



## Title IX Training Review

This training aid highlights the most important points in your training. You may refer to this training aid as you complete your Title IX Training today.

1. Sexual harassment **is** a form of sex “discrimination” prohibited under Title IX.
2. Whether or not sexual violence is the subject of a criminal investigation, if sexual violence has occurred, a school must:
  - Take prompt and effective steps to end the sexual violence
  - Prevent its recurrence
  - Address its effects
3. You have probably heard “beyond a reasonable doubt” before when referring to a jury or a court setting. Since a grievance procedure is not conducted in a court with a jury, the grievance procedure does NOT use the “beyond a reasonable doubt” standard when resolving a sex discrimination complaint.
4. Title IX regulations establishes
  - A procedure for preventing and correcting sex discrimination
  - A Title IX Coordinator
5. Giving gifts or notes of a sexual nature **is** considered non-verbal sexual harassment.
6. Even though sexual harassment may have initially occurred off campus, an institution may have an obligation under Title IX to respond to sexual harassment because the student may experience the continuing effects of the harassment on campus.



7. A school violates Title IX if it “has notice” of a sexually hostile environment and fails to take immediate and effective corrective action. A school has notice if a responsible employee knew or, in the exercise of reasonable care, should have known about the harassment. A responsible employee is an employee who:
  - Has the authority to take action to redress (remedy or correct) the harassment;
  - Has the duty to report to appropriate school officials sexual harassment or any other misconduct by students or employees
  - A student could reasonably believe has this authority or responsibility
  
8. A Title IX reporter, such as a resident assistant, **cannot** guarantee the victim of a sexual assault complete confidentiality under Title IX.
  
9. The Violence Against Women Act regulations do NOT allow institutions to prohibit lawyers from serving as an advisor to the complainant and accused in a resolution proceeding.
  
10. An institution **is** required to provide written notification of the outcome to the complainant and respondent following the resolution of the disciplinary proceeding.
  
11. Under the new UCR (Uniform Crime Reporting) definition of Rape, the following applies
  - Penetration of the vaginal or anal opening, even slight penetration
  - No consent from the victim
  - Physical resistance is not required on the part of the victim to demonstrate lack of consent.
  - Males and Females can be a victim
  
12. Even if your State does not define dating violence in the State Crimes Code, the institution **is** still required to capture statistics for dating violence as defined by The Violence Against Women Act.
  
13. Course of conduct under the definition of Stalking means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means--follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.



## Title IX Vocabulary

Your Title IX training included uncommon vocabulary. Below is a list of words and phrases for your review.

### **Discrimination**

The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.

### **Perpetrator**

Someone who has committed a crime — or at least done something pretty bad.

### **RA or Resident Assistant**

A student who is responsible for supervising and assisting other, typically younger, students who live in the same residence hall.

### **Redress**

The ability to remedy or set right an undesirable or unfair situation.

### **Regulation**

A rule or directive made and maintained by an authority.

### **Stalking**

The willful and repeated following, watching and/or harassing of another person.