

Savannah State University

Title IX Office of Compliance

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Objectives

- Share the Role and Purpose of Title IX and the Office;
- Learn about resources and support and how to access them;
- Recognize we all have a role to play in creating a respectful and inclusive community;
- Introduce elements of “Consent Culture;”

What is Title IX?

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

(Title IX of the Education Amendments of 1972)

Title IX applies to all members of the Savannah State University community, not just students.

What Does This Mean?

We (SSU) must ensure a safe and secure academic, residential and work environment so all can fully participate.



The Role of Employees in Creating Safe Campus

Reporting Incidents:

- ~ Confidential Resources
 - Licensed medical or counseling professionals;
 - Rape Crisis Center Staff;
 - Ordained Clergy;
- ~ Responsible Employees
 - Required to promptly share a disclosure with the Title IX Coordinator;



2020 Update on Title IX Regulations

Sexual Harassment Defined:

Is conduct on the basis of sex meeting one of the following definitions:

--An employee of the Recipient conditioning the provision of an aid, benefit, or service of the Recipient on an individual's participation in unwelcome sexual conduct;

--Unwelcome conduct determined by the reasonable person to be so severe, pervasive, **and/or** objectively offensive that it effectively denies a person equal access to the Recipient's education program or activity; or



Other Prohibited Conduct

- Sexual Assault
- Dating Violence
- Domestic Violence
- Stalking
- Sexual Exploitation



Other Changes in 2020

- Informal Resolution
- Formal Investigation Process
- An Advisor of Choice for both parties:
 - ~Attorney
 - ~Advocate
 - ~Parent/Guardian
 - ~Friend
 - ~Witness



Campus and Community Resources

SSU Department of Public Safety

Hubert Tech Science-Building C-Rooms 309/305
(912-358-3004)

Office of Counseling and Disability Services

King Frazier Complex, Room 233
(912-358-3129)

Harris-McDew Student Health Center

Jasmine Avenue adjacent to Payne Hall
(912-358-4122)

Savannah Police Department

(912-652-6500) (non-emergency number)

Mary's House—Rape Crisis Center of Savannah

(912-233-3000)



The Consent Construct

Words or actions that show a *knowing and voluntary* willingness to engage in mutually agreed-upon sexual activity. Consent cannot be gained by *force, intimidation or coercion*; by *ignoring* or acting in spite of objections of another; or by taking advantage of the *incapacitation* of another where the respondent *knows or reasonably should have known of such incapacitation*. Minors under the age of **16** cannot legally consent under Georgia law.

The Consent Construct cont'd

- Consent is also absent when the activity in question *exceeds the scope of consent previously given*. Past consent does not imply present or future consent. *Silence or an absence of resistance does not imply consent.*
- *Consent can be withdrawn at any time by a party by using clear words or actions.*

What Can be Done to Prevent Sexual Harassment?

- Focus on Culture
 - ~Respect and Accountability
- Policies and Procedures
 - ~Prohibiting Harassment and Retaliation
- Training
 - ~Build Awareness of policies and procedures
- Orientation
 - ~Set expectations on ethical conduct



Building a “Consent” Culture

LET'S TALK ABOUT CONSENT

6 WAYS TO HEAR A NO

THANK YOU FOR TAKING CARE OF
YOURSELF. | OKAY, THAT'S FINE.
NO PROBLEM! | DO YOU WANT ME
TO ASK AGAIN LATER? | I APPRECIATE
KNOWING WHERE YOUR BOUNDARY IS.
I RESPECT YOUR WISHES.

IF I'M NOT HEARING A CLEAR YES,
I WILL TAKE IT AS A NO.

www.sex-positive.com

www.theparalleluniverse.org

www.askingforwhatyouwant.com

Consent is:

CLEAR
COHERENT

WILLING

ONGOING

CLEAR: Consent is Active

It is expressed through words or actions that create mutually understandable permission.

Consent is never implied, and the absence of a no is not a yes.

Silence is NOT consent.

“I’m not sure,” “I don’t know,” “Maybe”, and other phrases are NOT consent



COHERENT: People incapacitated by drugs or alcohol cannot consent.

- Someone who cannot make rational, reasonable decisions because she or he lacks the capacity to understand the “who, what, when, where, why or how,” of the situation cannot consent.
- People who are asleep or in another vulnerable position cannot consent.

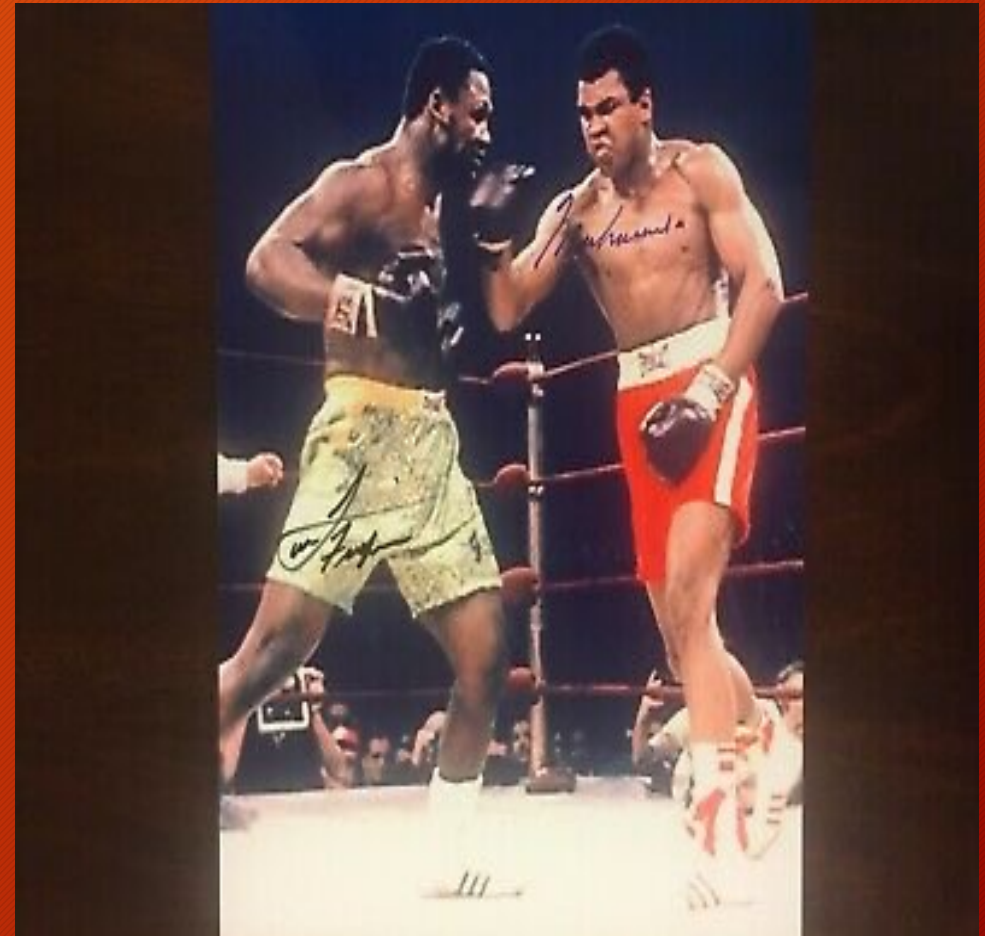


WILLING: Consent is never given under pressure.

Consent is not obtained through psychological or emotional manipulation.

Consent cannot be obtained through physical violence or threat.

Someone in an unbalanced power situation (i.e., someone under your authority) cannot consent.



ONGOING: Consent must be granted every time.

- Consent must be obtained at each step of physical intimacy. If someone consents to one sexual activity, she or he may or may not be willing to go further.



What's Next?

Campus Title IX Training

- Faculty and Staff
 - ~Investigator Training
 - ~Advocate Training
 - ~Hearing Panelist Training
 - ~Sexual Harassment Prevention
- Student Training
 - ~Sexual Misconduct and Sexual Harassment Prevention
 - ~Bystander Training
 - ~Advocate Training

Title IX Office of Compliance

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