

Title IX



Title IX Team

Title IX Coordinator:

Susan Hopp, VP of Student Affairs & Admission

Title IX Deputies:

Mindy Larson, Professor of Education

Mary Ann Rodriguez, Vice President for Finance and Administration/CFO

Jane Samuels, Assistant Athletic Director/Senior Woman Administrator (SWA)

Jeff Mackay, Dean of Students

Title IX Investigator:

Adrian Hammond, Director of Student Rights, Responsibilities, & Community Engagement



How did we get here?

- August 16, 2020: US Department of Education implemented new Title IX requirements
- Staff, faculty, and students on Linfield's Title IX Task Force collaborated alongside an outside consultant to develop and build new guidance that would serve Linfield in the **best** way possible while adhering to the new federal regulations.
- The task force also utilized this time to examine and work to **improve** Linfield's current policies and procedures related to the Linfield Sexual Misconduct Policy to strive for serving our community better.



Title IX Sexual Harassment” which includes conduct on the basis of sex that satisfies one or more of the following:

- 1. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct;*
- 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s education program or activity;*
OR
- 3. Sexual Assault*

SCOPE

- *Title IX Sexual Misconduct and Relationship Violence Procedures apply to complaints that name responding parties over whom Linfield University exercises substantial control. This may include students, staff, faculty, volunteers, contractors and others brought into University business to participate in or execute University programs or activities.*
- *Linfield University's Extended Sexual Misconduct and Relationship Violence Procedures apply to cases that name responding parties that include all students, staff, faculty, volunteers (including trustees), contractors and others brought into University business to participate in or execute University programs or activities.*

Avoiding Bias & Conflicts of Interest

- Treat reporting and responding parties equitably under the regulations, offering both parties access to supportive measures with or without a formal complaint.
- Provide a presumption of non-responsibility to a responding party until a decision is rendered in the grievance process.
- Avoid sex stereotypes in training materials, as well as Title IX policies and procedures.
- Treat each person as an individual, not as a member of a class subject to prejudice and prejudice on the basis of sex, race, color, or national origin.
- Objectively examine relevant evidence before reaching determination and avoid prejudice of facts, before reaching a determination.
- Provide both parties equal opportunity to present witnesses and evidence.
- Continue to evaluate issues of bias and conflicts of interest throughout the grievance process.

Investigations

- The Dean of Students or designee is responsible for documenting the complaint and determining who will conduct the investigation.
- The Dean of Students or other designated investigator will provide both parties the opportunity to present their side of the incident and will include separate interviews with the reporting party, the responding party, and any relevant witnesses.
- Before a final decision is made, a written summary of the allegations upon which the corrective action is based will be delivered to the accused for their opportunity to respond.
- The University will inform students who have reported alleged harassment about the status of the investigation.
- Upon resolution of the investigation, all investigative reports, notes, evidence, and records will be maintained within the student's file maintained in Student Affairs as needed to investigate and respond to other complaints, or as compelled to produce the files through legal process.

More Information

- Please read and review all additional Title IX & Linfield Extended Sexual Misconduct & Relationship Violence Policy policies & procedures within the Student Policy Guide
- https://inside.linfield.edu/files/policies/Student-Policy-Guide_Jan-2021.pdf
- Questions regarding these policies & procedures can be directed towards the Title IX Coordinator:
 - Susan Hopp, shopp@linfield.edu



**KNOW
MORE**

Process Overview

Terms and Definitions

DISCLOSURE

Sharing information related to an alleged incident of Sexual Harassment to any staff, faculty, student, volunteer or other person associated with the University **without the intent** to trigger a University response.

FORMAL REPORT

A document filed by the reporting party or signed by the Title IX Coordinator alleging sexual harassment against a responding party and requesting that Linfield University investigate the allegation.

REPORTING PARTY

An individual who is alleged to be the victim of conduct that could constitute Sexual Harassment.

RESPONDING PARTY

An individual who is alleged to be the actor of conduct that could constitute Sexual Harassment.

SUPPORTIVE MEASURES

Non-disciplinary or punitive, services offered to the reporting party or the responding party before or after the filing of a formal report or where no formal report has been filed.

PROCESS NAVIGATOR

A person of a party chooses who can accompany them through the process. In some instances under some circumstances a process navigator may be an attorney.

Choices for Survivors



I WANT:

- ▶ Support services
- ▶ No report
- ▶ No investigation



I WANT:

- ▶ To talk to someone about my options



I WANT:

- ▶ Support services
- ▶ To make a report
- ▶ An investigation

Susan Hopp
Title IX Coordinator
503.883.2278
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It's never too late to get more information on your options.

SUPPORT SERVICES ONLY

"I don't want any further action to be taken. I just need support services."

[There are some situations where the school is required to move forward a report such as an instance of child abuse or danger to campus safety.]

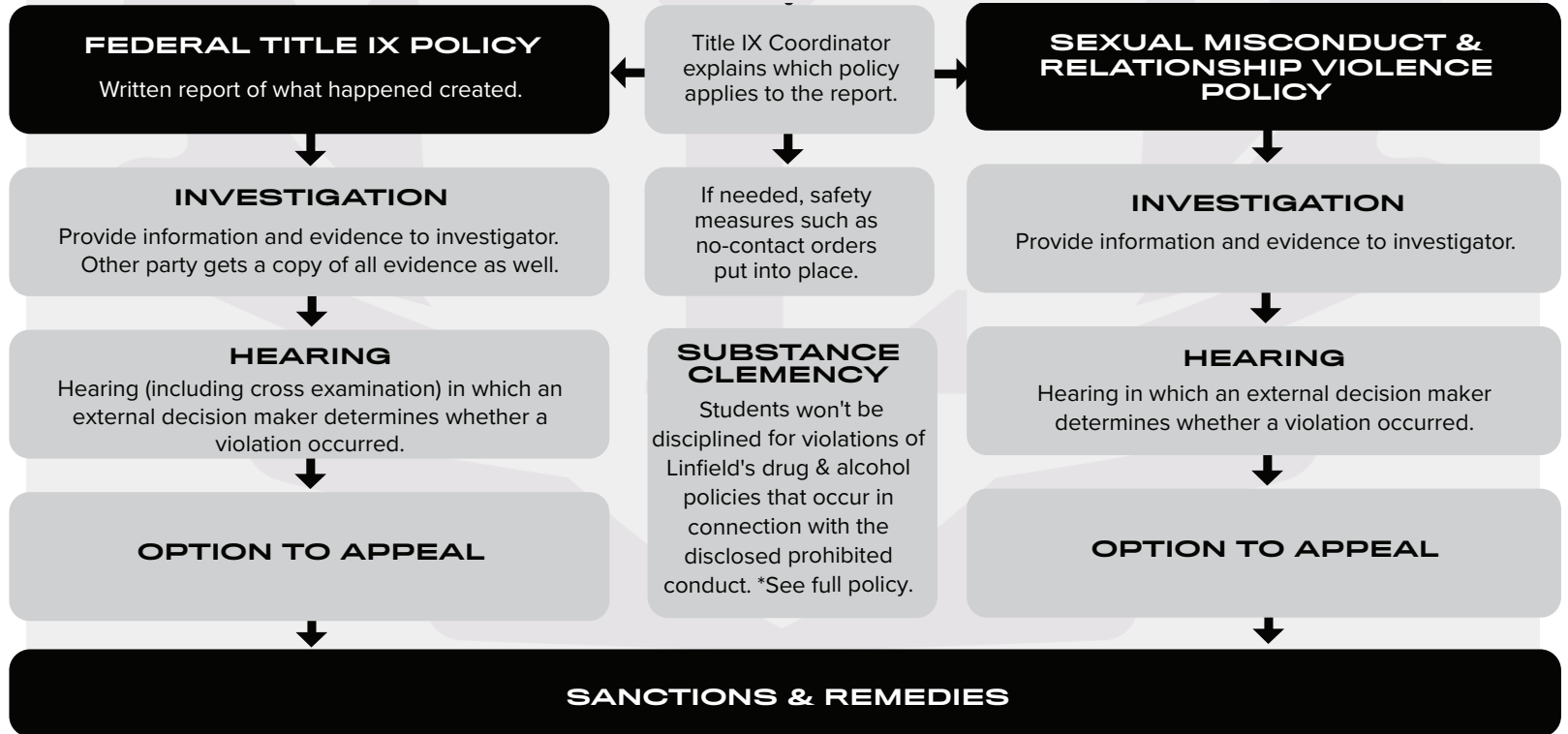
ACCESS
SUPPORT
SERVICES

SUPPORT & INVESTIGATION

"I've decided that I want the school to investigate what happened."

[Depending on the conduct, we will proceed with either federal Title IX policies, or Linfield's Sexual Misconduct and Relationship Violence policies.]

Support & Investigation





How our Community can Support Survivors

1. *Disclose Reporting Obligations*- When you believe a student may begin to disclose information to you, inform them that you of your Community Reporter obligations.
2. *Confidential Services*- Share with them the confidential services on campus.
3. *Refer a Student*- Community Reporters refer students to the Title IX Coordinator to ensure that they are connected with support services and a safety plan. After ensuring that a student is immediately safe and has the information they need, contact the Title IX Coordinator.
4. *Regroup*- Breathe. Evaluate your own needs. Reach out to the Title IX Coordinator if you have questions or concerns.

Disclosure Response Guide

Unintended Harm

Sometimes in our pursuit to help we can create more harm.

Questioning details of their story

A survivor can be retraumatized by having to retell their story. Support them by providing resources and connection, not through digging for more details of the events that occurred.

Personal Opinions on Choices

We must empower survivors to make decisions that are best for them. Support them by providing clear and neutral options without your own personal opinions. The survivor is the best expert in what they need.

Failing to Refer

When someone we care about is harmed it is natural to want to help them. Support them by acknowledging your own boundaries of knowledge and when the best thing you can do for them is to refer them to an expert with more knowledge.

Saviorism vs. Empowerment

Saviorism is...

- Taking on the role of “saving” someone in trauma in an attempt to be the “hero”.
- Taking action *for* the survivor, taking matters into your own hands.
- Judging their choices or giving personal opinions on what they should do.
- Expecting to be a part of their process or know the outcomes.

Empowerment is...

Letting the survivor decide:

- What to talk about
- When to talk
- What choices are best for them
- How and *if* they want to proceed.

*Saviorism takes away the survivor's **power**, silences their voice, and ultimately can cause harm.*



NEED HELP?

Things to Remember

YOU HAVE A RIGHT TO:

- Attend school and work at Linfield University free of sexual harassment and violence.
- Access process counseling to help you understand options and services for you or a friend.

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Phone: 503.883.2278
Office: 108 Melrose Hall, 900 SE Baker Street
McMinnville, Oregon 97128

CONFIDENTIAL RESOURCES:

Student Health Wellness and Counseling
shlt@linfield.edu – 503.883.2535

University Chaplain - David Massey
dmassey@linfield.edu – 503.883.2259



“

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Questions?

Please reach out at knowmore@Linfield.edu



**KNOW
MORE**