/gender.
Preventing Sexual Harassment and Sexual Violence
What Is Affirmative Consent?

• Affirmative Consent is a knowing, voluntary and mutual decision among all participants to engage in sexual activity.

• Consent can be withdrawn at any time.

• Consent can be given by words or actions, as long as those words or action create clear permission regarding willingness to engage in the sexual activity.
What Is Affirmative Consent?

Each person must clearly communicate his/her willingness and permission to engage in sexual activity.

• A person who is drunk or high may not be able to consent.
• Having sex with a person who is passed out, or slides in and out of consciousness, is rape.
• Failure to resist or say “no,” does not equal consent.
• Silence does not constitute consent.
• Past consent to sexual relations does not constitute consent to subsequent sexual activity.
• A person may consent to certain sexual acts and not others.
• A person’s appearance or dress does not communicate consent.
• A person under 17 years old cannot consent to sexual intercourse under New York law.
You Must Obtain Consent

• Before you engage in sexual activity, consider...
  – Have you expressed what you want?
  – Do you know what your partner wants?
  – Has your partner given consent?
  – Is your potential partner sober enough to decide whether or not to have sex?
  – Are you sober enough to know that you’ve correctly gauged consent?
Slow Down

Signs you may not have consent:
• You are not sure what the other person wants.
• You have had sex before but your partner has said he/she is not interested tonight.
• You feel like you are getting mixed signals.
• You hope your partner will say nothing and go with the flow.
• Your partner stops or is not responsive.
• Your partner may be intoxicated or high:
  – Slurred speech
  – Problems with balance
  – Impaired motor skills
Protect Yourself

• If you choose to drink, be responsible. Drinking alcohol greatly increases the risk of sexual assault.

• Know what is in your drink, regardless of whether it contains alcohol.
  – Open a can yourself
  – Make your own drink
  – Avoid punch bowls
    • Otherwise, drugs that incapacitate you can be added to your drink.
Protect Yourself

• Communicate clearly with your partner.

• Go to a party/bar with friends, not alone.

• Keep track of your friends and leave with them.

• Do not leave alone or with someone you do not know.
Protect Yourself

• Know how to get in touch with your friends.

• Try the Circle of 6 App. It’s Free.  
  http://www.circleof6app.com/downloads/

• Need help getting home? Need an interruption? Two touches lets your circle know where you are and how they can help. Icons represent actions so that no one can tell what you’re up to.
CUNY’s Policies

- Good Samaritan Policy
- Policies and Procedures Against Sexual Misconduct
- Domestic Violence and the Workplace
Protect Your Friends - Good Samaritan Policy

- If you are the victim of or observe sexual harassment or violence while under the influence of drugs or alcohol, you should report the incident and seek medical help.
- You will not be disciplined for your drug or alcohol use.
  - You may be required to participate in drug/alcohol education, assessment and/or treatment.
  - If you are involved in repeated incidents of drug and alcohol use, medical amnesty may not apply.
- This policy does not protect you from discipline for other misconduct such as sexual assault, drug sales, causing or threatening physical harm, damaging property or hazing.
- Similarly, NY’s Good Samaritan Law protects from arrest and prosecution individuals who call 911 when they witness or suffer from a medical emergency involving drugs or alcohol.
Protect Your Friends

• If your friend is sexually assaulted, do not handle it alone.
  – Encourage your friend to call the NYPD, Campus Public Safety and/or the Title IX Coordinator.
  – Encourage your friend to seek counseling.
  – Encourage your friend to seek medical assistance.
  – Encourage your friend to preserve evidence.
Protect Your Friends

• You should not intervene in a situation that will put your safety at risk.

• However, there are things you can do to stop a potentially dangerous situation.

• If you observe a sexual assault, call 911.

• If you can do so safely, take a picture of the perpetrator.
Protect Your Friends

• Remind your friends to go to parties or bars with other friends, not alone.

• Plan to leave together and do not let anyone leave alone.

• Watch out for your friends when you are out.

• Help your friends get home safely.
Preserve Evidence

If you or a friend were the victim of sexual violence:

• Preserve any possible evidence, including clothing, electronic communications, voice mails.
  – Store clothing in a paper bag if possible.

• Do not shower or wash or brush your teeth.

• If the attack took place in a dorm room or other indoor area, do not rearrange any furniture or objects.

• Seek medical attention immediately so evidence is preserved.
  – Ask for a rape exam.
Policy on Sexual Misconduct

• CUNY’s policies and procedures relating to sexual misconduct also cover the requirements of the Reauthorization of the Violence Against Women Act and New York State’s Campus Safety Act and Enough Is Enough legislation.

• Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination on college campuses.

• Sexual harassment is a form of sex discrimination.
Policy on Sexual Misconduct

The University has professionals and law enforcement officers who are trained in the field to assist student victims in obtaining help, including immediate medical care, counseling and other essential services.
Student-Employee Relationships

Faculty members and other employees are prohibited from engaging in consensual intimate relationships with students for whom they have a professional responsibility. For example:

- an athletic coach cannot engage in an intimate relationship with a student on his/her team.
- A professor cannot engage in an intimate relationship with a student in his/her course.
Confidentiality

• What if I am not ready for an investigation that might disclose my identity?
  – The College encourages you to report the incident to one of the College’s mental health counselors.
  – These counselors can talk to you confidentially, with rare exceptions, and can help you make the best decision for you.
Confidentiality

• Certain employees have a duty to report any incident of sexual harassment to the Title IX Coordinator and/or Director of Public Safety and/or Chief Student Affairs Officer.

• However, they will limit their report to only those individuals with a need to know.

• If you request that your identity remain confidential, the Title IX Coordinator will try to honor that request if possible. Remember that this will limit the effectiveness of the investigation.
Confidentiality

Staff who must report to Title IX Coordinators:

- Title IX Coordinator and staff
- Office of Public Safety Employees
- VP For Student Affairs and Dean of Students and all staff houses in those offices
- Residence Life staff, including Resident Assistances in CUNY owned or operated housing
- College President, Vice Presidents and Deans
- Athletic Staff
- Department Chairs
- Human Resources staff
- University Office of the General Counsel employees
- College/unit attorney and staff
- Faculty member when leading off-campus trips
- Faculty or staff advisors to student groups
- Employees who are managers
- SEEK/College Discovery staff
Confidentiality

• Federal law (The Clery Act) requires college campuses to track and report certain crime statistics.
• Therefore, all reported incidents of sexual assault/violence, including unwanted touching, domestic/dating/intimate partner violence and stalking are reported to the Public Safety Dept. pursuant to this law.
• Although the incident must be reported, your identity will not be reported.
• Only certified or licensed mental health professionals acting in that capacity are exempt from this reporting requirement.
What Happens After A Complaint of Sexual Harassment/Sexual Violence Is Made?

• **All** student complaints of sexual harassment are promptly investigated by the Title IX Coordinator, with assistance from Public Safety and Student Affairs where appropriate.

• The Public Safety Director is notified of all complaints of sexual harassment.

• All students are encouraged, though not required, to report all incidents of sexual violence to the NYPD. Public Safety will help you make the report.
What Happens After A Complaint of Sexual Harassment/Sexual Violence Is Made?

• Where appropriate, the College will implement security measures, to keep you and the campus community safe.

• Assistance is often provided pending the investigation. For example, the College may offer:
  – Security escort
  – Class rescheduling/reassignment
  – Counseling
  – Academic assistance
  – No Contact Order
  – Assistance with Order of Protection (OOP)
What Is An Order of Protection (OOP)

• An **Order of Protection** (OOP) is a court order, authorized by a Judge, informing an individual to stay away from a complainant.

• The College does not have the ability to grant an OOP but Public Safety will help enforce an order.

• OOP can either be “full” orders, informing the individual to stay away entirely, or “partial” orders where communication or inappropriate behavior is prohibited.
Types of Orders of Protection (OOP)

• There are two different types of OOPs:
  – **Criminal Court Orders**: A judge will automatically grant a Criminal Court OOP on behalf of a complainant when there are criminal charges pending against a defendant.
  – **Family Court Orders**: These OOP are available to individuals involved in a domestic relationship. The complainant must petition the Family Court directly for the Order.

Violations of either orders are illegal and punishable by up to a year in jail.
How Long Does the Investigation Take?

• Whenever possible, the investigation is completed in 60 calendar days. If it is not possible to complete the investigation in that time, both parties are notified of the status.
Student Discipline

• The College is required to follow the procedures in Article XV of CUNY’s Bylaws before disciplining a student.

• If, after investigation, it is determined that a student engaged in sexual harassment and/or sexual violence, disciplinary charges will be brought by the College.

• If disciplinary charges are brought, a hearing will be held before the Faculty-Student Disciplinary Committee.

• In certain circumstance, an emergency suspension may be imposed.
  – In these cases, the disciplinary hearing must take place within 10 business days.
How Does The Student Disciplinary Hearing Work?

• During the hearing, a College representative presents the evidence, including witness testimony, against the accused student.

• Both the complainant and the accused have the right to be present during the hearing and to have an advocate present.

• The College must prove the alleged misconduct by a preponderance of the evidence.
  – This means the College must prove that it is more likely than not that the accused student engaged in the alleged misconduct.

• Both the complainant and the accused will be notified of the outcome of the hearing in writing.
Possible Penalties

If it is determined that sexual harassment or sexual violence has been committed by another student or by a faculty or staff member, CUNY will seek to impose disciplinary measures, in accordance with the proper procedures.

Disciplinary measures can include:

For Students

• Probation, suspension, expulsion
• Removal from dorm and/or extracurricular activities including athletics
• Campus ban
Do I Have To Testify At The Disciplinary Hearing?

• Students are not required to testify at disciplinary hearings.

• However, if witnesses do not testify at the hearing, it may be less likely to impose the penalty the College seeks.
Policy On Domestic Violence and the Workplace

• CUNY does not discriminate against victims of domestic violence.

• CUNY permits time off for victims or witnesses of domestic violence to consult with a prosecutor, appear as a witness in a legal proceeding or otherwise exercise their rights as provided by New York law.

• Students who are victims of domestic violence and who separate from their spouses/partners may make reasonable changes in benefits during the calendar year where possible and in accordance with applicable law.
Policy On Domestic Violence and the Workplace

• Victims of domestic violence who are subject to disciplinary proceedings due to work performance should notify their supervisor and/or human resources of their situation, which will be considered in the College’s efforts to resolve the performance issues.
# Title IX Coordinators, Public Safety Directors, Chief Student Affairs Officers

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Some Off Campus Resources

**NYPD Sex Crimes Hotline**  212-267-RAPE (24 hours)

**Rape Crisis and Domestic/Intimate Partner Violence Services**

Online Hotline provides live, secure, anonymous crisis support for victims of sexual assault, their friends, and families.
The Online Hotline is free of charge and is available (24 hours)

**NYC Rape Crisis Hotline**  212-673-3000*

Safe Horizon: Rape and Sexual Assault Hotline  800-621-4673*
www.safehorizon.org

Safe Horizon: Domestic Violence Hotline  212-577-7777*

NYC Gay and Lesbian Anti-Violence Project  212-714-1141*

New York Women Against Rape  212-777-4000

New York Asian Women’s Center  888-888-7702*

NYC Alliance Against Sexual Assault  212-229-0345

NYS Victim Information and Notification Everyday  888-VINE-4NY

NYS Crime Victim’s Board  718-923-4325


Women’s Survival Space (Brooklyn)  718-439-4612

**Programs For Abusers**

Safe Horizon Alternatives to Violence Program:
Provides educational groups in English and Spanish for perpetrators of domestic violence.  718-834-7471

STEPS: Alternatives to Incarceration provides programs for adolescent male batterers  212-662-7914

Sexual Abuser Treatment Referral Line: 1-802-247-3132, Mon.-Fri. 9am-4:30pm.

**Rape Crisis Centers (affiliated with hospitals)**

**Bronx**

North Central Bronx Hospital: Sexual Assault Treatment Program 718-519-5722

**Brooklyn**

Coney Island Hospital: Rape Crisis Program
Long Island College Hospital: Rape Crisis Intervention/Victims of Violence Program 718-616-4209, or 800.tel.rape* 718-780-1459

**Manhattan**

Beth Israel Medical Center: Rape Crisis & DV Intervention Program
Bellevue Hospital Center: Rape Crisis Program
Columbia Presbyterian Hospital: Domestic and Other Violence Emergencies
Harlem Hospital: Center for Victim Support
Mt. Sinai Medical Center: Sexual Assault Violence Intervention (SAVI)
St. Luke’s Roosevelt Hospital: Crime Victims Treatment Center
St. Vincent’s Hospital: Rape Crisis Program 212-420-4516

**Queens**

Elmhurst Hospital: Borough Crisis Center
Queens Hospital Center  718-736-1288, 718-883-3090

**Staten Island**

St. Vincent’s Medical Center  718-876-3044

**District Attorney’s Offices**

Bronx: Crime Victims Assistant Unit:  718-590-2115
Brooklyn: Victim Services Unit  718-250-3820
Manhattan: Victim Assistance Center  212-335-8900
Queens: Crime Victims Advocate Program  718-286-6818
Staten Island  718-876-6300