

CONFIDENTIAL RESOURCE PROVIDERS
& DEPUTY TITLE IX COORDINATOR
TRAINING

**FEBRUARY 17
2022**

Training Series 4



REVIEW ROLE



POINTS FOR DISCUSSION

Duty to Report

How to Report

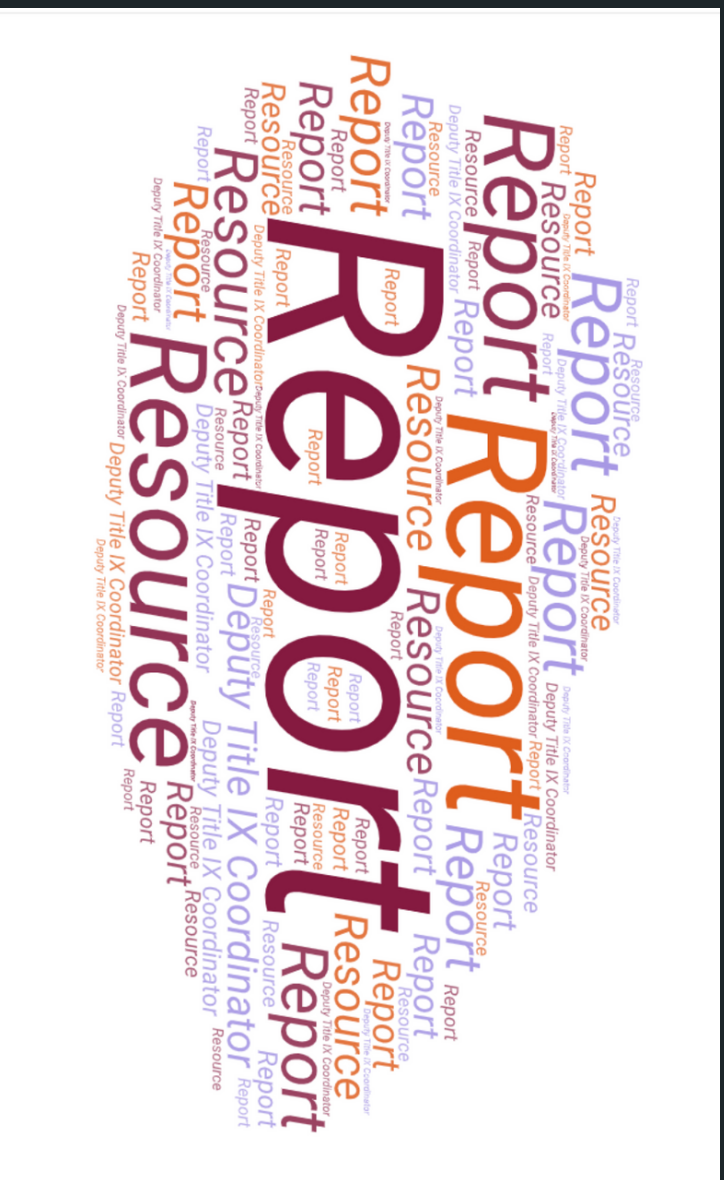
Supportive Measures

Refer

Resources

3- R'S

DEPUTY TITLE IX
COORDINATOR



2-R'S

CONFIDENTIAL RESOURCE PROVIDERS



YOU ARE A RESOURCE

EDUATE

Reporting Options
Effects of each
option

EXPLAIN

Disciplinary Process
Investigation
Informal resolution

POLICE

Call police in an
emergency
209A/258E
Reporting options

SUPPORTIVE MEASURES

Assess
offer
document

CARE

check-in
offer kindness
Assess

GENDER-BASED/ SEXUAL HARASSMENT

Recognize the signs to end and prevent sexual harassment. Become an ally to create a safe, thriving, inclusive living, learning and working environment for all.

WHAT IS SEXUAL HARASSMENT?

Unwelcome conduct of a sexual nature that has the effect of creating a hostile or stressful living, learning, or working environment, or whenever toleration of such conduct or rejection of it is the basis for an academic or employment decision affecting an individual.



EXAMPLES

- Sexual innuendo, sexual attention, suggestive comments, or gestures.
- Unwelcome physical contact such as touching, hugging, kissing, patting, or pinching.
- Humor and jokes about sex or gender-specific traits, sexual slurs or derogator language directed at another person's sexuality or gender.
- Insults and threats based on sex or gender.
- Written graffiti or the display or distribution of sexually explicit drawings, pictures or written materials or pictures degrading to a person(s) or gender group.
- Repeated inappropriate flirting, inappropriate or repetitive compliments about clothing or physical attributes, staring or making sexually oriented gestures.
- Change to academic or employment responsibilities based on sex, gender identity, gender expression, or sexual orientation.
- Use of a position of power or authority to (i) threaten or punish, either directly by implication, for refusing to tolerate harassment, for refusing to submit to sexual activity, or for reporting harassment, or (ii) promise rewards in return for sexual favors.
- Acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping.



Any questions?
Contact the
Equal Opportunity Office, or
submit an Incident Report For
at bu.edu/eoo

NEW

RESOURCES

Sexual Misconduct and Gender-Based Harassment Resource Guide

Prevention, Campus Resources, Reporting & Resolutions



Equal Opportunity Office | bu.edu/eoo

BU Title IX



Consent
*must be informed, voluntary, and
can be withdrawn at any time.*

There is no consent when there is force (expressed or implied) or when coercion, intimidation, threats, or duress is used.

Need to report? Complete and submit an Incident Report Form at bu.edu/eoo

Upon disclosure of sexual misconduct, the university will respond in an equitable, bias-free, and trauma-informed approach to both parties. The university assumes every report will be handled with the same level of judgment, respect, and supportive manner to both parties.

24% of females experience sexual assault through force, violence, or incapacitation

26.8% of females and 6.8% of males experience rape or sexual assault through physical force, violence, or incapacitation. Incapacitation is the inability, temporarily or permanently, to give consent because the person is mentally and/or physically helpless due to drug or alcohol consumption, either voluntarily or involuntarily, or the person is unconscious, asleep, or otherwise unaware that the sexual activity is occurring.

7% of survivors of incapacitated sexual assault report to law enforcement

7% of survivors of incapacitated sexual assault report to the police. Survivors cite several reasons for not reporting: not wanting others to know, lack of proof, fear of retaliation, not knowing how to report, and fear of being treated poorly by the criminal justice system.

50% of sexual assaults involve alcohol consumption

At least 50% of sexual assaults involve alcohol consumption by the perpetrator and/or victim. There is no clear explanation about alcohol's effects on sexual perceptions and behavior.

Consent can be given by words or actions as long as those words or actions create mutually understandable permission regarding the scope of sexual activity.



NOTICE = SUPPORTIVE MEASURE ASSESSMENT

RESTORE & PRESERVE ACCESS

- Assess
- Offer
- Document



REPORTING OBLIGATION

REPORTING SEXUAL MISCONDUCT & GENDER-BASED HARASSMENT

to the University Title IX Coordinator

PROHIBITED BEHAVIOR

Sexual harassment, sexual assault, dating violence, domestic violence, stalking, sexual exploitation, and retaliation.



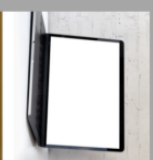
WHO MUST REPORT?

University employees are required to report prohibited behavior to the University Title IX Coordinator. **The University has designated a select group of employees as confidential employees, meaning they have no duty to report.



HOW TO FILE A REPORT

The Incident Report Form can be found online at bu.edu/eoo. Submitted forms are reviewed by the Equal Opportunity Office (EEO). EEO will respond and manage complaints against employees. The Office of Judicial Affairs (OJA) will respond and manage complaints against students. EEO or JA will respond to reports of sexual violence if necessary. Boston University Police Department if necessary.



WHAT HAPPENS NEXT?

EEO or JA will contact the person who alleges harm to provide referrals for medical, counseling, spiritual, and advocacy support. The individual will be provided with information detailing the process and options available. Confidentiality is an option, and how law enforcement can help.



REPORT - 2

BUSINESS DAYS



Incident Report Form - Equal Opportunity Office

Fostering and maintaining an inclusive campus climate that is free of harassment, discrimination and sexual misconduct is central to our mission to cultivate and promote a safe living, learning and working environment. Boston University encourages community members to report any acts in which they believe to be an incident of harassment, discrimination, or sexual misconduct. This form was developed to capture these reports.

The Equal Opportunity Office responds and manages allegations against employees, and the Office of Judicial Affairs responds and manages allegations against students. If this report is against a student, it will be forwarded to the Office of Judicial Affairs for review and outreach. Please note these offices are not confidential and share information on a need-to-know basis. As a result, they may need to take action depending on the information contained within this form. **If there is an immediate safety concern or an emergency, please contact Boston University Police Department at 617-353-2121.**

The Equal Opportunity Office oversees the implementation of Boston University's [Sexual Misconduct Policy](#) and [Equal Opportunity/Affirmative Action Policy](#). For more information about the Equal Opportunity Office please visit www.bu.edu/eoo or contact the team at eoo@bu.edu or 617-358-1796.



REFER

The Campus Sexual Assault Law requires
you to refer to on and off-campus
resources

FREE CONFIDENTIAL ON-CAMPUS RESOURCES

No Duty to Report

Campus Resource Providers

This is a free resource for any BU community member (student, faculty, or staff) that can provide:

- Reporting options and the effects of each option
- Ongoing services available on campus and through local (community based) rape crisis or domestic violence centers
- Medical and health services available on and off-campus
- Available school- or work-based supportive measures related to academic and residence life, and
- Enforce BU's disciplinary process
- Information on how the legal process is carried out through local law enforcement agencies
- Notify the reporting party of their rights and BU's responsibilities in obtaining a criminal protection order (CPO) and other legal orders from law enforcement
- **Dentia Johnson, Assistant Dean for Field Education**
dentia@bu.edu
- **Sonia Iltis, Assistant Director, Online Programs**
sime@bu.edu

Student Health Services (SHS)

617-353-3675 | bu.edu/shs/

SHS provides high-quality integrated clinical services in an integrated health center that leaves a lasting impression on the health and wellness of students. SHS promotes wellness and preserves health.

Behavioral Medicine

617-353-3569 | bu.edu/hv/behavioral-medicine

Behavioral Medicine offers a range of mental health services to our students. They strive to keep the BU community healthy and thriving, so please do not hesitate to call if you need:

- Brief treatment, therapy, and psychiatry for a variety of mental health issues
- Groups and workshops
- 24/7 on-call service for mental health emergency

Sexual Assault Resource & Prevention Center (SAR&P)

617-353-7277 | bu.edu/sar&p

SAR&P provides free-of-charge counseling and advocacy to students who have experienced trauma.

Faculty & Staff Assistance Office (FSAO)

617-353-5381 | bu.edu/fsa0

The Faculty and Staff Assistance Office is a resource where employees or their immediate family members can obtain free and confidential support, problem-solving, or coaching to address work and personal challenges.

Office of the Ombuds

617-358-5960 | bu.edu/ombuds

Office of the Ombuds is an independent, impartial, informal problem-solving resource serving faculty, staff, and students with offices on the Charles River and Medical Campus.

The Center for Psychiatric Rehabilitation

617-353-3539 | cpr.bu.edu

The Center for Psychiatric Rehabilitation provides counseling and advocacy to BU students and specialists in working with respondents or students accused of causing harm.

University Chaplains

bu.edu/chapelsou/staff/chaplain/

University Chaplains are available to members of the community from any tradition. They are ordained in good standing in various religious traditions and have been invited to serve the Boston University community in all of its rich religious diversity.

FREE CONFIDENTIAL OFF-CAMPUS RESOURCES

No Duty to Report

Medical/SAFE Exam

• **Rein Israel/Daemess Medical Center**
617-667-8141 | bdmrc.org/centers-and-departments/social-work/center-for-violence-prevention-and-recovery/sexual-assault

• Boston Medical Center

617-638-8000 | bmc.org

Sexual Violence

- **Boston Area Rape Crisis Center (BARCC)**
800-841-8371 | barrc.org
- **National Sexual Assault Hotline (RAINN)**
800-656-4673

Domestic Dating or Interpersonal Violence

- **CSA4 MANKS-SAFEline Domestic Violence Hotline**
877-785-2020 | csamyrna.org/get-support/safe4ink
- **8VC Domestic Violence Program**
617-414-4577 | bmc.org/programs/domestic-violence-program
- **National Domestic Violence Hotline**
800-799-7233 | thehotline.org
- **Network LA Red | LGBTQ Domestic Violence Hotline**
800-832-1901 | tnrc.org/en/24-hour-hotline
- **Asian Task Force Against Domestic Violence**
617-338-2355 | atask.org
- **Sihell (South Asian and Arab women)**
866-472-4354 | sihellboston.org

Legal Services/Advocacy

- **Victim Rights Law Center**
617-399-6720 | victimrights.org

International Resource

- **No More Director | Violence & Sexual Assault nonorefractory.org**

WHEN DOES BU'S OBLIGATION TO COMPLY WITH TITLE IX BEGIN?



- A) WHEN THE COMPLAINANT DISCLOSES TO A CONFIDENTIAL RESOURCE
- B) WHEN THE COMPLAINANT FILES AN INCIDENT REPORT
- C) WHEN THE DEPUTY BECOMES AWARE OF A POTENTIAL VIOLATION





ANSWER B&C

BU must promptly respond in a manner that is not deliberately indifferent when it has actual knowledge of actionable Title IX sexual harassment in an education program or activit

TITLE IX

What do you do?

- 1) Community member reports classmate is taking photos of them and messaging them on social media.
- 2) Community member reports student disclosed being drugged and assaulted.
- 3) Community member reports roommate was attacked by ex-romantic partner.
- 4) Colleague reports supervisor is too "touchy" and calling them late at night.

CRP / DEPUTY TIMELINE

