



University of Pittsburgh

# Sexual Misconduct Title IX: A Primer

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Disclosure of Conflict of Interest:

I have no conflict of interest in presenting this material.

(In fact, it's my job!)



# A Commitment to Preventing and Responding to Sexual Misconduct

“Our University is committed to actively fostering a culture that prevents sexual violence and protects the safety of our students, staff, and faculty.”

Chancellor Gallagher, February 2015

Sexual misconduct includes:

- Rape, sexual assault, sexual battery, sexual exploitation, sexual coercion, and any other form of non-consensual sexual activity
- Sexual harassment
- Domestic violence
- Dating violence
- Stalking



# Title IX Applies to the Entire Pitt community

- Undergraduate Students
- Graduate Students
- Faculty
- Staff





# Sexual Misconduct Policy and Procedure 06-05-01

- Policy highlights importance of using Title IX office to respond to incidents and complaints.
- A separate procedure document describing options for reporting misconduct, filing a complaint, investigation and resolution of complaints, and the appeals process.
- The responsible employee role is an opportunity to strengthen the trust students put in faculty and staff.
- Reporting to the Title IX Office does not mean the victim no longer controls the process, in the vast majority of cases.



## Who is a responsible employee?

- Most University employees are classified as “responsible employees.” Responsible employees have a duty to report any type of sexual misconduct to the Title IX Office. Then, a Title IX staff member will reach out to the reporting student.



TA's are considered responsible employees

## Who is a confidential employee?

*Note: Even confidential employees submit non-identifying reports under the Clery Act*

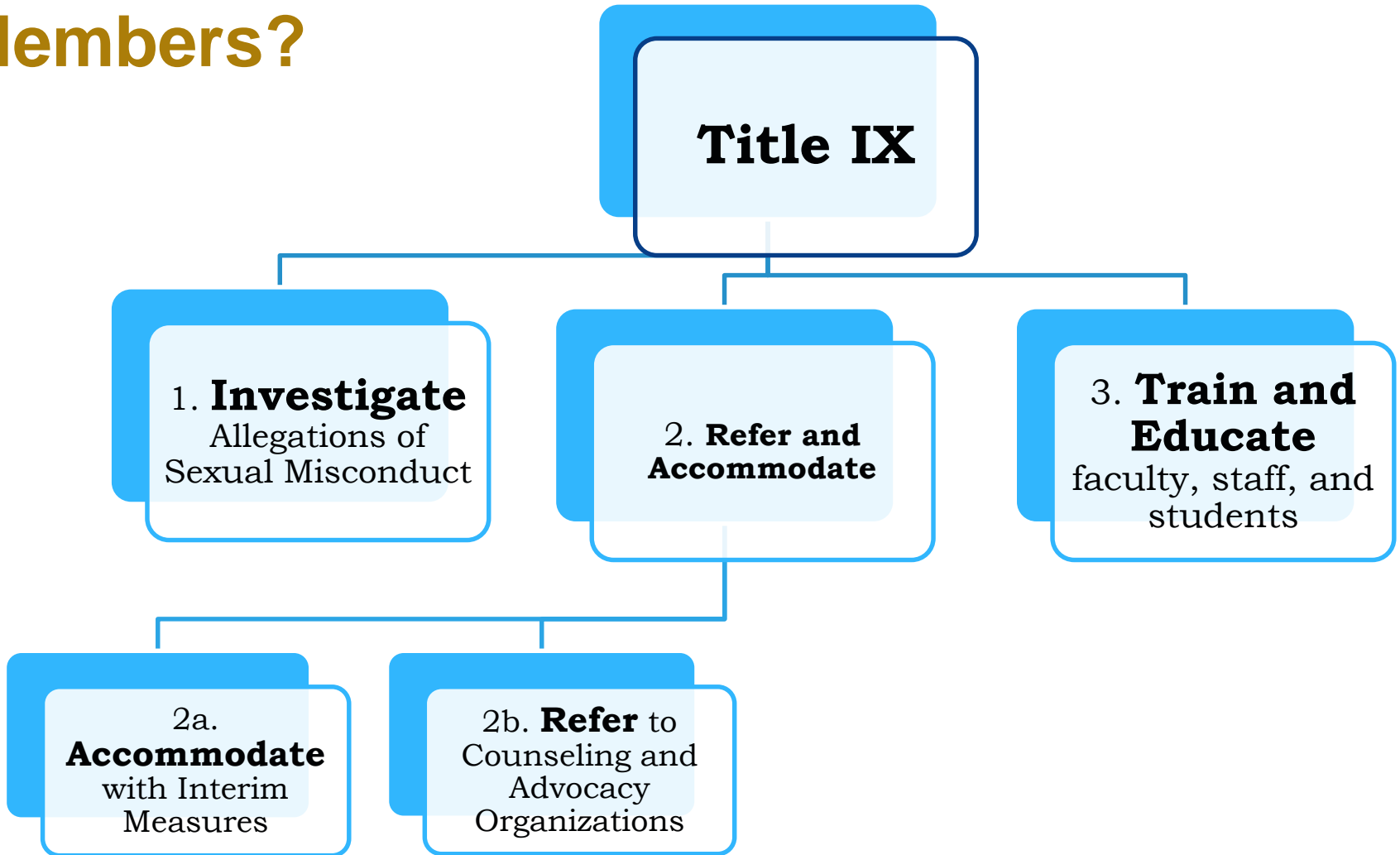
- Licensed Professional Counselors
- Student Health Center
- Pastoral Counselors



Counselors in the UCC are confidential employees



# What can Title IX do for Community Members?





## Examples of Interim Measures and Accommodations

- Rescheduling exams or assignments
- Issuing No Contact Orders
- Providing increased monitoring, supervision and/or security
- Changes in extracurricular activities
- Assistance with applying for a PFA (Protection from Abuse)
- Assistance from the University in completing housing relocation
- Access to counseling services
- Access to academic support services
- Assistance with connecting to community resources, like PAAR





# Impact v Intent

The act of sexual harassment may start as a comment, a touch, or joke.

The perpetrator may or may not have intended the act to be harassing. However, the individual receiving the message may find it offensive.

*The impact far outweighs the intent.*

Sexual harassment and sexual assault have a dramatic effect on the victim, workplace and the community. Sexual harassment can cause an inability to accomplish goals and mission, low morale and loss of trust among workers.

It is not the intent, but is the perception and impact which determines whether or not an act is sexual harassment.



## Things to know when you hear a report:

- Vast majority of sexual assaults are committed by someone the victim knows.
- Few rapes are ever reported.
- The absence of serious, observable physical injuries is not inconsistent with a sexual assault.
- It is common for a sexual assault victim to display a flat affect while sharing story.
- The concept of rampant false allegations is a myth.

*From Judges Tell: What I Wish I Had Known Before I Presided in an Adult Victim Sexual Assault Case,  
National Judicial Education Program (2010)*



## Responsible Employee Video

[https://youtu.be/QGPbM\\_QQUGc](https://youtu.be/QGPbM_QQUGc)



# Retaliation

- Making a complaint of harassment or participating in an investigation is “protected activity” and cannot be held against you.
- Report any adverse treatment you receive based on making a complaint or giving information as a witness in an investigation.



University of Pittsburgh

# Community Support Resources



Women's Center & Shelter  
of Greater Pittsburgh



OFFICE OF DIVERSITY & INCLUSION

## TITLE IX

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### About

Title IX is landmark federal civil rights legislation that prohibits sex discrimination in education. Title IX includes sexual harassment, gender-based discrimination, and sexual violence. It encompasses attempted or completed rape or sexual assault, as well as sexual harassment, stalking, voyeurism, exhibitionism, verbal or physical sexuality-based threats or abuse, and intimate partner violence. The Title IX Office at Pitt is here to answer questions and assist any member of the campus community.

### Title IX at Pitt

*"Our University is committed to actively fostering a culture that prevents sexual violence and protects the safety of our students, staff, and faculty." — Chancellor Patrick Gallagher, February 2015*

Title IX protects all members of the University community: students, staff and faculty from sexual or gender based misconduct, including discrimination, harassment, and assault.

If you are dealing with sexual harassment or misconduct, here's how we can help:



#### Who we are

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