

Title IX Mandated Reporter Training for Faculty

Kacy Hagan

Associate Vice President for Human Resources & Compliance;
Title IX Coordinator

What is 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 subjected to discrimination under any program or activity receiving Federal financial assistance.”

20 U.S.C. § 1681(a)

Includes:

- Ensuring equity in educational and co-curricular opportunities, such as athletics
- Preventing and addressing issues of sex- and gender-based discrimination
- Preventing and addressing issues of sexual misconduct

Sexual Misconduct

Sexual misconduct includes, but is not limited to, the following behaviors:

- Sexual Harassment
- Sexual Assault
- Sexual Exploitation
- Stalking
- Intimate Partner Violence

Student Rights

- Victims of sexual misconduct have the right to have immediate action taken:
 - To ensure physical safety and emotional well-being
 - To notify law enforcement and/or seek legal action if desired
 - To have counseling and support services on campus and in the community
 - To make reasonable changes in academic and housing assignments
 - To request a no-contact order, which prohibits contact of any kind
- A full list of rights and options can be found on in the Equal Opportunity, Harassment, & Non-Discrimination Policy on Lycoming's website

Mandated Reporting

- Every EMPLOYEE (except counselors & campus healthcare providers when working in that capacity) who receives a report, witnesses, or learns of an incidence of potential sexual misconduct or sex- or gender-based discrimination is required to immediately share the information with the Title IX Coordinator
- All information regarding the potential incident must be shared - cannot withhold names or details, even if the student requests it
- Report it even if you know other mandated reporters have also reported it
- Reporting exception for faculty when the information has been obtained through the context of an assignment
- Reporting exception for information shared at a campus sexual misconduct awareness event, such as a Take Back the Night event

Expectations for Handling Title IX Matters

- Disclose that you are a mandated reporter
- Don't judge the situation, the individual, or how the individual is handling the situation
- Provide support and resources
- Assure the individual that they have choices regarding what happens with the information
- Treat the matter as highly sensitive - do not share information with anyone who does not have a need to know
- Don't investigate the matter
- Report all known or suspected information, even if you are not sure if it is relevant
- Report the issue right away to the Title IX Coordinator by email or phone
- Recognize your limitations and seek help in handling the issue - don't become a counselor
- Do not retaliate against the respondent
- Do not try to pressure the individual to make decisions on what options they should elect

Resources & Support Services Available:

On-Campus Resources:

- Title IX Coordinator Kacy Hagan: 570-321-4309 or hagan@lycoming.edu
- Deputy Title IX Coord. Kate Hummel: 570-321-4399 or hummelk@lycoming.edu
- Department of Safety & Security: 570-321-4911 (emergency) / 570-321-4064
- Health Services: 570-321-4322
- Counseling Services: 570-321-4258 (Townsend)
570-321-4332 (Stephanie)

Off-Campus Resources:

- Williamsport Regional Medical Center: 570-321-2000
- Emergency: 911
- YWCA Wise Options: 800-326-8483 (crisis hotline) / 570-323-8167
- Williamsport Police Department: 570-327-7540

What Happens After a Report?

- Intake meeting, assessment and implementation of applicable interim measure options
- Determination of process / policies to follow
- Complainant decides what they want to do (no action, informal resolution, alternate resolution, or investigation & hearing)
- If investigation:
 - Two certified investigators
 - Investigation report
 - Referral to TIX Student Conduct Board or employee disciplinary process for hearing and decision-making on potential violation(s) and sanction(s)
 - Appeals process, if applicable

Mandated Reporting for Child Abuse

- All employees are mandated reporters for child abuse
- Report to Childline and Title IX Coordinator
 - If individual is currently under age 18 (whether or not abuse is still occurring)
 - If 18 or over, must report if there is potential that abuse could be occurring to others, such as younger siblings still in the household, etc.

Get Involved!

- Serve as a member of a Title IX Conduct Hearing Board or as an Advisor to complainants and/or respondents in cases
 - Annual training
- Invite mw to present programming in classes or for groups / clubs you advise
- Get involved with the Alliance and attend Alliance-sponsored programming events and encourage students and other employees to attend as well

Scenario 1

- A student comes to you after class to apologize for missing so many classes recently and discloses that they were sexually assaulted and having a hard time coming to class

Scenario 2

- You notice a student in your class who has a black eye that they are trying to cover up

Scenario 3

- In your class, a student is giving a presentation regarding a project they have been working on related to sexual assault. During the presentation they disclose that they were sexually abused when they were a child

Questions?