



BU'S DEPUTY TITLE IX COORDINATOR & CONFIDENTIAL RESOURCE PROVIDER FALL TRAINING

OCTOBER 11, 2022



Title IX

Agenda

- Designation
- 3Rs
- Identify Problematic Behavior
- R - Reporting
- R- Resource
- R- Referral
- Legal Updates

Who Are We?

- Nominated by BU Deans
- Designation in addition to Primary role
- Duty to Report v. No Duty
- Around 40 members
- 2 CRPs



Identify Problematic Behavior

Sexual Harassment

Rape

Sexual Assault

Sexual Exploitation

Dating/Domestic Violence

Stalking

Non-Title IX Definitions

Sexual harassment - unwelcome conduct of a sexual nature that has the effect of creating a hostile or stressful living, learning, or working environment (innuendo, humor/jokes, physical appearance, hugging, kissing)

Sexual Assault - attempted or actual sexual contact with another person without that person's consent (rape, fondling, incest, statutory rape)

Dating Violence/Domestic Violence - crimes of violence between individuals in a relationship or cohabitating.

Stalking - course of conduct directed at a specific person that would cause a reasonable person to 1) fear for their life or safety, 2) suffer substantial emotional distress

Practice the 3 - Rs



R - Report it

**BOSTON
UNIVERSITY**

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.**



Submit Incident Report Form
2 Business Days
Include the who, what, where, and when

R - Resource

- Reporting options and the effects of each option
- Refer to on/off-campus resources for counseling, medical and legal advocacy. (BARCC, Casa Myrna & Boston PD)
- Assess for available school- or work-based supportive measures
- Explain BU's disciplinary process and how the legal process is carried out
- Explain rights and BU's responsibilities in obtaining a criminal protection order (209A/258E), BU No Contact Directive, BU No Trespass Order

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FREE CONFIDENTIAL ON-CAMPUS RESOURCES

No Fee to Report

On-Campus Resources

For a list of resources on the Boston University campus, please visit www.bu.edu/eoo.

Off-Campus Resources

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Additional Resources

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REPORTING SEXUAL MISCONDUCT & GENDER-BASED HARASSMENT
To the University Title IX Coordinator

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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 otherwise violation of such conduct or reputation of it is the basis for an academic or employment decision affecting an individual.

EXAMPLES

- Sexual remarks, sexual attention, suggestive comments, or gestures.
- Unwelcome physical contact such as hugging, hugging, hugging, patting, or

Sexual Misconduct and Gender-Based Harassment Resource Guide

Prevention, Campus Resources, Reporting & Resolutions

Equal Opportunity Office | BU.edu/eoo

Pregnancy & Parenting at Boston University

BU | Title IX



R - Referrals

- Provide robust referrals or connections
- Practice equitable checkpoints
- Assess for supportive measures
- Escalate any pushback to Title IX Coordinator

Most Common Referrals for Students



Jason Campbell Foster,
Interim Associate
Provost & Dean of
Students



BUPD

DAS

OJA

USC

SARP or Center for
Psych Rehabilitation

Behavioral Medicine

SHS

Most Common Referrals for Employees



Jean Estevez, Executive Director
of Equal Opportunity



EOO
FSAO
HR
OCC Health
BUPD

Role Play: Duty to Report

Student stops by Deputy Terrier's office to chat. Student discloses they were sexually assaulted over the weekend. Student does not want to report the assault and does not want anyone to know. Deputy submits an Incident Report Form within two business days but does not provide the student's name.

Role Play: Supportive Measures

Lin has dyslexia and has reasonable accommodations to access their economics class. Lin emails Professor requesting an academic extension to take their exam. Lin says they could not study in time because they were sexually assaulted this past weekend.

What is BU's responsibility?

Role Play: Frat Party

Student discloses they were drugged at a frat party this past weekend on Bay State Rd. The student believes they may have been sexually assaulted at the party. Is this reportable?

Legal/BU Updates

- The Crown Act makes it illegal to discriminate or harass someone based on their Natural & Protective Hairstyle in the workplace
- Mis-gendering someone three or more times may violate BU's Equal Opportunity Policy.

2021-2022 Title IX Team Member- Exceptional Resources Award



**Joe Calabrese, Associate Dean of
Students; Clinical Professor of General
Dentistry; Director of Geriatric
Dentistry Fellowship Program**



Questions?