

Rowan University

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Title IX Summit

Seventh Annual Title IX Summit

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Jun 3rd, 10:15 AM - 11:30 AM

### Expanding Faculty Knowledge on Title IX

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# Expanding Faculty Knowledge on Title IX

2019 TITLE IX SUMMIT AT  
ROWAN UNIVERSITY

**RUTGERS**  
Student Affairs

**Jackie Moran**  
Director of  
Student Affairs  
Compliance &  
Title IX  
Coordinator

**Bill Spear**  
Training  
Coordinator  
and Title IX  
Investigator

**Carianne  
Kurabinski**  
Graduate Intern  
for the Title IX  
Office

# AGENDA

- I. Learning Outcomes
- II. Data Review
- III. Tips of the Trade
- IV. Discussion
- V. Questions

# LEARNING OUTCOMES

- Attendees will learn tactics to better engage faculty in Title IX work, including reminding them of their reporting obligations and offering them resources on how to support students after a disclosure.
- Attendees will learn techniques on how to better educate faculty on both a small and a large scale.
- Attendees will learn from each other's current practices.

# DATA REVIEW

On average, 10% of the Rutgers New Brunswick Title IX reports come from faculty members.

# DATA REVIEW

## WHAT SHOULD FACULTY KNOW?

- Women experience sexual misconduct more often than men
- Women of color experience more sexual misconduct than white women, white men, and men of color
- Sexual- and gender-minority people experience more sexual misconduct than heterosexual women do
- Coworkers and peers more often commit sexual misconduct than do superiors
- Sexually harassing behaviors are typically not isolated incidents (likely to be a series or pattern of escalating incidents & behaviors)

# DATA REVIEW

## WHAT SHOULD FACULTY KNOW?

- Graduate students experience sexual misconduct and are less aware of resources
- Rates of sexual violence are higher among queer-spectrum students than heterosexual students
- Perpetrators tend to be men, regardless of the gender/sexual orientation of the victim
- Perpetrators are most often known to the survivor
- Rates of dating violence are higher among queer-spectrum students than heterosexual students
- Black/African-American students are at increased risk for most types of dating violence

# DATA REVIEW

WHAT SHOULD FACULTY KNOW?

**“Organizational climate is, by far,  
the greatest predictor of the  
occurrence of sexual harassment”**



# DATA REVIEW

## WHAT SHOULD FACULTY KNOW?

### **Victims have reported experiencing:**

- Decreased job satisfaction, productivity, performance, and commitment
- Increased job stress and withdrawal from work
- Decreased motivation to attend class, lower grades, paying less attention in class
- Higher rates of dropping classes, truancy, changing advisors, changing majors, transferring schools, or dropping out

Sexual harassment has adverse effects that not only affect the victims of harassment but also bystanders

# DATA REVIEW

- Victims choose not to formally report the sexual misconduct for a variety of reasons
  - Fear of retaliation, wanting to forget it happened, etc.
- Systems and policies that support victims and provide options for informal and formal reporting can reduce the reluctance to report

# DATA REVIEW

## Recommendations:

- Cater training to specific populations
- Attend to the institutional motivation for training (compliance-based approaches have little impact)
- Conduct training using live qualified trainers and offer trainees specific examples
- Describe standards of behavior clearly and accessibly (avoid legal/technical terms)
- Establish standards of behavior rather than solely seek to influence attitudes and beliefs

# TIPS OF THE TRADE

- Send an email from a senior-level administrator including faculty reporting obligations, the role of the Title IX Coordinator, privacy vs confidentiality, university resources, and useful links (such as to your policy and to your reporting form)
- Create a “responsible employees” section on your [website](#)
  - Smaller schools can list all responsible employees by name and/or position
  - Include trainings, resources, student rights, sample language for responding to a disclosure, your contact info, etc.
  - Create downloadable PDFs for them to print
  - Provide sample [syllabus language](#)
  - How can they learn more or get involved?

# TIPS OF THE TRADE

## CONTINUED

- Create a faculty and staff training [video](#)
- Contact departments and offer in-person training
- Purchase giveaways that are applicable to faculty
  - Pens, highlighters, post-in notes, etc.
- Mail faculty informational postcards/posters/folders that they can hang in their office
  - Be sure to include information on how to support students after a disclosure and how to report the incident
- Include faculty in the conversation

# Report

As a Rutgers University employee, you are **required** to report any known acts, including disclosures of acts, of sexual harassment, sexual misconduct, relationship violence, and stalking to a Title IX Coordinator as soon as possible.

For a list of Title IX Coordinators, visit the "Contact Us" page at [compliance.rutgers.edu](https://compliance.rutgers.edu).

To fully understand your reporting obligation and for more information, contact:

**Office of Student Affairs  
Compliance & Title IX**  
(848) 932-8200  
[compliance.rutgers.edu](https://compliance.rutgers.edu)  
[NBTitleIX@rutgers.edu](mailto:NBTitleIX@rutgers.edu)  
🐦 @RutgersTitleIX



Jane Doe 0000000000  
VPVA - Title IX  
3 Bartlett Street  
New Brunswick NJ 08901

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**RUTGERS**®  
Student Affairs

# Support

## If a student discloses an incident of sexual misconduct or relationship violence:

- Give them your full attention and listen without judgement.
- Identify any immediate safety concerns for the student/community; call 911 if needed.
- Acknowledge the difficulty it takes to disclose – “Thank you for telling me” is a great way to start.
- Explain your obligation to report to the Title IX Office and that you will respect their privacy by not sharing information with anyone else.
- Explain that the student can also report this to law enforcement.
- Tell the student they are not required to talk to the Title IX Office or the police.
- Encourage them to contact counseling, medical, or other resources on campus including a VPVA Advocate at (848)932-1181 (available 24/7).
- Avoid giving advice. Once you report to the Title IX Office, allow the student to make their own decision on how to proceed.
- Ask for help. You do not have to handle this alone. The Title IX Office and VPVA are here to help you too.

## Confidential Resources

**The Office for Violence Prevention and Victim Assistance (VPVA) and 24/7 Advocate Line\***  
3 Bartlett Street  
New Brunswick, NJ 08901  
(848)932-1181

**Counseling, ADAP, and Psychiatric Services (CAPS)\***  
17 Senior Street  
New Brunswick, NJ 08901  
(848)932-7884

**Rutgers Health Services**  
Located on Livingston, College Ave, and Cook/Douglass Campuses  
(848)932-7402

**Student Legal Services**  
Tillett Hall, Room 247  
Piscataway, NJ 08854  
(848)932-4529

## Non-Confidential Resources

**Dean of Students**  
88 College Avenue  
New Brunswick, NJ 08901  
848-932-8200

**Rutgers University Police Department (RUPD)**  
911 (emergency number)  
732-932-7211 (non-emergency number)

**Office of Student Affairs Compliance & Title IX**  
115 College Avenue  
New Brunswick, NJ 08901  
848-932-8200

## What else can you do?

- Invite VPVA/Title IX to present to your class or department.
- Include language about Title IX and on-campus resources on your syllabus.

\*Confidentiality: Resources marked with an asterisk are on-campus confidential resources and will not share any personally identifiable information with the Title IX Coordinators or law enforcement without express permission.

# DISCUSSION

- What are the strategies and tactics you have used to better engage faculty?
- What are some barriers you have experienced?
- How can you better utilize the resources on your campus?
- What steps are you going to take once you get back to your campus?
- How can we stay connected and collaborate with each other in the future?



# ACKNOWLEDGEMENTS

## **HUGE THANK YOU TO OUR COLLABORATORS:**

- Current and former staff at the Office of Violence Prevention & Victim Assistance (VPVA)
- Current and former staff at the Center on Violence Against Women and Children (VAWC)
- All schools that shared their resources with us:  
Rutgers Camden, Rutgers Newark, Rutgers RBHS, TCNJ, and Raritan Valley Community College

# QUESTIONS?

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