

Welcome to Title IX Training

- **Importance of Title IX**
- **Why this training matters to you as a student worker**
- **Your role in maintaining a safe and respectful campus**
- **Know available resources**

Who is Stockton's Title IX Coordinator?

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What is Title IX?

- **Federal civil rights law (Education Amendments of 1972)**
- **Prohibits sex-based discrimination in federally funded education programs**
- **Applies to students, faculty, staff, and employees**

What does Title IX say?

“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.”

What Does Title IX Cover?

Title IX prohibits:

- Sexual harassment based on sex and gender
 - (1) Quid-Pro-Quo = This for That
 - (2) Hostile Environment = Severe & Pervasive & Objectively Offensive
 - * Includes VAWA offenses: Sexual Assault, Dating/Domestic Violence / Stalking
- Discriminatory Sex-and-gender-based conduct that is disparate but not harassing. (i.e. unequal treatment)
- Retaliation for reporting or participating in Title IX process

Who must Comply with Title IX?

- College/university that receives federal funds must follow TIX
- Includes state & private schools – if receive federal funds
- Stockton is a NJ State university that receives federal funds
- College/university can be held legally responsible if it **knows** of TIX-related issues among students & employees and **fails** to take required action

Sexual Misconduct & TITLE IX

Sex Discrimination / Sexual Harassment:

- Title IX (34 CFR 106)
- Sexual Misconduct Procedure (6940)

Sex Discrimination:

- S.U. Student Policy Prohibiting Discrimination and Harassment in the Academic/Education Environment (I-120)
- Student Procedure Prohibiting Discrimination and Harassment in the Academic / Education Environment (1200)

Q: What must
student leaders do?

A: Reporting

Who Must report ?

At Stockton **Responsible Employees** Are Mandatory Reporters

- Responsible Employees **must promptly share** with the Title IX Coordinators all details about potentially Prohibited Conduct, which they receive in the scope of their employment.
- A Responsible Employee's failure to make a prompt report to the Office of Equal Opportunity & Institutional Compliance **may subject them to appropriate discipline**, up to and including removal from their position.

At Stockton – Our Procedure Is:

Student employees who serve in a supervisory, advisory, or managerial role = Responsible Employees.

They are... Teaching assistants

Residential assistants

Student managers

Orientation leaders

T.A.L.O.N.S.

Who are Confidential Sources ?

ALL employees are responsible employees, **except :**

- Counseling Services
- Licensed physicians and nurses
- Women's, Gender, and Sexuality Center
- Osprey Advocates who are certified victim advocates.

If someone discloses to you...

- Stay calm and listen
- Let them know you have to report it
- Report to Title IX Coordinator
- Do **not** investigate or promise confidentiality

How to Report Sexual Misconduct

- Filing online using the Online Incident Report Form available here: <https://stockton.edu/respect/file-report.html>
- In person
- Mail
- Telephone
- Email
- Using Title IX Coordinator's published contact information

Any means that result in the Title IX Coordinator receiving a verbal or written report

Q: What should you do in the moment of a sudden disclosure or ER event?

Common Victim Responses to Power Based Violence

Remember that Victims often feel:

- Powerless/not in control
- Self blame
- Fear/unsafe
- Anger
- Dissociation
- Spatially sensitive
- Anxious

Examples of Practiced Statements

Mandatory Reporter Advisement

- It sounds like you are going to share something really important with me...
- Thank you for coming to me. I want to make sure you know...
- There are people who can help. I can/will put you in touch with a Student Advisor so you know what resources are available to you.

ER-Help Inquiry

- Are you injured? / Are you hurt?
- Are you comfortable talking to me here?
- Do you need medical help?
- Is there a risk of immediate danger to you or someone else, right now?
- Where is _____ now?
- ***In an emergency, call 911 or Stockton Police at (609)-652-4390.***

Know how to respond to a student who discloses an incident of power-based violence

DONT's

- **Promise Confidentiality**
(*"This is between us"*)
- **Forget** to report ASAP
- **Investigate**
(*Ask only about immediate physical safety*)
- Allow victim to guide the process of reporting to **SUPD**, **except where there is immediate danger or medical or health emergency**
- **Give advice**

DO's

- **Call the WGSC – Save hotline # in your phone: (609) 849-8473, 24/7**
- Tell about your status as a **Responsible Employee** – **have lines prepared to explain.**
- Report using on-line **incident report form** "[Make a Report?](#)" page @ Stockton.edu
- **Ask if they feel safe at the location +** where where they are comfortable talking. **Provide options.**
- **Outline** what you are going to report

On and Off Campus Resources

Confidential vs. Non-Confidential Resources

Confidential Resources:

- Legally protected to keep disclosures private
- Do **not** trigger formal investigations
- Safe space to talk without initiating a process

Non-Confidential Resources:

- Required to report disclosures to appropriate officials (Title IX)
- May trigger formal investigations or outreach
- Provide support but must report incidents

On-Campus Confidential Resources

What are they?

- **Osprey Advocate**: Victims of sexual assault, domestic violence, and/or stalking who wish to **speak confidentially** with an **Osprey Advocate** can call **(609) 849-8473**.
- **WGSC**: Individuals who wish to **speak confidentially** with a student advocate can call the **Women's, Gender, and Sexuality Center** at **609-626-3611** or visit **F-103**.
The WGSC is a free confidential center that supports all students who have experienced power-based personal violence or abuse, including sexual harassment, sexual assault, dating/domestic violence, LGBTQ identity-based harassment, stalking, and bullying.
- **Office of Counseling Services**: **609-652-4722 | J-204**
Counseling & Psychological Services (CAPS) provides free, confidential, short-term, student-centered, culturally responsive, and solution focused individual and group mental health counseling to Stockton students.

Confidential Resources continued...

On-campus and Off-campus

- [Office of Community Wellness & Health Education](#): 609-652-4701

- [Avanar – Atlantic County residents](#): (609) 601-9925

Offers free social services focused to women and their families in Atlantic County, NJ, including Domestic Violence and Sexual Assault Victim's Services, Batterer's Education, Child Care, Employment Services and Training

- [Coalition Against Rape & Abuse \(CARA\) Cape May County residents](#): 609-522-6489

Free individual and group counseling services for females, males, members of the LGBTQ+ community, and teens who reside in Cape May County and have experienced sexual, domestic, and gender abuse, violence, or coercion.

In an emergency, please call **911** or **Stockton Police at (609)-652-4390**.

Non-confidential Resources

- Office of Student Conduct
609-626-3585
- Title IX/Equal Opportunity and Institutional Compliance Office
609-652-4693 | L-214
- Stockton Police Department
911 or 609.652.4390 | Building 71 (across from North Lot)

Other On-Campus Resources / Respondent Support

- [Military and Veteran Services](#), F109 | 609.652.4316
- [Dean of Students](#), Campus Center Suite 243 | 609.652.4645
- [Human Resources](#) (for employees), J115 | 609.652.4645
- [Residential Life](#), A100 | 609.652.4332 or 4697
- [University Police Department](#), Building 71 (across from North Lot) | 609.652.4390
- [Financial Aid](#), Campus Center Suite 201 | 609.652.4203

Summary

- **Title IX protects everyone**
- **Know your reporting obligations**
- **Resources are available**
- **Speak up when something's wrong**

Questions?

Please contact the Office of Equal Opportunity and Institutional Compliance if you have any questions.

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Thank you!