

Title IX Reporting for PSU Employees

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‘Jamie Lynn’ Blum

Director Of Institutional Equity
And Title IX Coordinator



Training Objectives

What is Title IX?

Sexual Harassment

Mandatory Reporting

What To Report and How

What Happens Next

Additional Resources

What is Title IX?

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- ▶ Title IX is a federal civil rights law that prohibits discrimination on the basis of sex with respect to schools that receive financial assistance from the U.S. Department of Education (US-DOE).
- ▶ Title IX applies to PSU, as well as any other school that accepts federal financial assistance.
- ▶ Title IX protects against sexual harassment in the educational environment, gender-based harassment, inequitable funding in Athletics based on sex, sexual harassment in the workplace, sexual assault, dating/domestic violence, stalking, or any other discrimination or harassment based on sex.
- ▶ KS currently follows the 2020 Title IX Regulations
- ▶ **PSU Policy**
 - Pittsburg State University prohibits all forms of sexual harassment including domestic violence, dating violence, sexual assault and stalking.

What is Sexual Harassment?

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Quid Pro Quo
Harassment

Hostile Environment
Harassment

Sexual Assault

Dating/Domestic Violence

Stalking

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Mandatory Reporting

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- ▶ Per Title IX regulations, all PSU employees (faculty, staff, administrators) are expected to report actual or suspected discrimination, harassment, and/or retaliation to appropriate officials immediately, although there are some limited exceptions.

Exemptions from the reporting obligation:

- Employees who have a Confidential designation
 - PSU has 1 employee - General Counsel
- Health care providers and pastoral and professional counselors who receive information about discrimination or harassment, including sexual violence, **while acting in their role as a health care provider or pastoral or professional counselor.**
- Employees who receive information about discrimination or sexual harassment, including sexual violence, while engaged in legitimate research practices towards publication or dissertation where discrimination, harassment, or sexual violence is **within the scope of that research** or confidentiality has been assured to research participants.

Mandatory Reporting

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Exemptions, continued

- Employees who receive information about discrimination or harassment, including sexual violence, **while engaged in employment or volunteer service for an outside organization or entity**. Employees are not required to report their own experiences or those of their immediately family members under this policy, but are encouraged to, since the University has many resources available to assist..
 - Attorneys working within the University Office of the General Counsel who learn of allegations of discrimination or harassment, including sexual violence, from University employees in communications protected by the attorney-client privilege.
 - Attorneys working within the Legal Services for Students who learn of allegations of discrimination or harassment, including sexual violence, in communications protected by the attorney-client privilege.
- Employees who are exempt from reporting still have an obligation to exercise reasonable care to protect a foreseeable victim from danger and to make reports mandated by law.
- Additionally, faculty, staff, and graduate students conducting research or climate surveys that may invite disclosure of discrimination or sexual harassment, including sexual violence, shall include a statement that such disclosure is exempt from mandatory reporting requirements.

What Should be Reported and How?

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You must report anything you think or anything someone tells you they think is sexual harassment. As soon as possible....ideally, as soon as the student discloses. The sooner the information is communicated, the swifter the action is that can be taken.

How to Report:

- Submit an Incident Report in Maxient
- Call or text TIXC: 337-378-2320
- Via email: jamie.blum@pittstate.edu or titleix@pittstate.edu
- In person with TIXC: Russ Hall Room 212

Lapses in report times can cause evidence to be lost/destroyed, memories to fade, and stall interim measures that may be put in place

NOTE: It is important to remember that in some instances a student may not say I was raped or sexually assaulted; they may instead describe a situation that they were uncomfortable with.

What Happens Next?

Student makes a report/confides in you

Maxient Report

Title IX Coordinator gets the report

Title IX reaches out to Complainant (intake & supportive measures)

Formal Complaint Filed

No Formal Complaint Filed

Parties Notified and Investigation begins.
Supportive Measures Continue to be Offered

Supportive Measures Continue to be Offered

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Common Questions

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QUESTION: I do not believe what the student is saying and thus I do not want to “get anyone in trouble”. In fact, I think the allegation is ridiculous. Do I still have to report?

ANSWER: ABSOLUTELY! Regardless of what you think about the merits of an allegation you **MUST** report it to the Title IX Coordinator. It is the responsibility of appropriate University officials to determine the merits of allegations of sexual misconduct. Report the matter to the Title IX Coordinator and let the appropriate officials do their job. A subsequent investigation can assist in determining the merits of an allegation and whether a sanction is required.

Common Questions

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QUESTION: Sexual Assault is a crime. Shouldn't I report it to local police instead of the University?

ANSWER: A report should be made to the TIXC. The TIXC will inform the student of their right to file a criminal complaint. It is important to note that the University is required to respond when it receives information about a possible sexual assault, while students have the option to file a police report and sometimes elect not to do so.

Additional Resources

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University Counseling Services

- 620-235-4452
- Bryant Student Health Center
- After hours call (888) 521-6005

Safe House Crisis Center

- 24-hour Crisis Hotline: 800-794-9148
- Crisis Text Line: 620-670-0754

Office of Inclusion and Belonging

- 620-235-6556
- 16 Overman Student Center

PSU Police

- If emergency dial 911
- 620-235-4624
- 1501 South Joplin Street

ComPsych® Guidance Resources®

- www.guidanceresources.com
- 888-275-1205

Title IX Contact

'Jamie Lynn' Blum

Director of Institutional Equity
& Title IX Coordinator
Russ Hall #212



620-235-4189



337-378-2320



jamie.blum@pittstate.edu
or titleix@pittstate.edu



<http://pittstate.edu/titleix>

