
Building on a culture of care

Responding to Sexual Harassment

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What happens to people who experience **sex discrimination?**



Understanding

A culture of care
starts with
understanding the
problem.

Then we can care.

What do gender fluid & transgendered students experience?

75%

Are verbally harassed
at school.

1 in 3

Are physically
assaulted.

41%

Will attempt suicide
at least once.

Multiple citations.

What does this kind of violence look like?

Age 18-24

The most common age when intimate partner violence is experienced by women and men.

1 in 3 women

1 in 4 men

Have been physically abused by an intimate partner.

84% female &

61% male survivors

Disclose their abuse to a close friend or family member.

What do we know about sexual assault?

60%

of sexual assaults occurred on campus.

78%

involved alcohol; $\frac{1}{3}$ the survivor was incapacitated.

1 in 5 women

1 in 16 men

Experience an attempted/completed act of sexual violence, usually at 18-24.

90% victims

knew their perpetrator as a friend, partner, ex or friend of a friend

90% victims

did not report their assault.

What do we know about sexual harassment?

30% charges filed with EEOC

involved sex discrimination

(80% were filed by women,
20% were filed by men)

Most common forms

55% sexually suggestive
comments or jokes

50% intrusive Qs re: private
life or physical appearance

21% unwanted physical
contact

25%

Of women in one poll
indicated they were
sexually harassed at work.

70%

Did not report it.

Who or what can help?

Our team.



It starts with

You.

You may be the first
person someone
feels comfortable
talking to.



1. You

How can you help?

→ **Listening w/o judgment.**

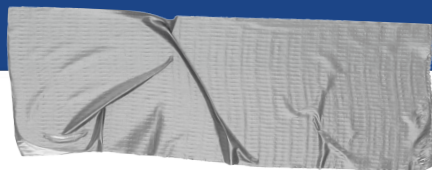
Avoid Friend Mode.

Be in Car Wreck Mode.

Good questions: How can I help? What do you need?

Listen.

How do I do that?



What else do I need to do?

Report.
Support.



Here's why

If we have an unsafe living/learning/working environment, we need to fix it.



Mandatory Reporting Policy

A few things you need to know about it

→ **Report.**

Tell them about your duty to report
any form of sex discrimination
w/in 1 business day to the Title IX Coordinator.

→ **Support.**

Refer to confidential, on/off campus support resources.

This is how we build a culture of care

Be willing to continue to listen &/or to help them get to other support.

SCRIPT

Here's how you can say it

Thank you for telling me what's happening with you.

I am here to help in any way I can.

I can connect you to reporting and support resources that are on/off campus.

I want you to know I can't keep what you say confidential before you say more.

I have to report this to the Title IX Coordinator.

If you still feel comfortable talking to me, I am here to listen.

If not, I can connect you to confidential resources that do not have to report.



2. Title IX, Title VII & Clery

Federal law requires that schools must know how to help.

For schools receiving federal funds, they must comply with:

- **Title IX:** to end sex discrimination in education
- **Title VII:** to prohibit sex (& other forms of) discrimination in the workplace
- **Clery:** to report crimes & to list measures to prevent them



3. The University

Title IX Office can help you find all the resources that are required under Title IX and the Clery Act. Things like:

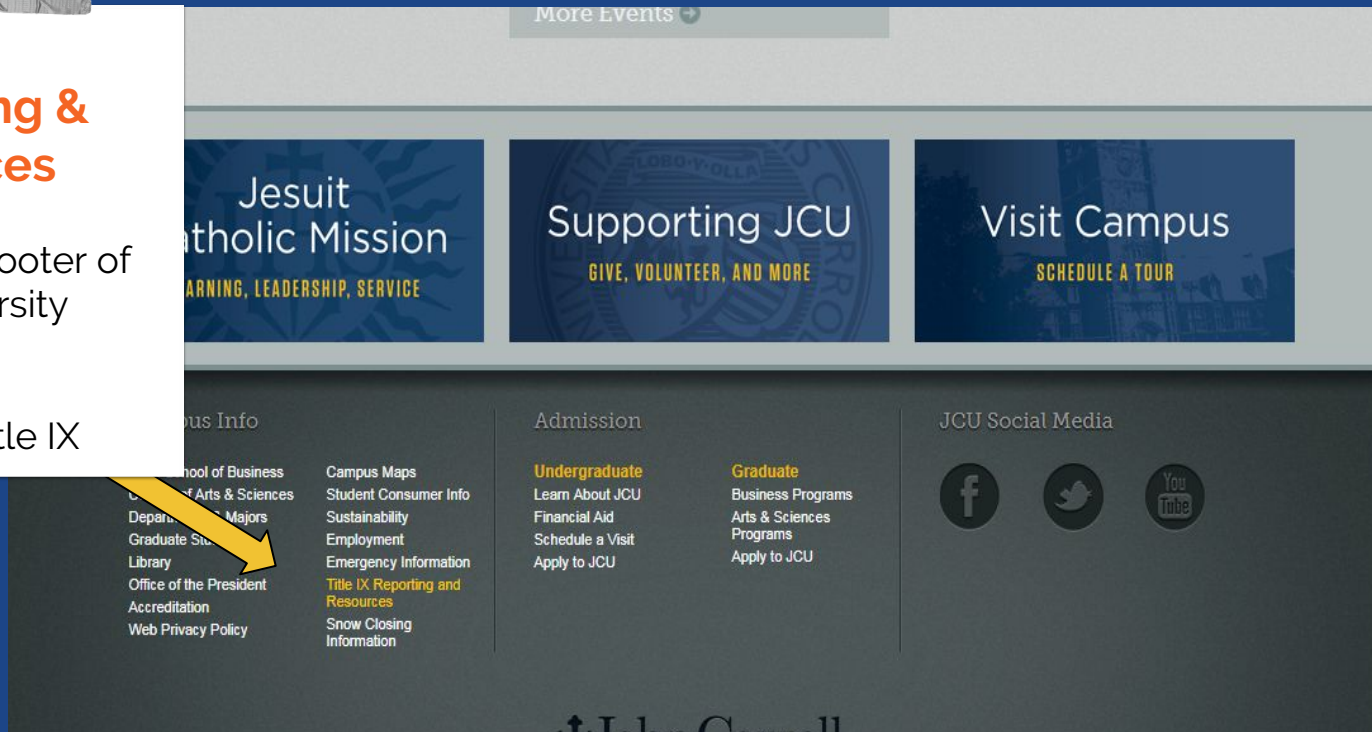
- **Immediate help.**
- **Confidential resources.**
- **Supportive measures.**
- **Reporting options, policy and procedure.**

How do I get help?

Title IX Reporting & Resources

Go to the footer of
ANY university
webpage

Click on Title IX



Title IX

Reporting
options



Title IX Notice of
Nondiscrimination

Title IX Coordinator & Deputy
Title IX Coordinators

Community Review Board
members 2017-18

Policy



Sexual Harassment &
Interpersonal Violence Policy

Process



Complaint Resolution Process

Mandatory Reporting Policy

FAQs

Quick Guide

Support
resources



Resources



Title IX is part of the 1972 re-authorization of the Higher Education Act and stipulates that "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." Title IX requires all schools receiving federal financial assistance to take reasonable steps to create a safe, nondiscriminatory learning environment. If discrimination based on sex occurs, John Carroll



VISIT CAMPUS

APPLY TO JCU



Report
Sexual
Harassment/
Interpersonal
Violence

[File a report online](#)
available 24/7/365 days





John Carroll University



A QUICK
GUIDE

Handouts

If the power is
out or

If you want to
give them
something in
the moment

What should I report?



Gender-based harassment

Conduct that may be
-physically threatening,
-harmful or

-humiliating and that is

Based on
actual/perceived
-sex,
-gender, or
-sexual orientation



Stalking

2+ unwelcome acts

Of attention,
harassment, contact or
other

misconduct

Would cause a
reasonable person to
fear for their health,
safety or property (or
others)



Sexual harassment

Unwelcome

Verbal, written,
pictorial, online or
physical conduct

Sexual in nature,
sex/gender based

Severe, persistent,
pervasive &
objectively offensive

Changes person's
experience of their
work or educational
environment



Relationship Violence

Behavior used to
establish power & control
over

Casual/former partner or
family members

Using fear, intimidation,
violence or threat of
violence.

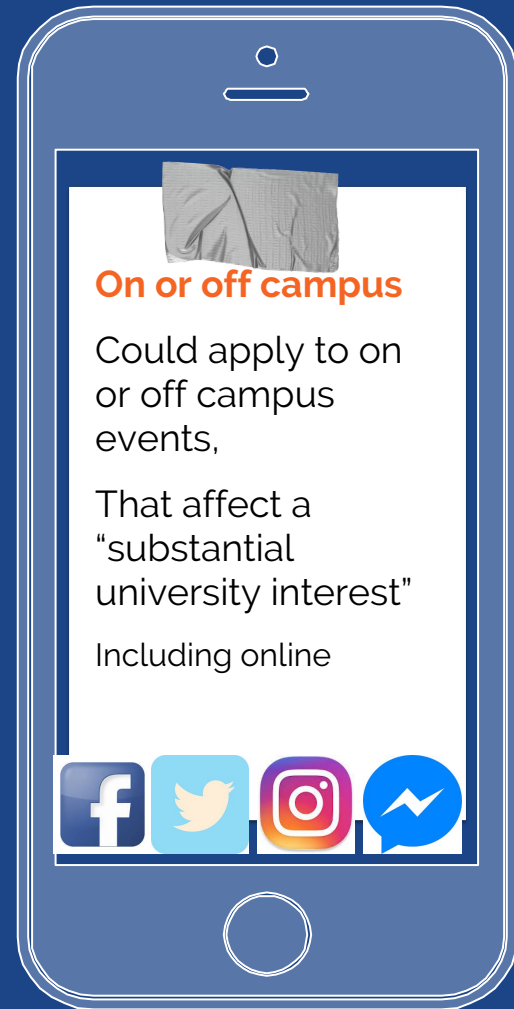


Sexual misconduct

Physical sexual acts
perpetrated against a
person's will or where
a person is not capable
of giving consent

To whom & where does this apply?

- Students
- Staff
- Faculty
- Visitors, volunteers,
including contractors &
vendors



Wait, where?

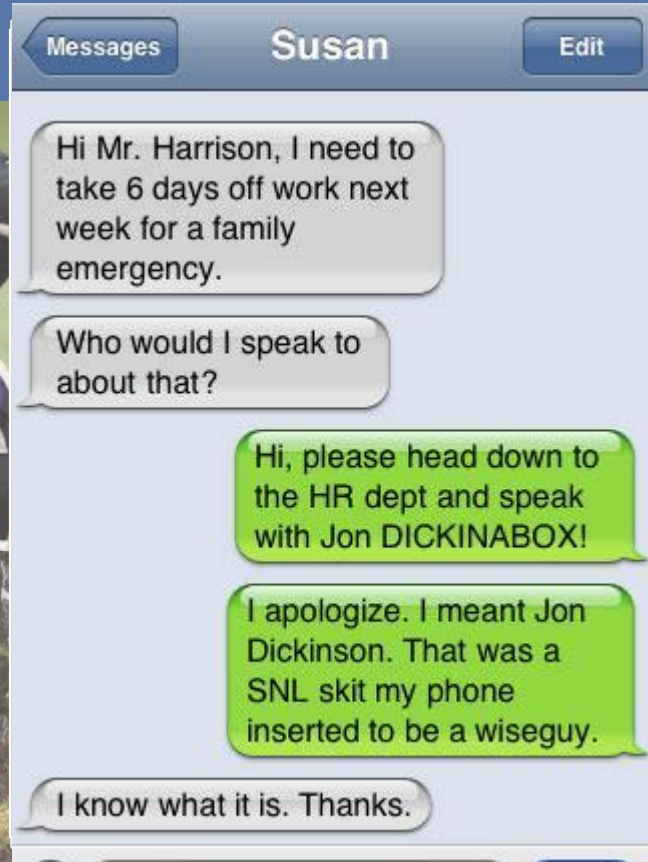
Everywhere

This policy applies everywhere if

JCU community member involved AND

Substantial University interest AND / OR

Did or could cause a substantial on-campus disruption



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What happens
once something is
reported?



Complaint Resolution Process



How can I use what I know?

You Listening

Non-judgmental listening.

Car Wreck Mode.
Are you okay? How can I help?
Listen.

Reporting

Duty to Report

Sex Discrimination

Sexual/gender based harassment
Sexual assault
Stalking
Intimate partner violence

JCU Supporting

ER help (JCUPD)

Confidential help
(UCS/UHS/VPAC)

Supportive measures (DOSO, TIX)

Reporting options (TIX)

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Yes.
We can be
a team
that cares.

