

**Smith
Chason
College**

**Smith
Chason
College**

WCUI

School of Medical Imaging

**Smith
Chason
College**

**School of
Nursing**

Title IX Training

for Students, Staff and Faculty



Introduction

- Smith Chason College's Title IX policy and the materials used to train Title IX personnel are available on the consumer information page and the academic policies page of the school's website at:
 - <https://wcui.edu/consumer-information/>
 - <https://wcui.edu/academic-policies/>
 - <https://smithchason.com/consumer-information/>
 - <https://smithchason.com/academic-policies/>
- Additionally, Smith Chason College's most recent **Clery Act - Annual Safety and Security Report ("Report")** contains the school's Title IX policy which includes important definitions, information regarding the grievance process, including formal complaints and investigations, confidentiality, retaliation, disciplinary actions, as well as resources for victims of sexual assault. The Report also contains pertinent Violence Against Women Act (VAWA) information. The Report is located on the consumer information page of the school's website and is also distributed annually to all current students and employees.



Title IX Personnel

Title IX Coordinator & Deputies

Campus	Name/Title	Phone Number/Email
All Campuses	Lisa Ingoldsby Corporate Director of Compliance & Title IX Coordinator	310.289.5123 x138 lisa.ingoldsby@wcu.edu
Los Angeles	Maria Loja Student Success Advocate & Title IX Deputy	(310) 289-5123 x204 maria.loja@wcu.edu
Ontario	Deisy Gonzalez Director of Student Services & Title IX Deputy	(909) 483-3808 x252 deisy.gonzalez@wcu.edu
Phoenix	Kallie Gough Director of Student Services & Title IX Deputy	(602) 954-3834 x108 kallie.gough@wcu.edu
San Marcos	Elizabeth Archer Student Services Coordinator & Title IX Deputy	(760) 418-4200 elizabeth.archer@wcu.edu

Duties of the Title IX Coordinator & Deputies

- Implement Smith Chason College’s Title IX policy
- Intake reports and Formal Complaints of Sexual Harassment
- Provide Supportive Measures
- May also investigate Formal Complaints of Sexual Harassment



What is Title IX

Title IX is a federal law that states *“no person in the United States shall on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.”*



Smith Chason College's Policy

- Smith Chason College's Title IX policy prohibits discrimination on the basis of sex including, gender-based discrimination, sexual harassment and sexual violence in its employment practices or its educational programs or activities.
- We want to ensure that you know about the policy, how it is enforced and how to report violations.
- Title IX protects both men and women; it applies regardless of sexual orientation.
- Title IX applies to students, employees and visitors to the campus.



Smith Chason College's Policy

Smith Chason College's education program or activity is defined as on or off campus locations, events or circumstances over which Smith Chason College exercises substantial control over both the individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment ("Respondent") and the context in which the Sexual Harassment occurred.



What Is Sexual Harassment

Sexual harassment is conduct on the basis of sex that falls into one or more of the following 3 categories:

1. **Quid Pro Quo** – an employee of Smith Chason College conditioning educational benefits or participation on an individual's participation in unwelcome sexual conduct.
2. **Hostile Environment** - Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Smith Chason College's Education Program or Activity.
3. **Sexual Violence** – includes Sexual Assault, Dating Violence, Domestic Violence or Stalking



Pregnant Or Parenting Students

Title IX prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.

Also prohibits a school from applying any rule related to a student's parental, family, or marital status that treats students differently based on their sex.



Compliance Obligations Concerning Pregnancy

Colleges cannot discriminate against applicants for admission, financial assistance, or employment based on pregnancy.

Colleges must provide reasonable academic accommodations to pregnant students, including time off to have the baby and provisions for making up coursework.

Colleges must excuse absences that are medically necessary as a result of pregnancy or childbirth.

Colleges cannot require pregnant students to submit medical certification to participate in activities such as clinical/externship, unless it is required of all students.

Colleges cannot adopt rules or regulations that treat students differently based on their actual or potential parental status.



Sexual Harassment Myths

- Only women can be sexually harassed.
- There is no such thing as same sex harassment.
- A person has to be the direct object of the harassment to be a victim.
- Teachers can't be harassed by students.
- The harasser must have a sexual interest in the victim.



Reporting

If you have experienced or witnessed Sexual Harassment (including Sexual Violence), discrimination or retaliation, Smith Chason College encourages you to notify the Title IX Coordinator/Deputy as soon as possible after the incident. Anyone can report even if they are not the victim.

A report may be made to either or both the police and the Title IX Coordinator/Deputy. Smith Chason College will keep confidential the identity of both parties and witnesses except as permitted by FERPA, as required by law, or as necessary to carry out the Grievance Process.

Campus Directors, Directors of Education and Corporate members are designated Mandatory Reporters who must share all knowledge, reports and incidents of sex discrimination, Sexual Harassment (including Sexual Violence) and retaliation with the Title IX Coordinator.



Supportive Measures

There are individualized services reasonably available to both parties to ensure equal educational access, protect safety or deter prohibited conduct.

Examples include counseling, extensions of time or other course-related adjustments, modifications to work or class schedules, campus escort services, restrictions on contact between the parties, leave of absence, and other similar accommodations.

Offered regardless of whether or not Complainant has filed a Formal Complaint.

The Title IX Coordinator will explain the process of filing a formal complaint.



Grievance Process

1. Formal Complaint
2. Optional Informal Resolution Process
3. Investigation
4. Live Hearing
5. Disciplinary Actions and Remedies
6. Appeal



Formal Complaint

A Formal Complaint is a document (hardcopy or electronic) filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment and requesting that Smith Chason College investigate.

Must be signed (physical or digital) by the Complainant, the Title IX Coordinator or otherwise indicate that that Complainant is the person filing the Formal Complaint.

Title IX Coordinator will respect the Complainant's wishes as to whether the Title IX Coordinator investigates an allegation of Sexual Harassment unless the Title IX Coordinator determines that not investigating would be deliberately indifferent or harmful to the Smith Chason community.



Informal Resolution

Smith Chason College may (discretionary based on facts) offer the parties the opportunity to engage in an informal resolution process such as a mediation.

Both parties must give voluntary, informed, written consent and may withdraw at any point prior to agreeing to a resolution.

Informal resolution is unavailable to resolve allegations that an employee sexually harassed a student.



Investigation

- Both parties have the right to an advisor of their choice
- Both parties will be given written notice of any investigative meeting or hearing with sufficient time to prepare
- Equal opportunity for the parties to present fact and expert witnesses and other evidence
- Once the investigation has concluded, an investigative report will be sent to both parties prior to a Live Hearing

LIVE HEARING

- Cross-examination will be conducted directly, orally and in real time by the party's advisors
- Only relevant questions may be asked



Disciplinary Actions And Remedies

- Upon completion of the Grievance Process, appropriate disciplinary action determined by Decision-Maker will be taken on a case-by-case basis
- **Examples:** warning, suspension, termination, no contact, counseling, additional training
- Remedies are provided to a Complainant whenever a Respondent is found responsible
- Remedies are implemented by the Title IX Coordinator on a case-by-case basis and may include supportive measures

APPEALS

- Both parties have the right to appeal
- Basis for appeal must include
 - (1) procedural irregularity
 - (2) new evidence
 - and/or (3) conflict of interest or bias with Title IX personnel



Retaliation

Retaliation, including intimidation, threats, coercion, or discrimination, against an individual for raising an allegation of Sexual Harassment or for cooperating in the Grievance Process is prohibited.

Does not have to be on the basis of sex or involve sexual harassment

Report retaliation to the Title IX Coordinator



Training Program For Intimate Partner Violence (IPV)

Smith Chason College's policies regarding sexual violence, domestic violence, dating violence and stalking adhere to the guidelines outlined in Section 67386 of the Education Code.

On July 12, 2019, California Governor, Gavin Newsom, signed AB 381 into law, amending Section 67386 of the Education Code. Effective January 1, 2020.

AB 381 requires colleges and postsecondary institutions who provide Title IV funding to implement an awareness program regarding intimate partner and dating violence as part of the Institution's new student orientation. The program must be provided to all incoming students.



What Is Intimate Partner Violence

- IPV is a serious, preventable public health problem that affects millions of Americans.
- “Intimate partner” refers to both current and former spouses and dating partners.
- IPV starts early and continues throughout the lifespan. When IPV starts in adolescence, it is called teen dating violence (TDV). TDV affects millions of US teens each year.
- Intimate Partner Violence can occur among heterosexual or same-sex couples and does not always involve sexual intimacy.



Four Types Of IPV As Defined By The CDC

- **Physical Violence** is when a person hurts or tries to hurt a partner by physical force.
- **Sexual Violence** is forcing or attempting to force a partner to take part in a sex act, sexual touching, or a non-physical sexual event (e.g., sexting) when the partner does not or cannot consent.
- **Stalking** is a pattern of repeated, unwanted attention and contact by a partner that causes fear or concern for one's own safety or the safety of someone close to the victim.
- **Psychological Aggression** is the use of verbal and non-verbal communication with the intent to harm another person.



Warning Signs Of IPV

Warning signs of **physical abuse** may include hitting, kicking, shoving, choking or the use of weapons to hurt or threaten you. Controlling what you eat or when you sleep, forcing you to do work against your will, forcing you to use drugs or alcohol or stopping you from seeking medical treatment or calling the police are also signs of physical abuse.

Warning signs of **emotional abuse** may include attacking your sense of self worth by insulting you, calling you names, criticizing you, humiliating you, acting jealous or possessive, accusing you of being with other partners, cheating on you intentionally or lying to you.



Warning Signs Of IPV

Warning signs of **psychological abuse** include threatening to hurt you or your loved ones, stealing your belongings, controlling the time you spend with others, monitoring where you go, accusing you of dressing to attract attention and blaming you for the abuse.

Warning signs of **sexual abuse** include, forcing you to perform sexual acts, demanding sex when you're not willing or able, harming you during sex by choking, holding or striking you or forcing you to watch pornography.

Warning signs of **stalking** may include, following you, spying on you, including cyber stalking, sending you unwanted packages, letters, texts, messages or calling you at home or at work after you've told them to not to contact you.



IPV Statistics & Social Impact

- About **1 in 4 women** and nearly **1 in 10 men** have experienced some form of IPV in their lifetime.
- **41% female** and **14 % male** IPV survivors suffer physical injury.
- U.S. crime reports suggest that **16% (about 1 in 6)** of homicide victims are killed by an intimate partner.
- Over **43 million women and 38 million men** experienced psychological aggression by an intimate partner in their lifetime.
- Survivors can experience mental health problems such as depression and posttraumatic stress disorder (PTSD).



Prevention Of IPV

Intimate Partner Violence and Teen Dating Violence has negatively impacted society. A societal approach to the prevention of IPV is aimed at early detection and intervention. Statistical analysis of IPV in adults has been traced to patterns of learned behavior in childhood. Prevention includes community programs that eliminate physical and emotional “stressors” and strengthen healthy relationships and financial stability for families.

Such Programs may include:

- Social and emotional programs for youth.
- Healthy relationship programs for couples.
- Mentorship programs with influential adults and peers.



Prevention Of IPV

- Bystander empowerment and education.
- Early childhood home visitations, preschool enrichment with family engagement, parenting skills and other programs that disrupt pathways toward partner violence.
- Improve school and workplace safety.
- Improve economic support for families.
- Victim centered services, including, abuse shelters, hotlines, crisis intervention and counseling, medical and legal advocacy.
- Housing programs.
- First responder and civil legal protections.



Bystander Intervention And Risk Reduction

Intervention means safe and positive options!

- If you suspect that an individual is intent on having sexual intercourse with an unwilling partner, try to redirect one or both individuals.
- If you know someone who is intent on having sexual intercourse with a partner that is intoxicated, try to redirect them.
- Don't condone sexual bantering in a group setting.
- Approach everyone as a friend, avoid using violence.
- Recruit help if necessary and call the police if the situation becomes serious.



Bystander Safety And Intervention

Smith Chason College urges members of the campus community to take steps to reduce their chances of being a victim of a crime by locking doors, securing items of value, walking in pairs at night, and avoiding impairment caused by alcohol or drugs.

If you witness what you believe to be a situation that may lead to the commission of a crime, Smith Chason College urges you to call 911.

Interrupt the commission of a crime of sexual violence by intervening in the situation on a potential victim's behalf where the intervention is not likely to pose harm to the intervener.

Promote a safe campus environment for everyone!!



Thank You

Please reach out to the Title IX Deputies or the Title IX Coordinator with any questions:

- Los Angeles Campus - Maria Loja – maria.loja@wcui.edu
- Ontario Campus - Deysy Gonzalez – deysy.gonzalez@wcui.edu
- Phoenix Campus – Kallie Gough – kallie.gough@wcui.edu
- San Marcos Campus – Elizabeth Archer – elizabeth.archer@wcui.edu
- All Campuses - Lisa Ingoldsby – lisa.ingoldsby@wcui.edu

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Academic Policies Page:

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