

Title IX

What You Need to Know

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Concordia
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Title IX

- Acts of sexual misconduct are often unreported.
- Nearly 20% of college women will be victims of attempted or actual sexual assault as will 6% of undergraduate men*
- CSP provides the opportunity for students, staff, faculty and community members to report cases of sexual misconduct and for the reports to be investigated and acted upon.

* National Statistics on Sexual Assault www.ncdsv.org

What is Reportable Conduct

- Concordia University prohibits the following offenses which are reportable under Title IX:
 - Intimate Partner Violence
 - Stalking
 - Sexual Harassment
 - Gender-Based Harassment
 - Sexual Violence

Intimate Partner Violence



- Includes dating violence and domestic violence
- This is a pattern of abusive behaviors
- Exert “power” over current or former partner
- It can include emotional (psychological), sexual, verbal or economic actions or physical threats of violence

Stalking

Stalking is a pattern of unwelcome or unwanted behavior that causes a person to feel:

- Frightened
- Threatened
- Intimidated
- Suffer Emotional Distress



Sexual Harassment

- Hostile Environment
 - Situations where harassing conduct impacts the work or education setting
- Quid Pro Quo Sexual Harassment
 - This for That
- Retaliatory Harassment
 - Adverse employment or educational action taken against a person as a result of a complaint of sexual misconduct



Gender-Based Harassment

- Gender-based harassment includes acts of verbal, nonverbal or physical aggression, intimidation or hostility based on gender or gender-stereotyping, even if those acts do not involve conduct of sexual nature.



Sexual Violence

- Physical acts (such as rape, attempted rape, sexual touching and sexual battery) perpetrated against an individual:
 - without consent
 - who does not have the capacity to give knowing consent due to alcohol, drugs or disability.



SANE Exam

SANE (Sexual Assault Nurse Examiner) – a registered nurse or nurse practitioner who has completed specialized training to assist sexual assault victims.

They collect all forensic evidence and perform exams. SANE nurses are available at only specific hospital emergency rooms

Regions Hospital in St. Paul is the recommended hospital to go to for exams. United Hospital also offers them. The exam is free and confidential!

Response Requirements



Step 1 - A school must take action to respond promptly and effectively to all reports. Each report is taken seriously.



Act!

Step 2 – If we know or we should reasonably know that we are required to immediately act. Intended to eliminate sexual misconduct, prevent it from happening again and address the effects.



Step 3 – Once we become aware of an incident or of a report that was filed, we must take prompt steps to determine if the sexual misconduct policy has been violated.



Step 4 – If it is determined that the sexual misconduct policy was violated, a school must take appropriate steps to resolve the situation

Official with Authority (must report)

At CSP, this includes:

- Title IX Coordinator
- Title IX Committee Members
- Director of HR Operations
- Associate VP for Student Life
- Housing Officers including Graduate Assistants for Housing
- Security Director and Officers
- President
- Vice-Presidents
- College Deans
- Athletic Directors and Coaches



Pregnancy and Parenting

As a soon-to-be parent, you have additional rights and protections under Title IX. These rights include being able to progress in your program and not being penalized for appointments or leaves of absence associated with pregnancy, childbirth, and new parenting status.



Title IX Coordinator

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Milissa is CSP's Title IX Coordinator. She is also our Associate Vice President of Human Resources and Compliance



Alcohol Awareness



Approximate Blood Alcohol Content (BAC) In One Hour

Source: National Highway Traffic Safety Administration

Drinks	Body Weight In Pounds								Influenced
	100	120	140	160	180	200	220	240	
1	.04	.03	.03	.02	.02	.02	.02	.02	Possibly
2	.08	.06	.05	.05	.04	.04	.03	.03	
3	.11	.09	.08	.07	.06	.06	.05	.05	Impaired
4	.15	.12	.11	.09	.08	.08	.07	.06	
5	.19	.16	.13	.12	.11	.09	.09	.08	Legally Intoxicated
6	.23	.19	.16	.14	.13	.11	.10	.09	
7	.26	.22	.19	.16	.15	.13	.12	.11	
8	.30	.25	.21	.19	.17	.15	.14	.13	
9	.34	.28	.24	.21	.19	.17	.15	.14	
10	.38	.31	.27	.23	.21	.19	.17	.16	

Subtract .015 for each hour after drinking.

One drink equals 1.5 oz. of 80 proof liquor (40%), 12 oz. beer (4.5%), or 5 oz. wine (12%).

Note: The figures are averages and may vary based on the amount of food in your stomach.

Bystander Awareness

- “It’s not my problem” can't be our attitude!
- Bystander intervention may mean saying something at the time or reporting a concern to the Title IX Coordinator.



Amnesty Policy

If a person contacts CSP Staff or 911 to report that they or another person is in need of medical assistance for an immediate health or safety concern, the person is not subject to student conduct or prosecution.

(Minnesota Statute 340A.503 & CSP Student Policy)

Reporting and Services

After a report is file, there is a referred to several resources that assist the complainant and respondent through the process.

Some of these resources include:

- Webpage - <http://www.csp.edu/reporting>
- **Confidential Reporting**
 - Rev. Thomas Gundermann, Campus Pastor
 - Shelly Schwalm, Campus Ministry Associate
 - Gwynn Thompson, Director of Student Accessibility Services and Health Resources

SOS Sexual Violence Services - 24 hour crisis line 651-266-1000



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