

TITLE IX AND SEXUAL MISCONDUCT

Toolik Field Station

Steering Committee Meeting

23 January 2016



Sexual harassment must not be kept under wraps

A female scientist who was harassed by a senior male colleague feels let down by the system that is supposed to protect her.

22 October 2013



ASSOCIATION OF AMERICAN UNIVERSITIES
An association of 62 leading research universities in the United States & Canada

AAU CAMPUS SURVEY ON SEXUAL ASSAULT AND SEXUAL MISCONDUCT

End harassment

Sexual harassment is a stain on science — and we must all take a stand against it.

22 October 2013

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TFS policy and reporting structure highlights

- Individuals can report to TFS Manager, any management team member, acting scientific liaison, UAF Title IX office, ANY TFS staff member
- Involvement of Title IX office at UAF, and collaboration with other universities
- Staff as mandatory reporters to Title IX office
- “Ask Once” behavioral guideline

UAF Gatekeeper Analysis

Case Number: _____

Reported Victim: _____

Responding Party: _____

Was there credible information indicating:

PATTERN: _____
Was incident part of a larger pattern at a given location?
Was incident part of a larger pattern by a particular group?

PREDATION: _____
Is there a history of violence or arrests for accused?
Was there prior sexual violence perpetrated by accused?
Was the incident perpetrated by multiple perpetrators?

FORCE: _____
Was the incident perpetrated with a weapon?
Did the incident involve physical violence (hitting, restraint, pushing, kicking, etc)?
Did accused threatened further violence?

AGE: _____
Was reported victim a minor? (If yes, has OCS and/or police been informed?)

Notes:
When a reported victim wishes not to proceed with an investigation and there is no credible information indicating pattern, predation, force, threat or minor victimization no investigation is warranted.
To proceed with investigation without the participation of the reported victim, annotate above which element is present and send notification to reported victim prior to launching investigation.

Education and awareness efforts: Creating a culture of respect

- TFS-specific brochure created and posted around camp
- Language added to orientation
- Green Dot training
- UAF Title IX training required of all TFS staff
- Additional staff training about sexual misconduct
- OBFS “prevent sexual misconduct” working group
- Multiple screenings of The Hunting Ground and discussion in summer 2015; other awareness efforts will be pursued in the future
- K. Clancy (author of SAFE study) to visit UAF in September 2016

Questions & Comments?

9 THINGS TO KNOW ABOUT TITLE IX

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

2. Title IX does not apply to female students only.

3. Schools must be proactive in ensuring that your campus is free of sex discrimination.

4. Schools must have an established procedure for handling complaints of sexual discrimination, harassment, or violence.

5. Schools should ensure that a victim doesn't have to share spaces, such as dorms, classes and campus jobs, with his or her assailant

6. Schools may not retaliate against someone filing a complaint and must keep a complainant-victim safe from other retaliatory harassment or behavior.

7. Schools can issue a no-contact directive under Title IX to prevent the accused student from approaching or interacting with you.

8. In cases of sexual violence, schools are prohibited from encouraging or allowing mediation (rather than a formal hearing) of the complaint.

9. Schools cannot discourage you from continuing your education.

www.knowyourIX.com

