



Hocking College Title IX Staff Training

Pre-Test

ODHE requires all Student, Faculty and Staff trainings on sexual misconduct to be delivered in person with pre/post assessments.



What is Title IX?

Title IX is a federal civil rights law that prohibits discrimination based on sex in educational programs and activities.



Title IX protects students from:

- Sexual harassment
- Sexual assault
- Dating violence
- Domestic violence
- Stalking
- Pregnancy discrimination
- Retaliation

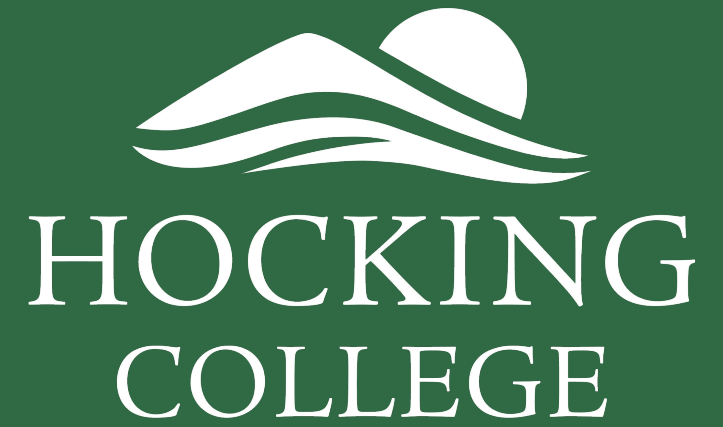
What is Title IX?



"What barriers might prevent a student from seeking help?"



Why Faculty and Staff Matter



Faculty and staff are often the first people students trust.

Students frequently disclose to:

- Instructors
- Advisors
- Coaches
- Administrative staff
- Residence Life staff

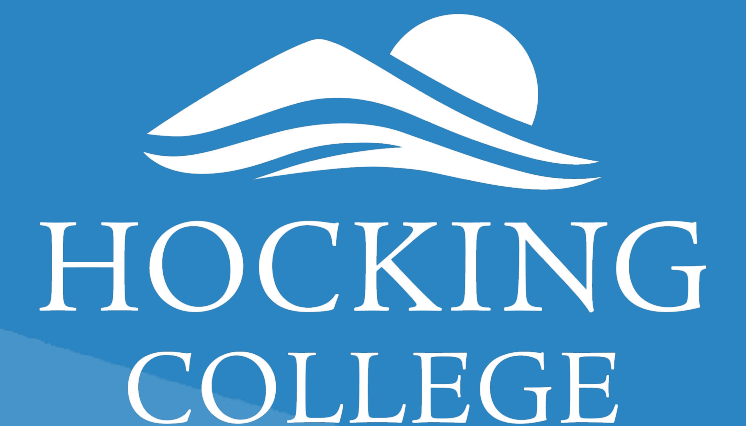


Understanding Mandatory Reporting

Almost every employee at Hocking College is a mandatory reporter. If you become aware of potential sex discrimination or sex-based harassment, you must report it.

This includes:

- Direct disclosures
- Observed conduct
- Third-party reports
- Information shared through assignments or conversations



Understanding Mandatory Reporting

Important Exception

Confidential Resources:

- Counseling Services
- Medical Services through the Hawks Center for Well-Being

These individuals can maintain confidentiality.



What Should You Say?

Recommended Response

Before you say too much, "I want you to know I am required to share this information with our Title IX Coordinator so they can connect you with support and resources."

"Thank you for telling me."

"I'm glad you shared this with me."

"You are not in trouble."

"You have options."



Do Not Investigate

**You will report the who, what,
where and when.**

Avoid Saying

"I won't tell anyone."

"I'll handle this myself."



Behaviors Mandatory Reporters

Need to Recognize

Sexual Harassment

Repeated unwanted sexual comments, jokes, messages, or conduct.

Sexual Assault

Any non-consensual sexual contact.

Dating Violence

Violence within a romantic relationship.

Behaviors Mandatory Reporters Need to Recognize

Domestic Violence

Violence between current or former intimate partners.

Stalking

Repeated behaviors causing fear or emotional distress.

Retaliation

Punishing someone for reporting concerns.

Understanding Consent

Consent Must Be

- Freely given
- Informed
- Reversible
- Enthusiastic
- Specific



Understanding Consent

Can someone who is
unconscious give consent?

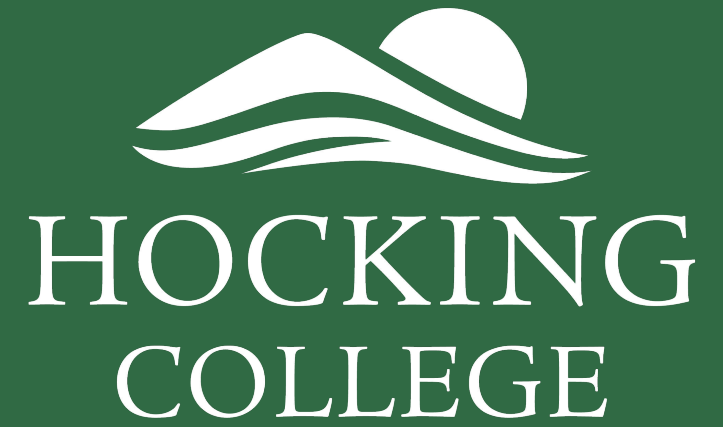
Can someone who is highly
intoxicated give consent?

Can consent be withdrawn?



What Happens After a Report?

Whether the Report Comes From a Student or an Employee, the Process is the Same



1. Report Received

<https://www.hocking.edu/report-it>

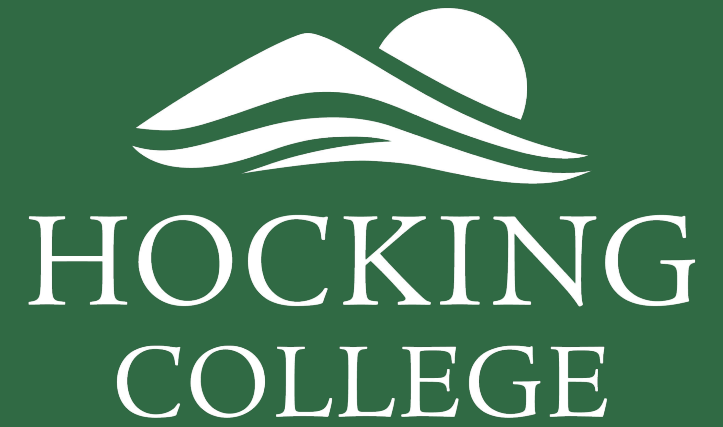
- Title IX Coordinator receives and reviews the report.
 - Employees do not investigate.

2. Student Outreach

- Students are contacted and informed of available resources, rights, and options.

What Happens After a Report?

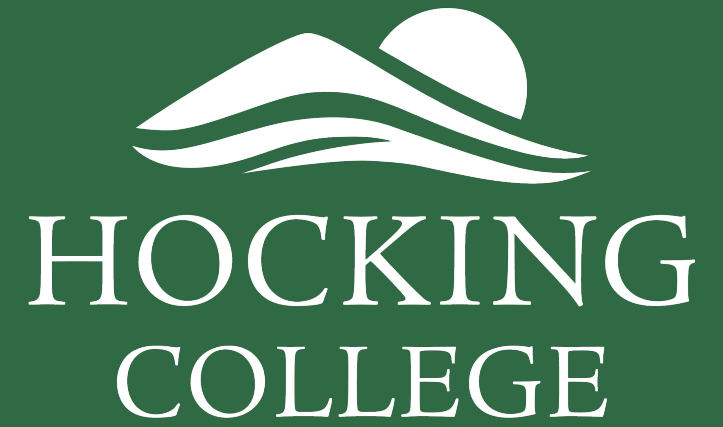
Whether the Report Comes From a Student or an Employee, the Process is the Same



3. Supportive Measures Offered

- Academic support
- Housing adjustments
- Schedule changes
- Safety planning
- Counseling referrals

What Happens After a Report?



Whether the Report Comes From a Student or an Employee, the Process is the Same

4. Options Discussed

- Support only
- Informal resolution (when appropriate)
- Formal complaint/investigation

5. Safety Assessment

- Review of any immediate safety concerns or campus impact.

6. Investigation (If Needed)

- Conducted by trained Title IX personnel.

Supportive Measures

Examples:

- Academic flexibility
- Housing modifications
- Schedule adjustments
- Counseling referrals
- Safety planning
- No-contact directives

These can often be implemented before any investigation is completed.



Pregnant & Parenting Student Protections

Pregnancy is protected under Title IX.

A student cannot lose educational opportunities because they are pregnant.

If a student discloses:

- Pregnancy
- Childbirth
- Pregnancy-related medical conditions
- Need for accommodations

Faculty should immediately connect the student with the Title IX Coordinator.



Pregnant & Parenting Student Protections

Examples

- Excused absences
- Makeup assignments
- Flexible attendance
- Extended deadlines
- Lactation accommodations
 - Well-being Center JL 241
 - First Floor Davidson Hall



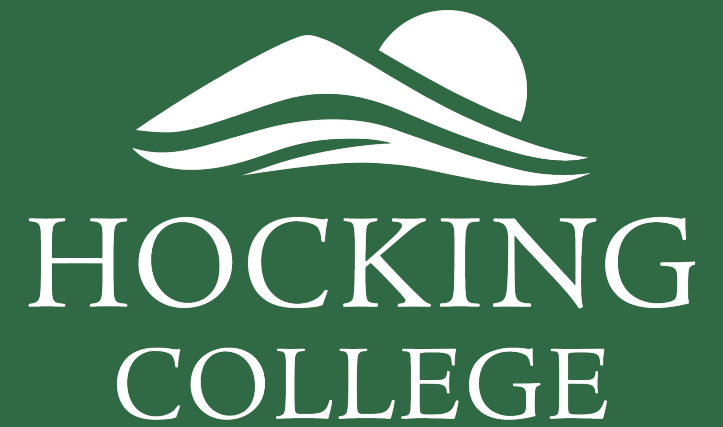
When In Doubt

If you are unsure whether something should be reported:

REPORT IT.

<https://www.hocking.edu/report-it>

Let the Title IX team determine next steps.



Why Bystander Intervention Matters

Most incidents occur in front of others before they escalate.

Creating a culture of intervention can reduce:

- Sexual violence
- Harassment
- Hazing
- Stalking
- Discrimination

Everyone can do something

Power-Based Personal Violence

- Sexual assault
- Dating violence
- Domestic violence
- Stalking
- Hazing
- Hate crimes

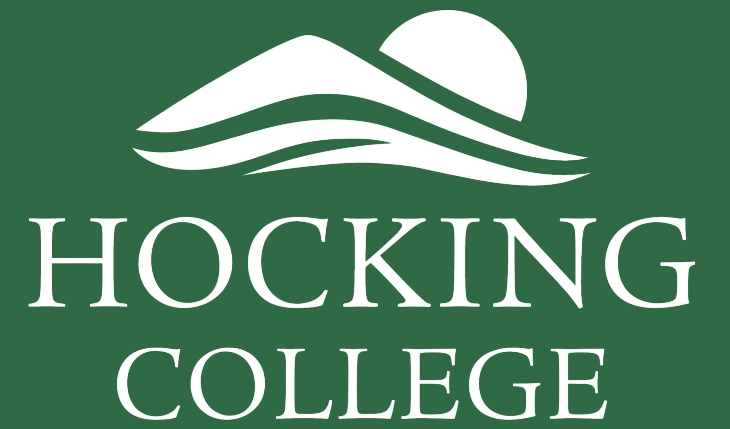
The common element is power and control.



Why People Don't Act

Social Roadblocks

- Someone else will help.
- It isn't my business.
- I might be wrong.

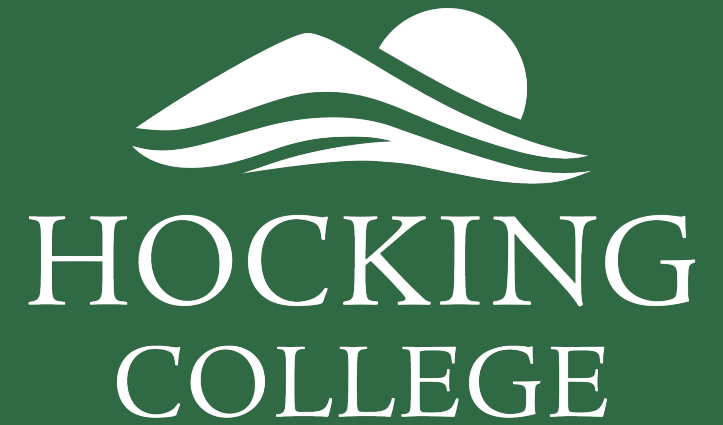


Why People Don't Act

Personal Roadblocks

- Fear of conflict.
- Fear of embarrassment.
- Personal safety concerns.

"What keeps employees from intervening?"



The 4 D's

Be Direct

Address behavior directly.

Examples:

- "That isn't appropriate."
- "Are you okay?"



The 4 D's

Distract

Interrupt the situation.

Examples:

- Change the topic.
- Ask someone to help you.



**BE THE
DISTRACTION**

**WHEN SOMETHING DOESN'T
LOOK RIGHT GET INVOLVED IF
YOU FEEL SAFE.**

The 4 D's

Delegate

Get assistance.

Examples:

- Supervisor
- Student Affairs
- Campus Safety



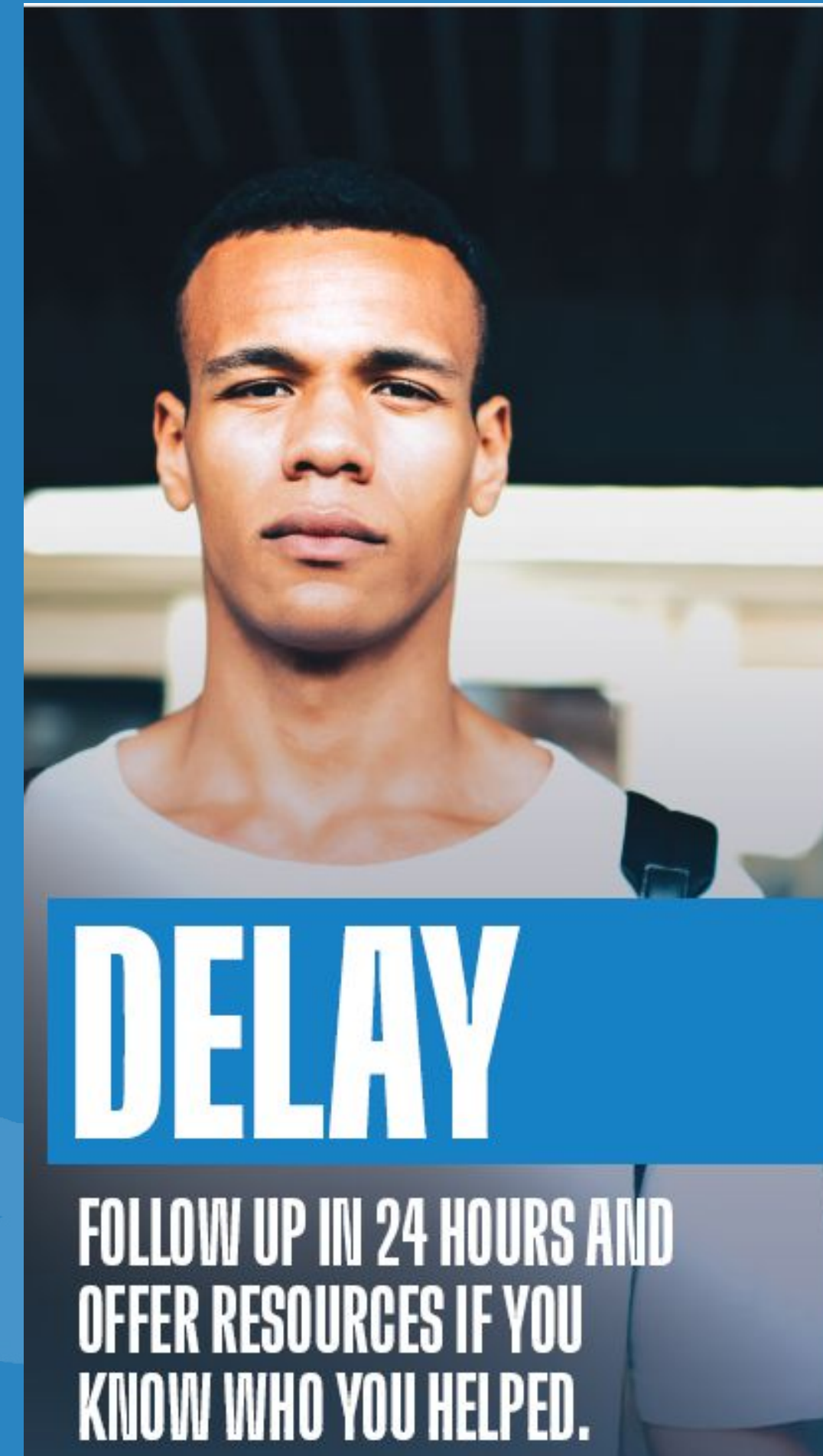
The 4 D's

Delay

Check in afterward.

Examples:

- Follow-up email
- Resource referral



Faculty & Staff Application

What would intervention look like:

- In a classroom?
- During a club meeting?
- In a residence hall?
- During a field experience?

Group Activity

Post-Test



**Thank You for your
participation today!**