

**SAFE & RESPECTFUL  
CAMPUS:  
An Overview of Title IX**

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# RUTGERS

BIOMEDICAL AND  
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# **Title IX**

## **Two Components:**

**Your Rights**

**Our Responsibilities**

# Your Rights

- To be free from **discrimination** in educational programs & activities receiving Federal financial assistance.
- **To be protected** in connection with any education-related activities on-campus or off-campus.
- To have complaints **investigated** and **addressed**.
- **At Rutgers we believe** in a safe, supportive environment where you can live, learn, work, and collaborate

# Our Responsibilities

- **Train** staff, faculty, students on how we contribute - either by what we do or what we don't do
- **Respond** to complaints of sexual misconduct regardless of circumstances
- **Investigate** reports, **conduct** hearings as necessary, **impose** sanctions when warranted

# VAWA

## **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

# Prohibited Behaviors

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

# Climate Survey - 2020

- Broad distribution across racial/gender lines
- High response rate: 23.3% (n=384)
- Similar responses to other STEM schools



# Climate Survey - 2020

- 30% - harassment by faculty/ students
- 77%(F) 84%(S) - not serious enough to report
- 23% - believed nothing would be done
- +31% - was a witness, did nothing
- +16% - aware of Title IX
- +34% - aware of VPVA

# How can you help?

- Respect all members of Rutgers community
- Come forward if you see/encounter something
- Consider your words and behavior
- 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- can be withdrawn at any time

# Who can help you?

## 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/](https://compliance.rutgers.edu/title-ix/)
  - \*can be anonymous
- Tell someone you trust. Ask for help.
- No time limit to reporting.

# Will there be an investigation?

An investigation depends on:

1. information shared by reporting party
2. preference of complainant
3. repeat offenders; and
4. imminent threat of danger.

# ***Prevention 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](https://oasa.rbhs.rutgers.edu/title-ix)

- Reporting info
- Title IX resources & process



Thank you!