



SAFE & RESPECTFUL CAMPUS: An Overview of Title IX

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RUTGERS

BIOMEDICAL AND
HEALTH SCIENCES



What are your rights?

Federal Title IX

- Free from **discrimination** in educational programs & activities receiving Federal financial assistance.
- **Protection** in connection with any education-related activities on-campus or off-campus.

Rutgers University – RBHS

- A safe, supportive environment where you can live, learn, work, and collaborate

What are our responsibilities?

- **Train** staff, faculty, students on how we all contribute to a safe, respectful community – either by what we do or what we don't do
- **Respond** to complaints of sexual misconduct to determine:
 - if it occurred within of an education program; or
 - had continuing effects on campus or off-campus
- **Investigate** reports, **conduct** hearings as necessary, **impose** sanctions when warranted

What are our responsibilities?

Violence Against Women Act (VAWA) Amendment

- now includes **stalking, dating violence and domestic violence**
- **“Prompt, fair, and equitable”** proceedings
 - Adviser of their choice, or we can provide
 - Simultaneous written notice

What are you protected from?

- Sexual Harassment
- Gender-Based Harassment
- Sexual & Relationship Violence
- Stalking
- Sexual Intimidation
- Sexual Exploitation
- Hostile Environment
- Retaliation

How can you help?

- Respect all members of Rutgers community
- Consider your words and behavior
- Treat others as you wish to be treated
- Ask for consent in interpersonal relationships

Consent is...

**Freely given
& informed**

- clear and unambiguous communication
- individuals willingly and knowingly engage

**Affirmative
(YES)**

- cannot be given by someone incapacitated
- not gained from silence or absence of resistance

Specific

- one activity/occasion/person does not imply consent to others
- can be withdrawn at any time

What does reporting look like?

Parties involved:

- Complainant:** Person making the allegation(s)
- Respondent:** Person alleged to have committed the behavior
- Witness:** Person who observes prohibited behavior but is not directly involved
- Third Party:** Person who becomes aware of prohibited behavior but is neither victim nor witness, e.g. faculty or administrator

Whom can you talk to?

Required Reporter

- OBLIGATED to report prohibited behaviors
- Faculty, admin, coaches, ombudsman, staff, etc.

Confidential Resource

- NOT OBLIGATED to share personally identifiable info
- VPVA office, clergy, Student Wellness/other mental health professionals, Health Services physicians

How do I report an incident?

- Reporting Form:
- compliance.rutgers.edu/title-ix/
- *can be anonymous

- Tell someone whom you trust. Ask for help.

Is there a time limit for reporting an incident?

There is none.

Reports can be made **anytime**, regardless of how long ago the prohibited behavior occurred.

Will there be an investigation?

- An investigation depends on:
 1. information shared by reporting party; and
 2. preference of complainant.
- RU must balance confidentiality with the safety of other members of University community from:
 - repeat offenders; and
 - imminent threat of danger.

***Not Anymore* Title IX Training**

- Mandatory web-based program
- Topics include:
 - Consent
 - Sexual Assault
 - Gender Harassment
- Required of all new RBHS students
- Information sent to RU email account

Your wellness & safety matters

oasa.rbhs.rutgers.edu/title-ix

- Reporting info
- Title IX resources & process

Thank you!