Know Your IX

Mark Jannoni
Assistant VP of Title IX Initiatives & Title IX Coordinator
Office for Gender Equity and Compliance

Northeastern University
Disclaimer

This training contains content involving sexual violence and may be triggering to some individuals.

*If you feel uncomfortable at any time during this presentation, please feel free to step out.*

If at any time you feel like you need to talk to someone for support, please contact UHCS at 617-373-2772.
What is Title IX?

Title IX of the Education Amendments of 1972:
• protects individuals from sex or gender-based discrimination in education programs and activities that receive federal financial assistance
  – i.e.: sexual harassment, sexual assault, sexual exploitation, relationship or domestic violence, and stalking
• prohibits discrimination against pregnant or parenting students
• protects students of all sex, genders and gender identities
• worldwide protection (not geographically bound)
Prohibited Conduct Definitions

**Sexual harassment** is unwelcome conduct of a sexual nature that targets a student based on gender that limits the student’s ability to participate in or benefit from an educational program.

- i.e. VERBAL, VISUAL, PHYSICAL: unwelcome sexual advances, requests for sexual favors, rumors about sexual activity, sexual comments about people, jokes

**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.

- intentional viewing, filming, photographing and/or recording/disseminating any recording of any type of sexual acts
- A person is incapacitated and cannot consent if they lack the physical and/or mental ability to make informed, rational judgments.

Northeastern University
Prohibited Conduct Definitions

• **Stalking** is willful and/or malicious pattern of conduct or series of acts directed at a specific person, which seriously alarms or annoys that person and would cause a reasonable person to suffer substantial emotional distress. Examples of stalking include, but are not limited to, conduct, acts or threats conducted in person, or by mail, phone, electronic communication, or social media.

• **Domestic Violence** is the intentional infliction of physical, sexual, or psychological harm on a current or former partner or spouse. Domestic Violence includes, but is not limited to, dating, intimate partner, and relationship violence.
University Responsibilities

- Must appoint a Title IX Compliance Coordinator;
- Train campus on identifying and reporting;
- Advertise & maintain policies against sexual discrimination;
- Adopt and publish reporting and grievance procedures for the timely resolution of complaints;
- Must take action to assure survivors/complainant can continue education free of sex discrimination, sexual harassment or sexual violence;
- Makes accommodations for the survivors/complainant as needed/requested in areas of housing, academic, work & transportation.
Northeastern’s Commitment

• Sex and gender-based discrimination is illegal under federal, state, and city laws and will not be tolerated within the Northeastern community.

• University policies prohibit sexual misconduct of any kind

• University policies prohibit retaliation from individuals participating in the report of sexual misconduct

Northeastern promotes a safe and healthy living, learning, and working environment for all members of our campus community.
You are Not Alone

If you, or anyone you know, experience any form of sexual misconduct, contact any of the following on campus:

1. Title IX Coordinator: Mark Jannoni, m.jannoni@northeastern.edu or titleix@northeastern.edu
2. NUPD: Emergency **617.373.3333**; Non-Emergency **617.373.2121** (Reporting a sexual misconduct to NUPD does NOT commit the survivor to future legal action.)
3. Any Responsible Employee (e.g. faculty, staff, graduate assistants, teaching assistants)
4. UHCS or CSDS Spiritual Advisors for confidential support

Northeastern University
Responsible Employees

All faculty and staff, including RA’s, are considered Responsible Employees and:

1. **Must** promptly report any and all information you receive pertaining to allegations/complaints of sex or gender-based discrimination.

2. Ensure that the person reporting is safe

3. Encourage the student to report or seek assistance

4. **May not** make promises of confidentiality (more to come on this…)

*It is not your responsibility to investigate whether discrimination has occurred.*

Northeastern University
Our Goal

Our primary goal is to ensure the safety and well-being of the reporting/affected party and the community.

• Let the affected party (student, colleague etc.) know that there are many services available to them, including confidential resources, at the University and in the local community.
Northeastern’s Process

• All student complaints of sex or gender-based discrimination are promptly investigated by the Office for Gender Equity and/or NUPD
• Student rights and remedies are provided to both parties
• Options for resolution through University’s disciplinary processes
• Fact gathering takes place resulting in a Title IX Investigatory Report
• Case is referred to appropriate disciplinary process
  ➢ Our Goal is to…
• STOP sexually harassing conduct and prevent it from reoccurring

Northeastern University
Student Rights

• Report or NOT Report the incident to the University and/or police
• Receive a University No Contact Order
• Assistance obtaining a judicial restraining/protective order
• Referrals to confidential medical, counseling, and related services on/off campus
• Alternative housing arrangements
• Change in academic/social schedules and obligations
• Option to seek disciplinary action through the University
• Discuss options of pursuing criminal charges with NUPD

Northeastern University
Why is Title IX Under Reported?

- There are many reasons why survivors of sexual violence choose not to report, including:
  - fear of reprisal
  - feeling it's a personal matter
  - not believing it's serious enough
  - shame, self-blame, and anxiety about not being believed
  - they don't trust and/or understand the system
Your Response

- The response to a survivor's first disclosure may influence their decision to get help or report to authorities. If the first reaction to their disclosure of sexual violence is doubt or disrespect, the survivor is less likely to seek help.

- Survivors of sexual violence don't always behave the way we expect. **That doesn't mean it didn't happen!**

- **Listen without judging, giving advice, or pressing for details.**
Assessing a Complaint

• What is a complaint?
  – Any information you receive, from whatever source, that indicates sexual harassment has occurred.
  – It does not have to be directly from the survivor.
  – It does not have to be specific or detailed.

• When/where do I report?
  – As soon as possible after receiving information that is or may be a complaint.
  – To OGEC and/or NU Police Department
  – When in doubt, REPORT!
Confidentiality vs Privacy

• All staff and faculty members, coaches, RD’s and RAs have a duty to report any incident of sexual misconduct to the Title IX Coordinator.

• They will limit their report to only those individuals with a need-to-know.

• The Title IX Coordinator will try to honor a request for anonymity or to not investigate, when possible.

• UHCS and CSDS Clergy are exempt from reporting requirement and are confidential resources.
Responding to a Complaint

• If I tell you something can you keep it a secret?

• Can I confide something to you?

• Can you keep this confidential?

• I want to tell you about something that happened.

• Thank you for trusting me. Depending on what you tell me I may be obligated to report it, but I hope you will tell me anyway so I can help you get to the resources you might need to assist you.
Non-Retaliation Policy

• The University wants everyone to feel safe and comfortable reporting Prohibited offenses.

• Community members are protected from retaliation for reporting Prohibited conduct.

• All parties participating in an investigation or disciplinary process including witness.
Office for Gender Equity and Compliance

Mark Jannoni
Asst. Vice President for Title IX Initiatives & Title IX Coordinator
m.jannoni@northeastern.edu

Jamie Brennan
Deputy Title IX Coordinator/Investigator
j.brennan@northeastern.edu

Diana Fitzgerald
Title IX Investigator
d.otto@northeastern.edu

www.northeastern.edu/titleix
West Village A North #106
titleix@northeastern.edu #617.373.4644