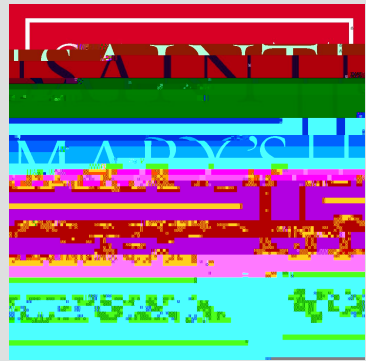


Evette Castillo Clark, Dean of Students
Stacy Vander Velde, Director of Community Life
Megan Gallagher, Director of CARE Center
Cynthia Cooke St. Ange, Title IX Investigator



Welcome and Introductions

Roles



- You are required by the College to report to a TIX Officer if you observe, learn or encounter conduct that may be subject to the Title IX policy.
- By virtue of their College responsibilities and under the Clery Act, CSAs are designated to receive and report criminal





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Title IX Committee (Advisory to the President)

Training/Education

Policies and Procedures

Reporting

Marketing and Communications

Found in the Student Handbook, Employee Handbook, Title IX and HR Websites

Policy is 35+ pages

Incoming students are required to complete online education related to these policies



Shrinks scope of institutional jurisdiction over Title IX complaints

Narrows definition of “sexual harassment”

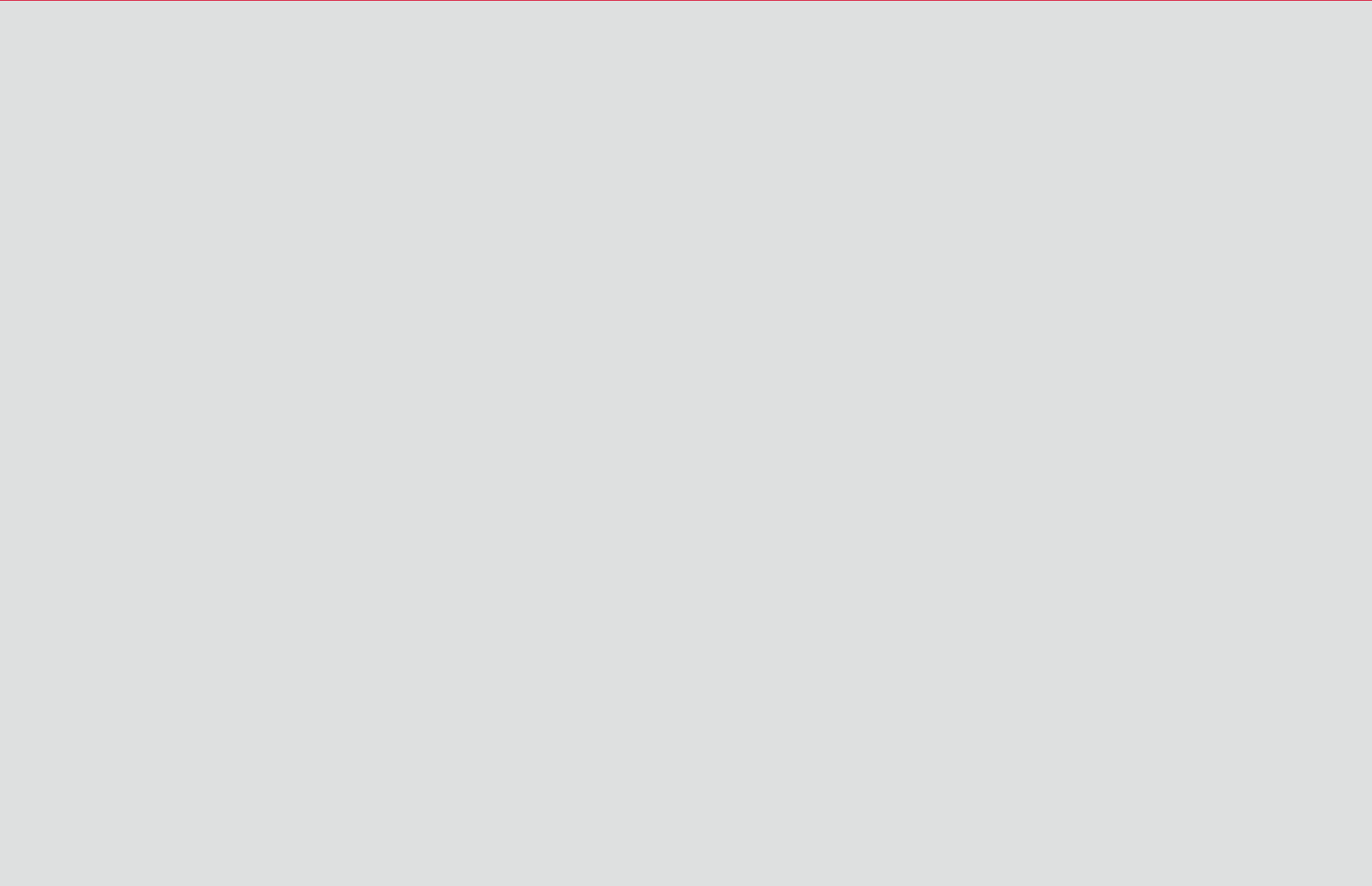
Signed Complaint to initiate investigation

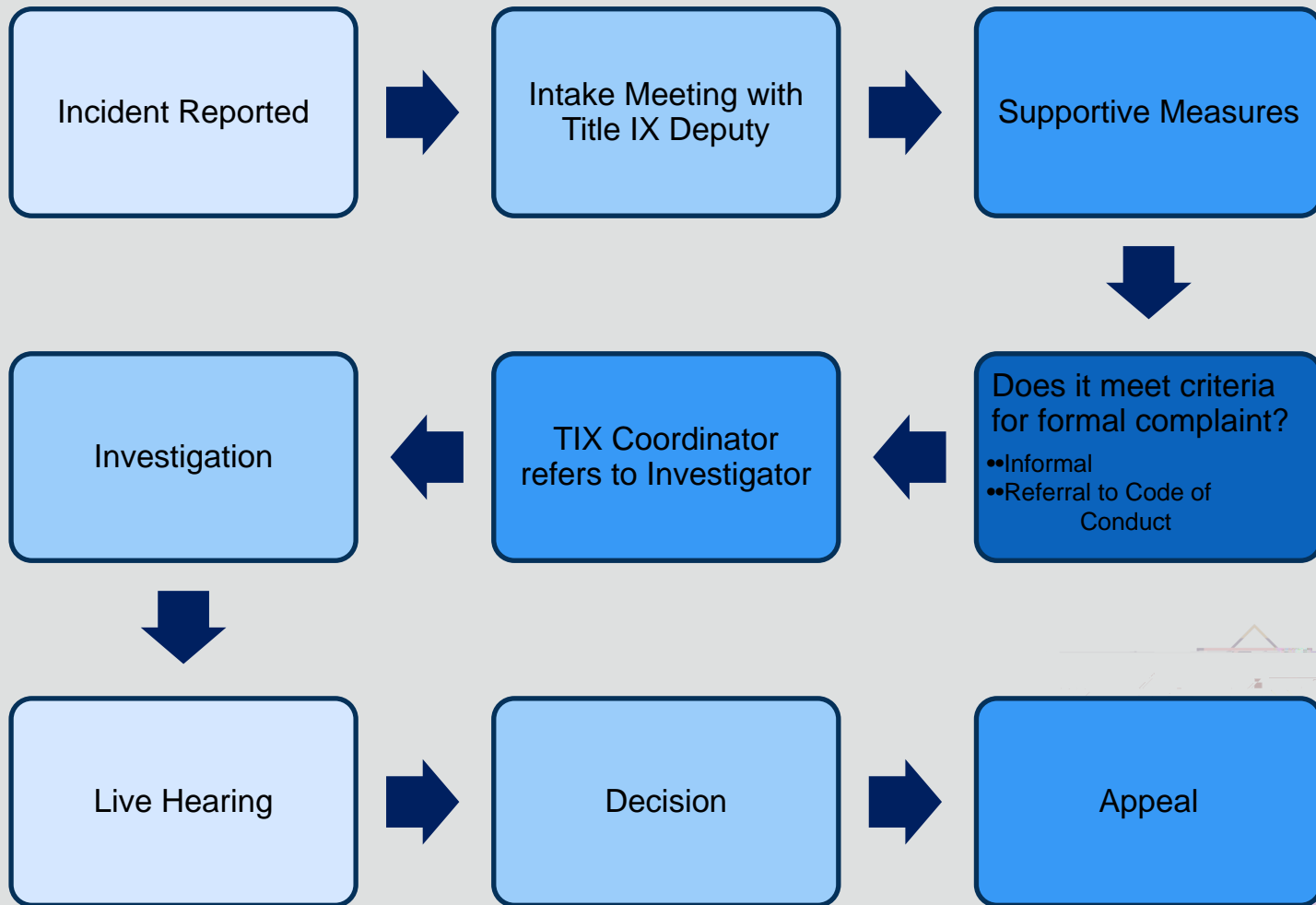
Expanded opportunity for informal resolution

Timeframe requirements for evidence review

Live Hearing with Cross Examination by

9 | advisors







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-
-
-
-



Student
discloses

- Listen and Support
- Let them know you need to report

Provide
Resources

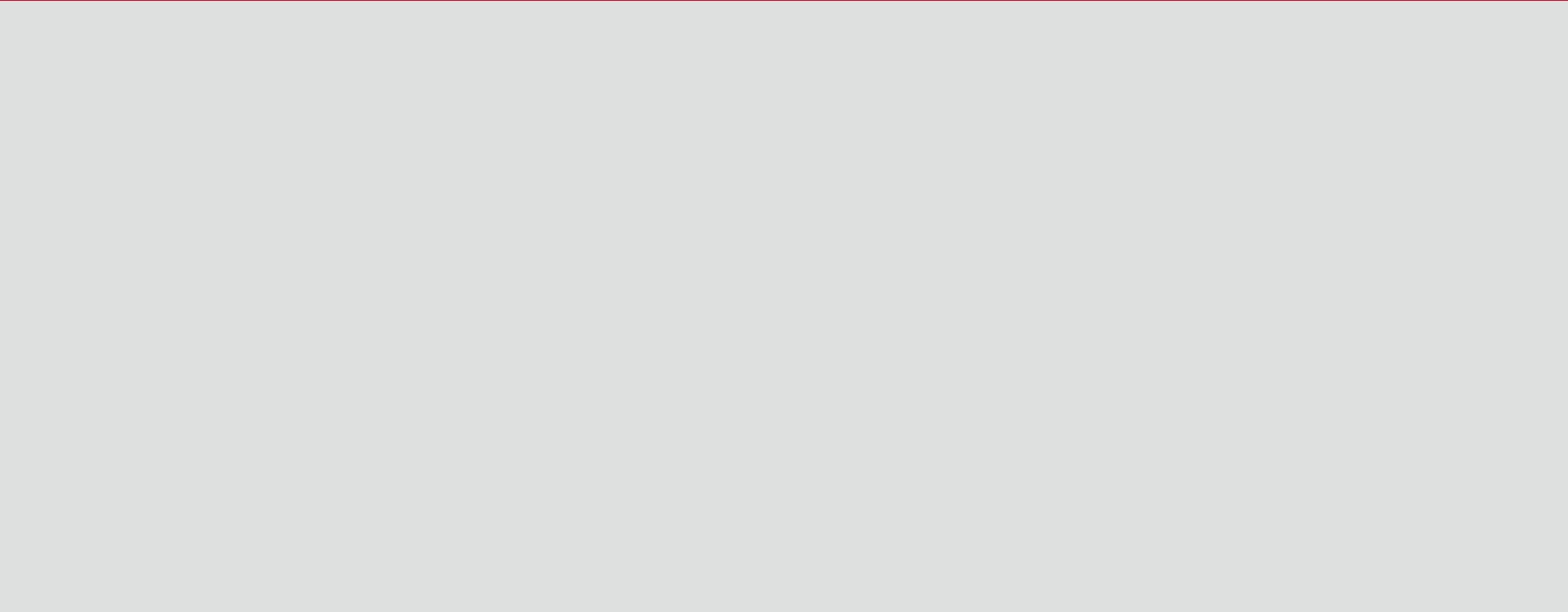
- Resource Brochure
- Advise Confidential Resources
- Contact from Community Life

Contact TIX
Deputy or
Coord

- Provide details of what was disclosed
- Seek and follow guidance

Submit
Advocate
Report

- Provide necessary details
- Remember that the reporter is the Complainant



When to report: ALWAYS and IMMEDIATELY

Call or email Title IX Coordinator/Deputy or Public Safety; or

Submit a report via the Title IX website, Report a Bias or

Report a Sexual Assault from MySMC Portal

Reporters may say they want to be “anonymous” or report “confidentially” – what do you tell them?



do

Create a safe space (physical & emotional)

Be trustworthy/transparent/authentic

Pay attention to non-verbal cues

Prioritize that the person has a choice

Listen openly, with empathy and without judgement

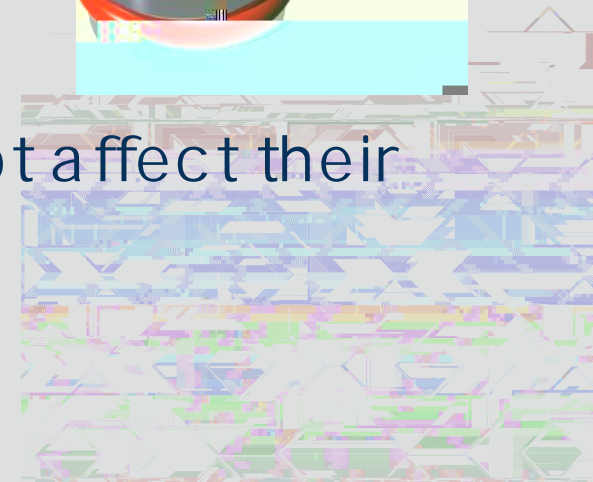
Do not make assumptions

Be respectful/validate them

Ask clarifying questions gently

Be aware how trauma may/may not affect their communication & body language

Provide resources



avoid

Judging their reactions

Telling them that you know what they have been through

Disagreeing with them about their experience

Using an accusatory tone of voice

Commenting on person's appearance

Assuming you know their experience, what they are going to say, or that they are telling you everything

Reacting with shock or disgust

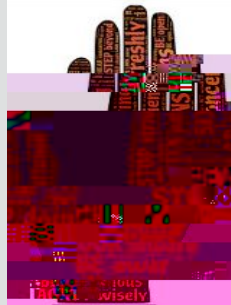
your facial expressions

Starting questions with the word "why"

Don't misread facial expressions

some people have a voluntary smile or may

disassociate from experience and appear happy



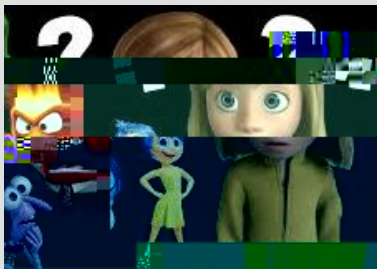


An experience in which a person's internal resources are not adequate to cope with external stress

Their ability to integrate the emotional experience is overwhelmed

OR

They experience _____) a threat to their life, bodily integrity or emotional stability



Have eating problems

Have flashbacks, disturbing thoughts or memories

Difficulty concentrating, or remembering things

Negative Impact on school work/education

Isolation/withdrawal from normal activities

Negative impact on relationships with family, friends

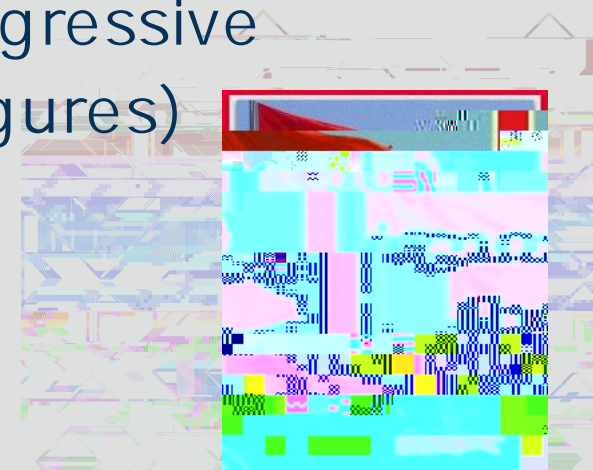
Increase/decrease in sexual behavior

Consistently interpret things as "threats"/overreact

Impulsive/Risk Taking Behaviors/Aggressive

Defiant (against rules & authority figures)

Self Harm



Attend a Green Dot Bystander
Intervention training

Participate in violence awareness
outreach activities

Get the conversation started...

- Challenge people who make
sexist comments

- Educate others on what consent
means to you

Understand how alcohol/drugs
contributes to sexual assault or
dating/domestic violence



Campus Assault Resources & Empowerment (CARE) Line: (925) 878-9207

Counseling & Psychological Services (CAPS): (925) 631-4364
(confidential)

Director of CARE Center (Megan): (925) 631-4193 (confidential)

Public Safety: (925) 631-4282

Center for Women and Gender Equity: (925) 631-4192

Priest in a confessional role (confidential)

Community Violence Solutions: (800) 670-7273

STAND! For Families Free of Violence: (888) 215-5555

Contra Costa County Family Justice Center (Concord): (925) 521-6366

Contra Costa County Victim /Witness Assistance: (925) 957-8650

Moraga Police Department: (925) 376-2515



