

Title IX Team

Nicole Cooper, Title IX Coordinator

Spring 2024

04/11/2024

Agenda

- Icebreaker: What you are most looking forward or most dreading to with the end of the year looming near?
- TIX Team Review
- Sexual Assault Awareness Month
- Community Resources
- Addressing Trauma
- Case Study
- Adjourn

Review

Purpose of Title IX Team

- Title IX informed person available to students/staff.
- Available for Title IX case process: investigator, advisor, or decision-maker
- Act or participate in prevention efforts on-campus.

Title IX Team

- Monthly Meetings = sufficient.
- THECB new compliance measures
 - Student Parenting Liaison
 - Parenting Data required.

Sexual Assault Awareness Month

“What were you wearing”

- When: April 8 - April 25th
- Location: LRC 1st floor
- What: Survivor stories coupled with an outfit. To stop victim blaming and show realities of SA.
- Team Involvement: Refer MC employees and students!

IN RECOGNITION OF SEXUAL ASSAULT AWARENESS MONTH
Student Life & the Title IX Office present

“WHAT WERE YOU WEARING”

AN EXHIBIT EXPLORING THE PERVASIVENESS OF THE
SURVIVOR EXPERIENCE

ON DISPLAY AT THE LEARNING RESOURCE CENTER (LRC)
APRIL 8TH - APRIL 25TH
HOURS: M-TH 7:45AM-9PM
FRI 7:45AM-5PM
SA-SU 4PM-9PM



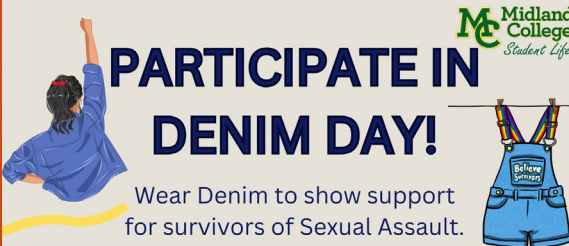
Modeled after display from RISE

Sexual Assault Awareness Month

Denim Day - April 24th

- Team Participation:
 - Encourage Student & Employees to wear Denim on Wed, the 24th
 - Fundraiser: Encourage employees to donate \$5 to wear jeans and wear the Teal Ribbon this month.

Both events done in partnership with MRCCAC.



PARTICIPATE IN DENIM DAY!

Wear Denim to show support for survivors of Sexual Assault.

Wednesday, April 24th.

HOW TO PARTICIPATE

MC Employees: DONATE \$5 to wear jeans on Wed, the 24th & receive a teal ribbon to recognize Sexual Assault Awareness Month.

Bring cash to one of three locations:

1. Nicole Cooper, SSC RM. 129
2. Leslie Shoemaker, PAB RM. 135
3. Meredith Martin, MHAB RM. 165

****All money raised will benefit the Midland Rape Crisis & Children's Advocacy Center****

April is **SEXUAL ASSAULT** Awareness Month

To learn more about Denim Day

Midland College Student Life

MRCCAC
Midland Rape Crisis and Children's Advocacy Center



PARTICIPATE IN DENIM DAY!

Wear Denim to show support for survivors of Sexual Assault.

Wednesday, April 24th.

HOW TO PARTICIPATE

1. Wear jeans and/or any denim on Wednesday, April 24th
2. Share on social media why you are wearing Denim!
#MCDenimDay #DenimDay

April is **SEXUAL ASSAULT** Awareness Month

To learn more about Denim Day

Midland College Student Life

MRCCAC
In partnership with MRCCAC

Community Resources

MRCCAC = FREE

- 24/7 Crisis Hotline
 - 432-682-7273 (RAPE)
 - Speak to an advocate
- FREE therapy, Support Groups, Child Advocacy, Victim Advocacy

SAFE PLACE

- #1 report received: Domestic violence concerns
- **24/7 Emergency shelter** (including pickup) & Hotline
 - 432-570-1465
 - 1-800-967-8928

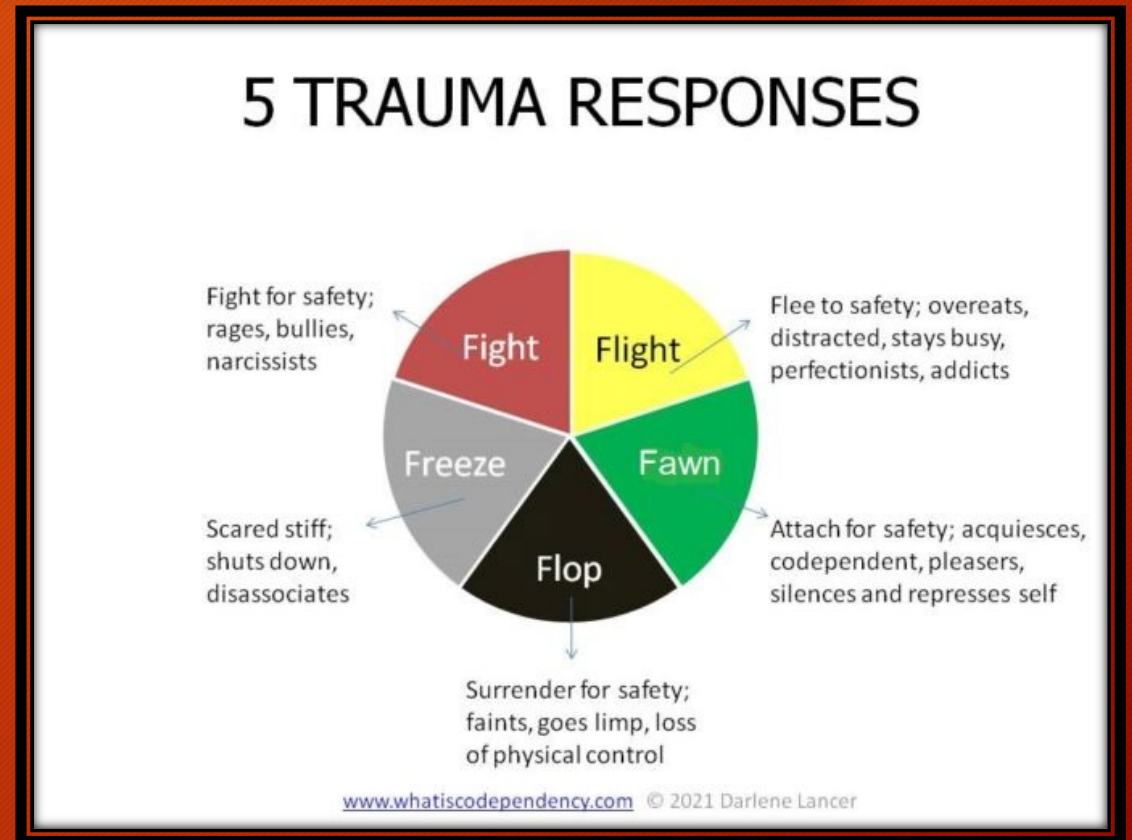
Training

- Focus on How to interact/approach those in crisis.
 - Receiving Disclosures last meeting:
 - Transparency about mandatory reporter responsibility, reporting process
 - Stay in “Car Accident” mode, focus on basic human needs
 - Focus on Listening - not trying to find the perfect response.
 - The switch to self blame is immediate.

Addressing Trauma

Recognizing the traumatic event and that it will impact their behavior and response.

- Nervous system is shot with a flood of chemicals.
- Impact them emotionally, physically, and mentally.



Addressing Trauma

Issue when Addressing Trauma

- Failing to Understand & Use Trauma Informed Questioning.
 1. Example (Kai).
 2. Assume how a person “should” respond.
 - Victim should be crying, the respondent seems nervous so he's guilty, etc.
 - Fight or Flight but, not FREEZE.
 3. Focusing or ignoring outside circumstances rather than facts.
 - Alcohol involvement
 - Elements of prior relationship

Addressing Trauma

Try to do these things:

- Promote safety & support = building trust
 - Provide transparency - clear about your role and the process.
- Present choices
 - “Where would you like to start?”
 - Broad open ended questions to let them lead.
- Explain the why behind things to avoid questioning.
 - Explain amnesty when discussing drinking/drugs
 - Warn of sensitive subjects



Addressing Trauma

Safety



Ensuring physical and emotional safety

Common areas are welcoming and privacy is respected

Choice



Individual has choice and control

Individuals are provided a clear and appropriate message about their rights and responsibilities

Collaboration



Definitions

Making decisions with the individual and sharing power

Principles in Practice

Individuals are provided a significant role in planning and evaluating services

Trustworthiness



Task clarity, consistency, and Interpersonal Boundaries

Respectful and professional boundaries are maintained

Empowerment



Prioritizing empowerment and skill building

Providing an atmosphere that allows individuals to feel validated and affirmed with each and every contact at the agency

Addressing Trauma

- Finding a balance between the pendulum of victim blaming & being equitable to the respondent.
- Trauma Informed = Recognizing BIAS
 - Are we approaching this person in a way that could make them defensive? Are we showing favoritism?
 - Are we shaming, blaming, and then not getting the full story?
- Check your bias at the door.
 - How you may believe a person “should” react or respond.
 - Not taking a person’s response or behavior personal.
 - Show grace and remain an impartial fact finder.



Case Study

Skyler

For Discussion

Initial thoughts on the Skyler's incident? How she may be feeling or how we may be feeling about the situation that could create a bias?

- Do you feel, based on the information provided, that Skyler is experiencing sexual based trauma? Why? Why not?

While not determinative of trauma, it's important to recognize that freezing is a legitimate physiological response to trauma and indicative of trauma.

- What else do you want to know from Skyler?

How did Skyler feel while this was happening? Did Skyler tell anyone about this interaction? What was Skyler's relationship with the individuals prior to this incident? How has it been since?

Case Study

Skyler

For Discussion

- Discuss how you will phrase questions you have for Skyler.

Being aware of victim & respondent blaming questions and the tone of your voice.

- What are the next steps to take with Skyler?

We need more information! Ask for witnesses to the event. Refer her to on-campus counseling & community resources for the time being.

Case Study

Tim & Elizabeth

For Discussion (Tim) What are your initial thoughts?

- What policies are potentially being implicated?

Sexual Harassment, Non-consensual sexual contact and intercourse, domestic violence.

- What additional questions do you have for Tim?

Did Tim communicate their feelings/thoughts about her actions? How? When? What was her reaction?

Did Tim communicate their wishes regarding their gender identity to Elizabeth?

Tim mentioned that Elizabeth coerced him, how?

Case Study

Tim & Elizabeth

For Discussion (Elizabeth) What are your initial thoughts?

- What policies are potentially being implicated?

Sexual Harassment, Non-consensual sexual contact and intercourse, domestic violence, & STALKING.

- What additional questions do you have for Elizabeth and/or Tim?

Raise the issues of the other party and the drastic difference in accounts.

- Do you have credibility concerns for either party?

The legitimacy of the counter report is a question. It is best to inquire about the counter report if it is retaliation or sufficient evidence to proceed further.

Adjourn

- Could you recognize a personal bias you may have? Would you be able to recognize it and put it aside?
- Remaining equitable can be difficult with such sensitive subject matter.

Thank you for your continued participation. Until next year!

Reference

Brian Van Brunt, Ed.D. and Michelle Issadore, M.Ed., ATIXA 20 Minutes to Trained Study Guide: Addressing Trauma; 2018 Association of Title IX Administrators.