

TITLE IX

What is Title IX?

Title IX is a federal civil right that prohibits sex discrimination in education.

What incidents are covered by Title IX?

Sex-based discrimination, sexual harassment, and sexual violence including: attempted or completed rape or sexual assault, sexual harassment, stalking, voyeurism, exhibitionism, verbal or physical sexuality-based threats or abuse, and intimate partner violence.

- All crimes must have involved a student and/or Gateway faculty member.

Who reports for Title IX?

Responsible Employees (REs)

All employees of Gateway Community College EXCEPT

- Gender Equity Center Coordinator
- Finance/Purchasing, Payments Office
- Student Employees
- Organizations Using GCC space (Cafeteria, Bookstore, Hill Health Center and Literacy Volunteers).

What is a RE'S primary responsibility?

- REs have responsibilities to report gender-based discrimination, sexual harassment, and sexual violence to the Title IX Coordinator (Who conducts an investigation).
- Must provide the student with a copy of Gateway's Survivors Rights and Options booklet

What information does a RE report?

- Any information that was given to them.

CLERY

What is the Clery Act?

The Clery Act is the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. All public and private institutions of postsecondary education participating in federal student aid programs are subject to it.

What crimes are covered by Clery?

Sexual assault, domestic violence, dating violence, stalking, hate crimes (whether actual or perceived, including, race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability), murder, manslaughter, robberies, aggravated assault, burglary, motor vehicle thefts, and arson.

- All crimes must have occurred on property overseen by Gateway.

Who is responsible for making reports?

All CSAs – Campus Security Authorities

- Any Staff Member in Office of Student Activities, excluding student employees
- Advisors of Student Organizations
- Any Faculty or Staff Member Responsible for a Campus Activity (Examples: hosting a workshop, sponsoring a lecture, chaperoning an event)
- Director of Athletics and Coaches
- All Security Staff and Campus Police
- Student Conduct, Hearing Board Members, Dean of Students

What is a CSA's primary responsibility?

- Report information for timely warnings and crime statistics.
- CSAs must report allegations made in good faith to the Clery Coordinator (For Statistical Purposes Only)
- Must provide the student with a copy of Gateway's Survivors Rights and Options booklet

What information does a CSA report?

- The type of crime
- The date of the crime
- The time of the crime
- The location of the crime
- No personal identifying information

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When does an RE Report this information?

As soon as you are aware that the student may have a sex discrimination concern let them know your reporting obligation as a Responsible Employee (RE) so that they can determine what information they would like to disclose.

Sample Script When Dealing with Survivor's Disclosure

"Excuse me for interrupting. It sounds like you are going to tell me about a situation involving sexual violence (sexual harassment, sexual assault, intimate partner violence or stalking). Please know that I want to help. However, if you want to continue this conversation with me, you need to know that I am a mandated reporter. I have a duty to report this conversation to the college's Title IX Coordinator. I also have information about resources for counseling, health, advocacy and reporting options. I want you know that you do not need to share any information on the incident with anyone to receive support and advocacy. Is there anything else I can do for you now?"

Information to Report:

To report all information that was given to them.

- Relevant facts
- Names of those involved
- Explain to the student their option to ask that the institution consider maintaining the confidentiality of that information, but that the institution may NOT be able to guarantee confidentiality.

How do I respond to a victim?

- Listen to the concern carefully and empathetically without judgment.
- Try not to make comments about the specific people or situations involved in the concern.
- Keep track of the information you heard but do NOT try and investigate
- Let the student know that they have options on and off campus and if they would like to know more refer them to the Gender Equity Coordinator.
 - Jennifer Wenderoth
 - 203-285-2412
 - N110
 - Only confidential employee
- Provide the student with a Survivor Rights and Options Booklet
- If the student asks that you maintain confidentiality after they have shared information with you
- Tell the student you are unable to and must report the concern.
- Let the student know that even when you report a concern they remains in control of whether or not they want to file a complaint, utilize support or seek other options.

Report the disclosure with the Title IX Coordinator, Dean Wilson Luna, as soon as possible through the CARE Network

- Phone: (203) 285-2210
- Extension: 5-2210
- E-Mail: WLuna@gatewayct.edu

What happens after I make a report?

- The Dean of Students will respond promptly and effectively. An investigation (apart from any separate criminal investigation by local police) will be started to take immediate action to eliminate the sexual harassment or sexual violence, prevent its recurrence, and address its effects.
- The students involved will be contacted by the Dean of Students office.

CLERY

When does a CSA Report this information?

As soon as you are aware that the student may have been victim of sexual assault, domestic violence, dating violence, stalking, hate crimes (whether actual or perceived, including, race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability), murder, manslaughter, robberies, aggravated assault, burglary, motor vehicle thefts, and arson, let them know your reporting obligation as a campus Security Authority (CSA) so that they can determine what information they would like to disclose.

Reporting information of allegations made

- o The type of crime
- o The date of the crime
- o The time of the crime
- o The location of the crime

Report the disclosure with the Clery Coordinator, Officer Cary Broderick, as soon as possible through the CARE Network

- Phone: (203)-285-2603
- Extension: 5-2603
- E-Mail: CBroderick@gatewayct.edu

What happens after I report the disclosure?

- Information that was provided (type of crime, date, time location) is used in Gateway's yearly Clery report, Campus Safety and Security Survey.
- The student is not contacted, as no personal identifying information is given