

OEO Title IX Training for STUDENTS

Office of Equal Opportunity & Diversity Management
askoeo@kbcc.cuny.edu / 718-368-6896 / Room V231

The Office of Equal Opportunity & Diversity Management (OEO)



- **Investigates** complaints of:
 - Discrimination (race, gender, ethnicity, sexual orientation, religion, etc.) or
 - Sexual Misconduct
- **Provides** supportive measures and training

At Kingsborough, we value and respect Diversity

WHY?

1. Helps keep our campus safe and free of harassment
2. Allows you (our students) to achieve academic and social growth and success

CUNY Policies

Policy on Equal Opportunity and Nondiscrimination

“Diversity, inclusion, and an environment free from discrimination are central to the mission of the University.”

“It is also the University’s policy to provide reasonable accommodations when appropriate to individuals with disabilities, individuals observing religious practices, employees who have pregnancy or childbirth-related medical conditions, or employees who are victims of domestic violence/stalking/sex offenses.”

Policy on Sexual Misconduct

“Every member of [CUNY’s] community, including students, employees and visitors, deserves the opportunity to live, learn and work free from sexual harassment, gender-based harassment and sexual violence.”

Equal Opportunity Protected Categories

- Age
- Race
- Color
- Disability
- Sex (including pregnancy)
- Religion/Creed
- Gender/Gender Identity
- Sexual Orientation
- National Origin/Ethnicity
- Military/Veteran Status
- Partnership Status
- Marital Status
- Credit History
- Prior Record Arrest or Conviction
- Victims of Domestic Violence/Sex Offense or Stalking
- Alienage, Immigration or Citizenship Status
- Predisposing Genetic Information
- Unemployment Status
- Familial/Caregiver Status



Title IX and “Enough is Enough”

Title IX and NYS Law “Enough is Enough” require the College to maintain **a safe and supportive educational environment** that is free from:

- sexual harassment, sexual misconduct, or sexual assault
- dating, domestic or intimate partner violence
- stalking or
- Discrimination or harassment based on:
 - gender
 - pregnancy or parenting status
 - sexual orientation, or
 - gender identity, transgender status

What Is Sexual Harassment?

UNWELCOMED conduct of a sexual nature that adversely impacts one's ability to participate in or benefit from an educational program.

On or off campus, this includes **unwelcomed**:

- Sexual advances
- Requests for sexual favors
- Other verbal/nonverbal sexual acts, or
- physical conduct of a sexual nature

What Is Sexual Assault/Violence?

- Any form of sexual contact that occurs **without consent** and/or through:
 - ❖ the use of force/threat
 - ❖ intimidation, or
 - ❖ other coercion
- **Sexual assault:**
 - ❖ Sexual assault is **a crime**.
 - ❖ can be committed when someone **has not given or is unable to give consent**, for example, due to intoxication.
- **Sexual violence:**
 - ❖ Sexual assault – unwanted touching, grabbing, pinching, brushing up against another's body, caressing, etc.
 - ❖ Dating, domestic and intimate partner violence
 - ❖ Stalking/CyberStalking

What is Affirmative Consent?

- Knowing, voluntary and **mutual decision** among all parties to engage in sexual activity
- Create **clear permission** regarding willingness to engage in the sexual activity
- Consent can be given **by words or actions**
- Consent **can be withdrawn** at any time

AMNESTY

for Drug and Alcohol Use

- A student who has been drinking and/or using drugs AND
 - **reports** any incident of sexual violence to college officials or law enforcement
 - **will not be subjected to discipline** for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the sexual violence.
- CUNY **strongly encourages** students to report sexual misconduct to college officials

Student-Employee Relationships

PROHIBITED

Faculty members and other employees are **prohibited** from engaging in consensual intimate relationships with students for whom they have a professional responsibility.

Examples:

- An athletic coach cannot engage in an intimate relationship with a student on their team.
- A professor cannot engage in an intimate relationship with a student in the course.

REPORTING AN INCIDENT: Where Should I Go?

- If you experience or observe any form of discrimination, sexual harassment or sexual misconduct, you can contact:
 - ❖ **OEO/Title IX Coordinator** / **V231** / ext 6896
 - ❖ Office of Public Safety / **L202** / ext 4800
 - ❖ Office of Student Affairs / **A216** / ext 5563
 - ❖ Office of Student Life / **C123** / ext 5597
- You can also report sexual violence and/or stalking incidents to the **NYPD** – It is your choice!!
- Accused Persons will be provided with Due Process and Fair Adjudication



What is Retaliation?

➤ **It's Illegal** – You are PROTECTED from retaliation if you:

- ❖ Report incidents of discrimination or sexual misconduct
- ❖ File a complaint
- ❖ Participate in an OEO/Title IX investigation
- ❖ Otherwise oppose discrimination or sexual misconduct

CONFIDENTIALITY

- **Students can report incidents of sexual misconduct **confidentially** to:**
 - ❖ Counselors or other staff members in campus Student Wellness Services/Counseling Center
 - ❖ Nurse, nurse practitioner or other staff member in campus Health Office/Wellness Center
 - ❖ Pastoral counselor if one is available at the campus
 - ❖ Staff member of Women's Center

- **However, if you report an incident to a Responsible Employee, such as a Department Chair or Athletic Coach, they are required to report to the Title IX Coordinator**

