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



# 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



#### Incident Report Form - Equal Opportunity Office

Factoring and maintaining an inclusive campus climate that is five of hasassnert, discrimination and sensal misconduct is created to our mission to califyste and promote a sub forgin, lawring and vorsing environmer. Boardson University encourses community members to report any acts in which they believe to be an incident of hasassnert, discrimination, or sexual misconduct. This form was developed to capture these reports.

The Equil Opportunity Office regions and manages allogations against enablyses, and the Office of Judicial Alfais responds and manages allogations against students. If this report is against a student, it will be forwarded to the Office of Judicial Alfais for veriew and advanced. These note these effects are not contentional and share information on a need-below basis. As a invali, 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 contained basis. Unlessing Public Department and 6733-2222.

> 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



#### Incident Report Form - Equal Opportunity Office

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#### WHAT IS SEXUAL HARASSMENT

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BU Title IX



Prevention, Campus Resources, Reporting & Resolutions





SEXUAL HORASSI

# 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?