



# AGENDA

**Friday, October 18, 2024**  
**8:30 a.m. – 12:00 p.m. EST**

1. *Breakfast*
2. **Supporting Pregnant and Parenting Students**
3. *Morning Break (15 mins)*
4. **Building Title IX Awareness for your Campus Community**
5. *Conference Wrap-Up and Final Q&A*

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## Supporting Pregnant and Parenting Students

### Session #6

### Main Conference

October 18, 2024



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# #1

## Overview of 2024 Final Rule Protections Related to Pregnancy & Parenting

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### POLL



**How confident are you in  
ensuring non-discrimination on  
the basis of pregnancy and  
parenting?**

1. Completely confident
2. Fairly confident
3. Slightly confident
4. Not confident at all

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## ■ How Did We Get Here?

### 1991

- OCR pamphlet on teenage pregnancy

### 2013

- OCR [DCL/Guidance on Supporting the Academic Success of Pregnant and Parenting Students](#)
- OCR [Know Your Rights: Pregnant or Parenting? Title IX Protects You](#)

### 2022

- OCR [Discrimination Based on Pregnancy Resource for Students and Schools](#)

### 2024

- [Title IX Final Rule](#)

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## ■ Title IX Definition of Sex Discrimination

- Sex stereotypes
- Sex characteristics
- **Pregnancy or related conditions**
- Sexual orientation
- Gender identity

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## ■ What's New?

- TIXCO and designees have new responsibilities to pregnant students
- Training requirements for all employees related to pregnancy – 106.8(d)

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## ■ “Pregnancy or Related Conditions” 106.2

### **Definition:**

- Pregnancy, childbirth, termination of pregnancy, or lactation;
- Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
- Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

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## ■ Specific Actions 106.40(b)(3)(i)-(vi)

1. **NOTIFICATION:** Inform the student of the school's obligations under 106.40(b)(1)-(5) and 106.44(j) and the school's notice of nondiscrimination
2. **MODIFICATIONS:** The school "must make reasonable modifications" to policies, practices, or procedures

106.40(b)(3): "The Title IX Coordinator must coordinate these actions." See [2024 Final Rule](#).

## ■ Notification 106.40(b)(2)

***Responsibility to provide Title IX Coordinator contact and other information.*** A recipient must ensure that when a student, or a person who has a legal right to act on behalf of the student, informs any employee of the student's pregnancy or related conditions, *unless the employee reasonably believes that the Title IX Coordinator has been notified*, the employee promptly provides that person with the Title IX Coordinator's contact information and informs that person that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the recipient's education program or activity.

## ■ Notification considerations

### 1. Do

- Provide reasonable modifications
- Provide private lactation space
- Provide voluntary access to separate & comparable
- Provide voluntary leave of absence
- Treat pregnancy like any temporary medical condition

### 2. Don't

- Require supporting documentation unless necessary to determine reasonable modification
- Require certification (some exceptions)
- Disclose personally identifiable information obtained in the course of complying with notification

### 3. Training Opportunity

- What to do upon disclosure; avoid assumptions; don't ask
- Enforcing modifications

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## GROUP DISCUSSION



How have you  
implemented the  
106.40(b)(2)  
notification  
requirements?

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# #2

## Nondiscrimination on the Basis of Parental, Family, or Marital Status

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### ■ OCR September 12, 2024 Resource

#### [Nondiscrimination Based on Pregnancy or Related Conditions & Parental, Family, or Marital Status](#)

- A. Overview
- B. Applicants for admission
- C. Students
- D. Employees and applicants for employment
- E. Other topics

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## ■ “Parental Status”

**106.2, 106.21(c)(2)(i), 106.40(a), 106.57(a)(1)**

**Definition:** The status of a person who, with respect to another person who is under the age of 18 or who is 18 or older but is incapable of self-care because of a physical or mental disability, is:

- A biological parent;
- An adoptive parent;
- A foster parent;
- A stepparent;
- A legal custodian or guardian;
- *In loco parentis* with respect to such a person; or
- Actively seeking legal custody, guardianship, visitation, or adoption of such a person.

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## ■ Discrimination Based on Parental Status

- Treating a student, employee, or applicant differently related to their parental status
  - Example: treating mothers differently than fathers
- Includes parental status “in connection with a minor or a person who cannot care for themselves because of a physical or mental disability if the student/employee/applicant has parental status

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## ■ Some considerations on parental status

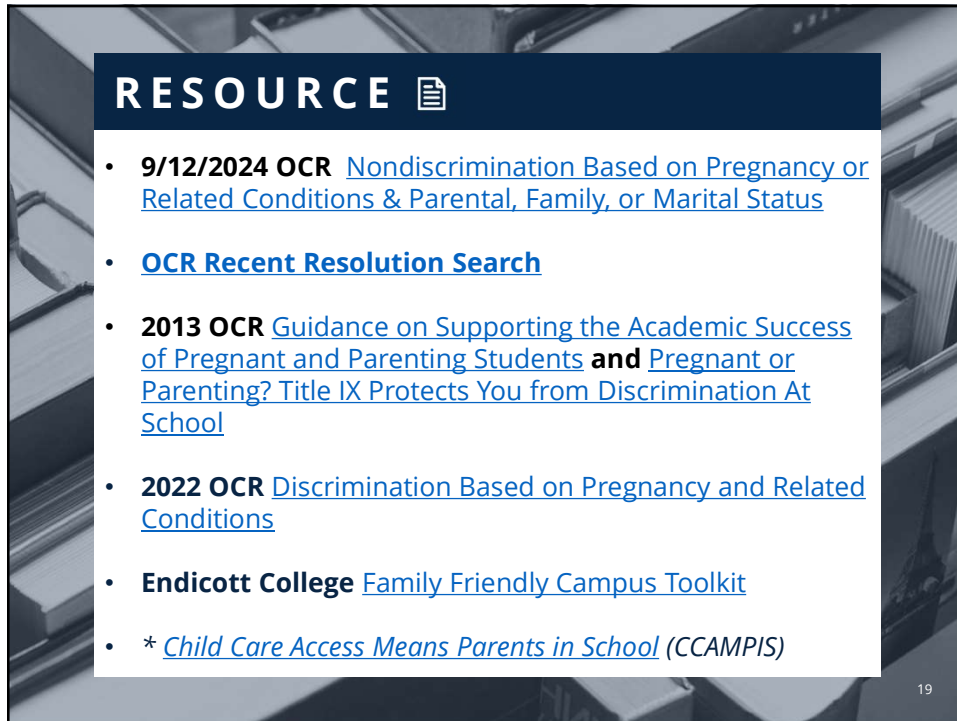
1. Extends to current, potential, or past parental status.
2. Schools do not have to provide students with childcare.
3. Schools do not have to provide remote class/work options for childcare.
4. Schools cannot treat student parents differently based on their parental status — this includes fathers.
5. Schools must not adopt ppp concerning the current, potential, or past parental, family or marital status of a student or applicant that treats persons differently on the basis of sex.
6. Schools may not make a pre-admission inquiry about the applicant marital status (“Ms.” or “Mrs.”)

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## ■ Parenting Considerations

- Support parenting students staying in school
- Campus-wide committees to address (child)care
- Family Friendly Campus Toolkit
- Information hub
- Lactation map
- Partner with campus and community organizations

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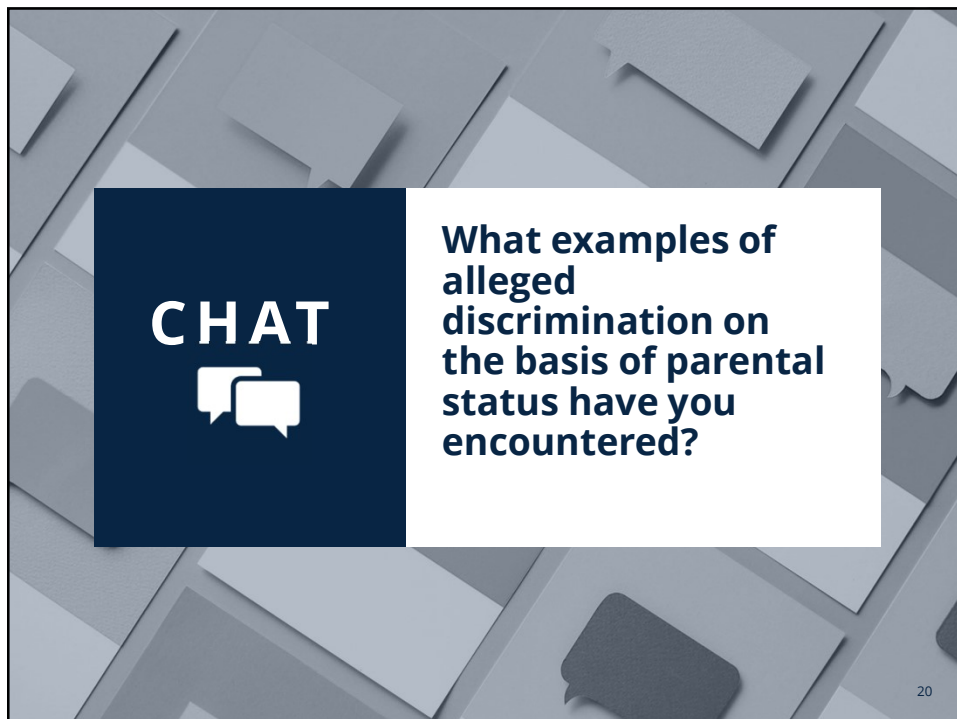


## RESOURCE

- **9/12/2024 OCR** [Nondiscrimination Based on Pregnancy or Related Conditions & Parental, Family, or Marital Status](#)
- [OCR Recent Resolution Search](#)
- **2013 OCR** [Guidance on Supporting the Academic Success of Pregnant and Parenting Students and Pregnant or Parenting? Title IX Protects You from Discrimination At School](#)
- **2022 OCR** [Discrimination Based on Pregnancy and Related Conditions](#)
- **Endicott College** [Family Friendly Campus Toolkit](#)
- \* [Child Care Access Means Parents in School \(CCAMPIS\)](#)

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## CHAT

**What examples of alleged discrimination on the basis of parental status have you encountered?**

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# #3

## Menstruation and Menopause

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### ■ Menstruation & Menopause

Discrimination based on menstruation, perimenopause, menopause, or their related conditions is sex discrimination under Title IX.

Such discrimination may overlap or fall within the scope of discrimination based on pregnancy or related conditions, or within other bases of sex discrimination, such as sex stereotypes.

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## ■ What About Abortion?

### [OCR October 2022 Pregnancy Resource](#)

- General
  - Nothing in Title IX requires or prohibits any person/entity from providing or paying for any service related to an abortion
  - Nothing in Title IX permits a penalty to be imposed on any person because they are seeking or have received any benefit or service related to a legal abortion
- Students
  - Prohibition on discrimination based on termination of pregnancy has been in place since 1975
- Employees
  - Schools must treat termination of pregnancy as a justification for leave of absence without pay for a reasonable time period

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 A dark blue square containing the word "CHAT" in white, bold, uppercase letters, with a white icon of two overlapping speech bubbles below it.

**How does your school navigate concerns related to menstruation and menopause?**

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# #4

## Reasonable Modifications

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### Reasonable Modifications 106.40(b)(3)(ii)

- Schools must make **reasonable** modifications to policies, practices, or procedures as necessary to prevent sex discrimination and ensure equal access
  - Based on student's individualized needs
  - Requires consultation with student
  - Must not fundamentally alter the nature of the educational program
- Student has discretion to accept or decline each modification
  - If student accepts, school must implement
- Reasonable modifications may include...

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## ■ Determining “Reasonableness”

9/12/2024 OCR Resource: [Nondiscrimination Based on Pregnancy or Related Conditions & Parental, Family, or Marital Status](#)

- Based on each student’s individualized needs
- Must include student’s “input”
- Student may accept or decline
- If more than one reasonable modification would address student’s specific need, then school may choose to offer just one or multiple reasonable modifications
  - If student declines the one offered, the school is not required to offer the other one
- Not reasonable: Would fundamentally alter the nature of the school’s program/activity

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## ■ Modification Examples 106.40(b)(3)(ii)(C)

1. Breaks for lactation, breastfeeding, health needs
2. Intermittent absences for medical appointments
3. Access to remote education
4. Changes in schedule or sequence
5. Time extensions
6. Rescheduling of tests/exams
7. Allowing sit or stand
8. Carry or keep water nearby
9. Counseling
10. Changes in physical space or supplies
11. Elevator access
- 12. Or other changes to policies, practices, or procedures**

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## ■ “Other changes to p/p/p”

- Providing a larger uniform if one is needed for the program or activity
- General restroom breaks
- For student workers, changes in work schedules
- Parking and transportation access
- For co-op/placements/internships: may require adjustment in placement, schedule, or duties
- An in-person option where computer use exacerbates a pregnancy-related condition
- A paper option where a computer exacerbates a condition

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## ■ Modifications vs. Accommodations

### Same: Interactive process


- Schools must work with pregnant and parenting students individually and produce an academic plan tailored to each student’s needs and academic success
- Advise pregnant and parenting students of the availability of programs and services to help them stay in school and maintain their educational progress
- Schools must treat conditions related to pregnancy in the same way as any other temporary impairment of physical condition

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## ■ Additional Modifications related to:




HOUSING      FACILITIES      CLINICAL PLACEMENTS      ATHLETICS


 ACADEMIC IMPRESSIONS 31

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## ■ Consistency is Critical



REASONABLENESS      FACILITIES      CLINICAL PLACEMENTS      ATHLETICS

 ACADEMIC IMPRESSIONS 32

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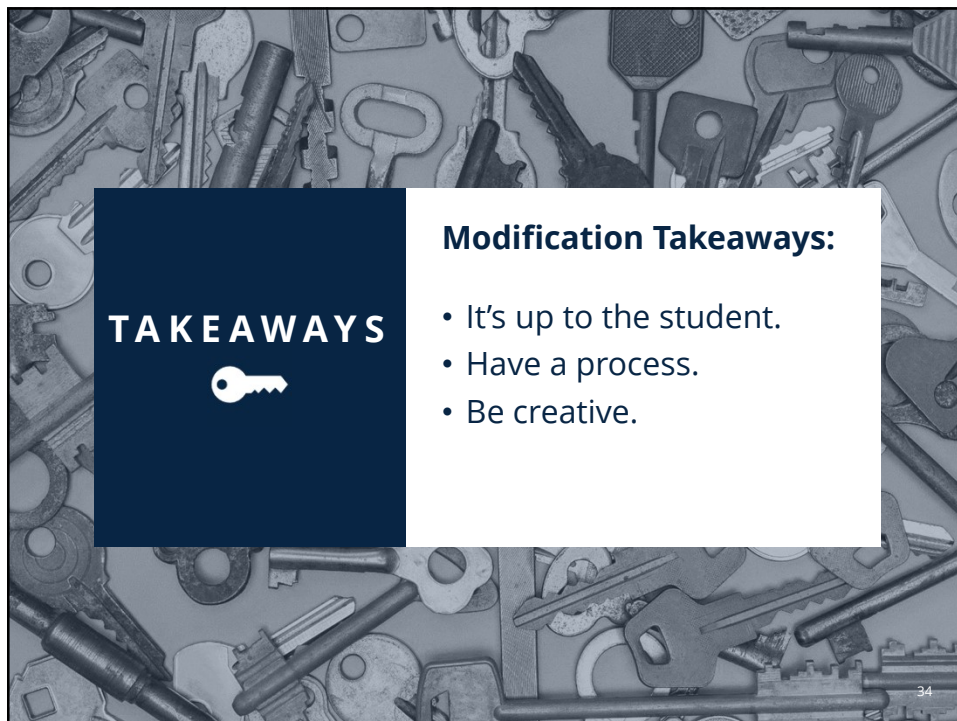
A presentation slide with a background of overlapping, light gray paper sheets. On the left, a dark blue square contains the text "GROUP DISCUSSION" in white, bold, uppercase letters, with a white icon of two overlapping speech bubbles below it. To the right of this square, a white rectangular box contains the text "How do you navigate 'reasonableness' related to supportive measures?" in a dark blue font. The number "33" is visible in the bottom right corner of the slide.

**GROUP DISCUSSION**

How do you navigate "reasonableness" related to supportive measures?

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A presentation slide with a background of various keys and tools in shades of gray. On the left, a dark blue square contains the text "TAKEAWAYS" in white, bold, uppercase letters, with a white icon of a key below it. To the right of this square, a white rectangular box contains the text "Modification Takeaways:" in a dark blue font, followed by a bulleted list of three items: "It's up to the student.", "Have a process.", and "Be creative." The number "34" is visible in the bottom right corner of the slide.

**TAKEAWAYS**

**Modification Takeaways:**

- It's up to the student.
- Have a process.
- Be creative.

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# #5

## Pregnancy Protections in Employment – TIX and Related Law

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### POLL



**At your institution, are  
you responsible for  
facilitation or oversight  
of modifications for  
employees?**

1. Yes
2. No

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## ■ Pregnancy Discrimination in Employment

### Covered:

- Pregnancy (past, current, potential)
- Childbirth
- Breastfeeding
- Abortion
- Miscarriage
- Birth control
- Other medical conditions related to pregnancy

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## ■ Examples of Discriminatory Actions in Employment

- Refusing to hire a job applicant due to pregnancy
- Firing or demoting a pregnant employee
- Denying the same or a similar job to an employee after they return from a pregnancy-related leave
- Harassment
- Denying reasonable modifications

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## ■ Modifications for Employees

- Breaks for lactation, breastfeeding, health needs
- More frequent breaks and trips to restroom
- Time off for medical appointments
- Allowing sit or stand
- Carry or keep water nearby
- Changes in physical space or supplies
- Elevator access
- Flexibility in work assignments
- Limits on lifting
- Light duty
- Ergonomic furniture
- Parking and transportation assistance
- Medical leave of absence

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## ■ Federal Laws – Pregnancy Protections

- Title VII
- Pregnancy Discrimination Act
- Pregnant Workers Fairness Act
- PUMP Act
- Family Medical Leave Act
- Americans with Disabilities Act

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## ■ Title VII of 1968

- Institutions “shall not discriminate against or exclude from employment any employee or applicant for employment on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery therefrom.” 34 C.F.R. § 106.57
- See also 29 C.F.R. § 1604.10: Employment Policies Relating to Pregnancy and Childbirth

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## ■ Pregnancy Discrimination Act of 1978

- Amends Title VII
- Defined 'because of sex' or 'on the basis of sex' to include on the basis of pregnancy, childbirth, or related medical conditions
- Required that women affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, including receipt of benefits under fringe benefit programs, as other persons not so affected but similar in their ability or inability to work

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## ■ The Pregnant Workers Fairness Act

- Became law on June 27, 2023
- Final regulation went into effect on June 18, 2024
- Requires employers to provide reasonable accommodations to a worker's known limitations related to pregnancy, childbirth, or related medical conditions

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## ■ PUMP Act

- Became law on December 29, 2022
- Right to break time
- Right to a private space to pump during the workday
- Covers employers of all sizes

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## ■ Americans with Disabilities Act

- Prohibits disability discrimination
- Pregnancy and related medical conditions may qualify an employee as temporarily disabled under the ADA

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## ■ Family Medical Leave Act

- Guarantees certain employees the right to 12 weeks of unpaid leave per year for medical conditions affecting themselves or their family members
- This includes leave for pregnancy, childbirth, and caring for a new child

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## ■ State Law?

- The [EEOC has a website](#) that maps out different states' employment protections for workers who are pregnant or nursing.



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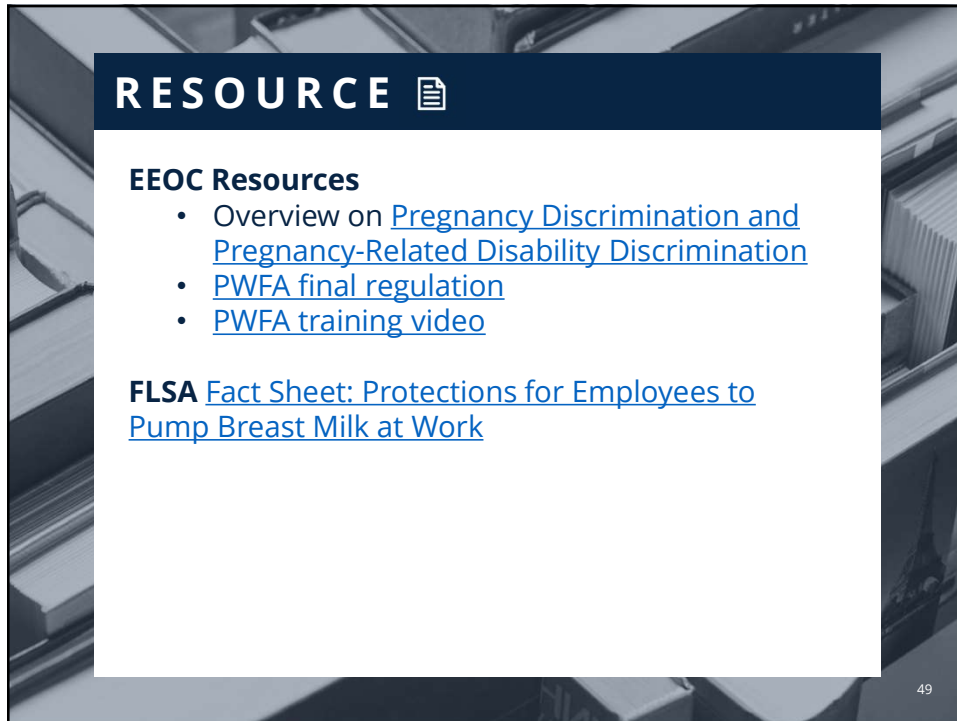
**GROUP  
DISCUSSION**


**What challenges are you facing regarding federal protections for employees related to pregnancy?**

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**RESOURCE** 

**EEOC Resources**

- Overview on [Pregnancy Discrimination and Pregnancy-Related Disability Discrimination](#)
- [PWFA final regulation](#)
- [PWFA training video](#)

**FLSA** [Fact Sheet: Protections for Employees to Pump Breast Milk at Work](#)

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**QUESTIONS?**

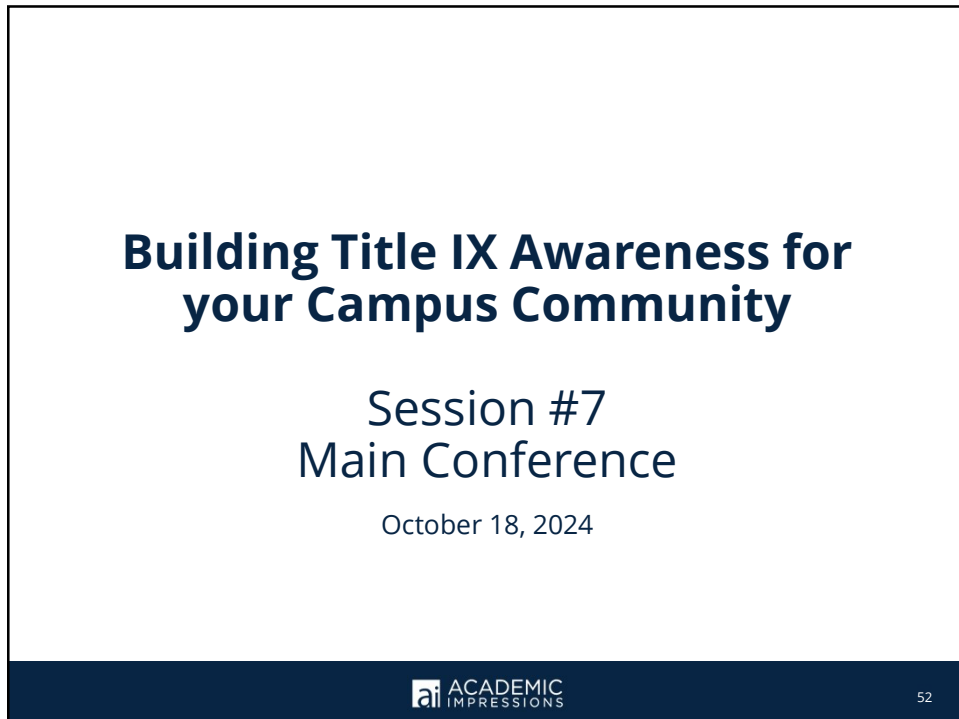


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# #1

## Effective Strategies to Engage Your Campus Community

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### ■ A Comprehensive Approach

There are many parts to creating a safe and respectful culture on campus. It takes a concerted effort by all.

- **Awareness** – activities that explain what sexual violence/harassment is and that inform about the resources available.
- **Risk-Reduction** – helps individuals identify warning signs and provides safety tips.
- **Response** – goes beyond what the regs require. Equips those receiving a disclosure with the skills to lessen the impact of the trauma experienced as much as possible.
- **Prevention** – the “how-tos” of stopping sexual violence.



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## Awareness efforts

Programming delivered using multiple forms of delivery.

- In-person and online training from Title IX or sexual violence prevention staff for students, faculty, and staff.
- Social media.
- Peer-to-peer engagement/workshops.
- On-campus activities such as “Take Back the Night” and “Denim Day.”
- Partner with key constituents to spread the word (i.e., police/campus safety, athletics, Greek life, etc.)

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**RESOURCE** 

### National Sexual Violence Resource Center

**nsvrc**  
National Sexual Violence Resource Center

FIND RESOURCES ▾ OUR WORK ▾ SEXUAL ASSAULT AWARENESS MONTH ▾ SEARCH 🔍

 Developing Impactful Messages to Strengthen Support for Preventing Sexual Abuse, Assault, and Harassment

<https://www.nsvrc.org/>

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## ■ Risk-Reduction

Communicate Campus Safety Strategies:

1. Trust Your Intuition
2. Be Greedy with Your Trust
3. Lie Like You Mean It
4. Keep Your Friends Close
5. Stay Connected
6. Take Control of Your Online Life
7. If You See Something, Say Something
8. Party Smart
9. Be Aware of Your Surroundings
10. Stay Secure

# RAINN

<https://rainn.org/education/10-campus-safety-strategies-college-students>

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**RESOURCE** 

**RAINN is the nation's largest anti-sexual violence organization.**



Helping Survivors



Educating The Public



Improving Public Policy



Consulting & Training

<https://www.rainn.org>

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## ■ Response

How an institution responds to sexual violence and harassment, especially those impacted, is critical.

- Inform your faculty and staff on how to respond appropriately to a disclosure.
- Establish a disclosure protocol. Make sure all understand what happens next.
- Explain the fundamental goals of responding to a disclosure:
  - Validate experience
  - Establish safety
  - Return as much control as possible back to the impacted person.

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## RESOURCE

### Disclosure Protocol

**STEP 1:** Care for the individual – be nonjudgmental. What to say:

- *“Thank you for sharing this with me. I’m here to support you; I’m very sorry for your experience.”*
- *“Because I want to make sure you are safe and have access to help and resources...”*
  - (if a mandatory reporter) *“...I need to contact the Title IX Coordinator. I will let you know the next steps. Your privacy will be respected.”*
  - (if a non-mandatory reporter) *“...I am going to provide you with the contact information for the Title IX Coordinator and the resources, including the supportive measures available.” [provide VAWA brochure]*

**STEP 2:** Is there a safety risk to the individual or others? If so or are unsure, contact appropriate officials immediately.

**STEP 3:** Contact the Title IX Coordinator (mandatory reporters)/provide contact info of Title IX Coordinator and available resources (non-mandatory reporters).




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## ■ Prevention


Utilize a broad range of sexual violence and harassment prevention programming throughout the school year (i.e., in-person and online).

- Before matriculation
- During orientation
- Throughout each semester



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# #2

## Awareness Efforts: The University of Cincinnati's Office of Equal Opportunity

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# University of Cincinnati

## Context and Culture:

- The University
- History of Office of Equal Opportunity
- “Prevention” and “awareness” on UC’s campuses
- <https://www.uc.edu/about/equity-inclusion/about/meet-the-team.html>

### Office of Equal Opportunity



**Adrienne Lyles**

Executive Director and Title IX Coordinator

(513) 556-3349

[Mesae@ucmail.uc.edu](mailto:Mesae@ucmail.uc.edu)

Adrienne arrived at UC in July 2021 and manages UC’s comprehensive response to concerns related to sex/gender, including compliance with Title IX of the Higher Education Act of 1972 and Title VII of the Civil Rights Act of 1964.



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## Office of Equal Opportunity Reporting Options

**WHAT TO REPORT:**  
UC encourages all individuals to report alleged incidents of discrimination, harassment, sexual misconduct, and campus climate concerns to the Office of Equal Opportunity (OEO).

**DISCRIMINATION & HARASSMENT**  
UC prohibits discrimination, harassment, and retaliation on the basis of protected class (scan QR code for a list of protected classes).

**SEXUAL MISCONDUCT**  
Sexual misconduct includes:  

- sexual harassment
- sex and gender-based discrimination
- sexual assault
- dating violence
- domestic violence
- stalking

**CAMPUS CLIMATE CONCERNS**  
Campus climate concerns may include actions that impact anyone in the community based on their identity, or that may negatively impact someone’s ability to live, work, or learn on campus.

## OFFICE HOURS WITH OEO



**ADRIENNE LYLES**

An opportunity to meet and chat with the Executive Director of the Office of Equal Opportunity

**DATE  
TIME  
LOCATION**




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## Awareness Map




Compliance



Transparency



Education




Community

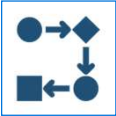
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## Compliance




Policy



Procedure




Process


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## PUMPING BREAST MILK AT SCHOOL AND WORK




Students and employees receive protections for pumping breast milk at school and work.




**STUDENTS**

Title IX prohibits sex discrimination in any educational program or activity receiving federal financial assistance. Nursing mothers are protected under Title IX.



**EMPLOYEES**

The Fair Labor Standards Act (FLSA) provides nursing employees the right to reasonable break time and private location for expressing breast milk.



## Supportive Measures

Supportive measures are appropriate and reasonably available interim services and assistance that the University of Cincinnati provides to students and employees impacted by reports of sexual misconduct. Supportive measures can include, but are not limited to:

SAFETY

- Assistance with temporary emergency housing or alternative housing
- Mutual no-contact orders
- Campus escort services
- Short- and long-term safety planning

ACADEMICS

- Modifications of class schedules
- Deadline extensions
- Rescheduling tests or exams
- Alternative course completion options


EMPLOYMENT

- Changes in work schedules
- Assistance with office relocation
- Assistance with temporary reporting structure changes

OTHER

- Assistance with obtaining medical or counseling services
- Assistance with contacting law enforcement or other legal resources
- Connecting with campus or community resources

Learn more




Regardless of whether there has been a formal complaint, a request for an investigation or any law enforcement action, the University may impose reasonable supportive and interim measures in order to restore or preserve equal access to education as part of its response to a report of alleged sexual misconduct. Supportive Measures are facilitated by the Office of Gender Equity & Inclusion.

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## Transparency

- Website Report Tracker
- Data call-outs to key campus partners
- Annual Report
- Assessments
- Climate and culture surveys


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## Education

- Mandatory education
- Green Dot
- Online learning modules
- Annual Symposium
- Host conferences
- Newsletter
- Lunch & Learns
- Online videos
- Flyers, posters, business cards, e-signatures
- Social media

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### Student Resources

■ Confidential    ■ Private, but not confidential

#### ON-CAMPUS

<b>Accessibility Resources</b> <small>(513) 556-6093</small>	<b>Student Wellness Center</b> <small>(513) 556-6124</small>
<b>African American Cultural &amp; Resource Center</b> <small>(513) 556-1177</small>	<b>UCPD</b> <small>911 or (513) 556-1111 (non-emergency)</small>
<b>Bearscats Pantry</b> <small>(513) 556-3780</small>	<b>University Ombuds</b> <small>(513) 556-5956</small>
<b>CARE Team &amp; SAFE Apartment</b> <small>(513) 556-5064</small>	<b>Veterans Programs &amp; Services</b> <small>(513) 556-7173</small>
<b>Victim Services</b> <small>(513) 556-4905</small>	<b>Women's Center</b> <small>(513) 556-4401</small>
<b>Ethnic Programs and Services</b> <small>(513) 556-4329</small>	<b>Campus Advocates</b> <small>(513) 381-5610</small>
<b>LGBTQ Center</b> <small>(513) 456-4329</small>	<b>Counseling and Psychological Services</b> <small>(513) 556-0648</small>
<b>Office of Equal Opportunity</b> <small>(513) 556-3349</small>	<b>University Health Services</b> <small>(513) 556-2564</small>

### Student Resources

■ Confidential    ■ Private, but not confidential

#### OFF-CAMPUS

<b>ACLU of Ohio</b> <small>(614) 258-1953</small>	<b>Ohio Civil Rights Commission</b> <small>(888) 278-7101</small>
<b>Bravo Ohio</b> <small>1-866-982-7286</small>	<b>Ohio Domestic Violence Network</b> <small>(614) 781-9551</small>
<b>Cincinnati Police</b> <small>911 or (513) 765-1212 (non-emergency)</small>	<b>Ohio Victim Compensation</b> <small>(800) 848-8500</small>
<b>Cincinnati VA Medical Center</b> <small>(513) 861-3100</small>	<b>YWCA of Greater Cincinnati</b> <small>(513) 241-7090</small>
<b>City of Cincinnati Prosecutor</b> <small>(513) 252-2183</small>	<b>TriHealth CARES Program</b> <small>(513) 855-5163</small>
<b>Disability Rights Ohio</b> <small>(614) 466-7264</small>	<b>Women Helping Women (24/7 hotline)</b> <small>(513) 381-5610</small>
<b>Hamilton County Prosecutor</b> <small>(513) 946-3000</small>	<b>Talbert House (24/7 hotline)</b> <small>(513) 281-CARE (2273)</small>
<b>Lighthouse Youth &amp; Family Services</b> <small>(513) 487-6705</small>	<b>The IDN Center (NKY)</b> <small>(859) 491-3335</small>

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### Employee Resources

■ Confidential   
 ■ Private, but not confidential

#### ON-CAMPUS

<b>Beacata Pantry</b> <small>(513) 556-3780</small>	<b>Office of Equal Opportunity</b> <small>(513) 556-3349</small>
<b>Be-Well UC</b> <small>wellness@uc.edu</small>	<b>Office of Equity, Inclusion &amp; Community Impact</b> <small>(513) 556-6262</small>
<b>Center for Truth, Social Healing &amp; Transformation</b> <small>UC,UTN</small>	<b>Staff Success Center</b> <small>hrstaff@ucmail.uc.edu</small>
<b>Central Human Resources</b> <small>(513) 556-4381</small>	<b>UCPD</b> <small>911 or (513) 556-1111 (non-emergency)</small>
<b>Victim Services</b> <small>(513) 556-8909</small>	<b>University Ombuds</b> <small>(513) 556-9596</small>
<b>Employee Accommodations</b> <small>hr@ucmail.uc.edu</small>	<b>Campus Advocates</b> <small>(513) 556-4418</small>
<b>Employee Labor Relations</b> <small>(513) 556-4381</small>	<b>Employee Assistance Plan (EAP)</b> <small>(800) 227-6007</small>
<b>Faculty Enrichment Center</b> <small>enrich@ucmail.uc.edu</small>	<b>University Health Services</b> <small>(513) 556-2564</small>

### Employee Resources

■ Confidential   
 ■ Private, but not confidential

#### OFF-CAMPUS

<b>ACLU of Ohio</b> <small>(614) 586-1226</small>	<b>Ohio Civil Rights Commission</b> <small>(888) 278-7101</small>
<b>Bravo Ohio</b> <small>1-866-982-7286</small>	<b>Ohio Domestic Violence Network</b> <small>(614) 781-9651</small>
<b>Cincinnati Police</b> <small>911 or (513) 765-1212 (non-emergency)</small>	<b>Ohio Victim Compensation</b> <small>(800) 848-8500</small>
<b>Cincinnati VA Medical Center</b> <small>(513) 867-3100</small>	<b>YWCA of Greater Cincinnati</b> <small>(513) 481-7900</small>
<b>City of Cincinnati Prosecutor</b> <small>(513) 329-5331</small>	<b>TriHealth CARES Program</b> <small>(513) 800-5163</small>
<b>Disability Rights Ohio</b> <small>(614) 466-7264</small>	<b>Women Making Women 24/7 hotline!</b> <small>(513) 381-5619</small>
<b>Hamilton County Prosecutor</b> <small>(513) 546-3000</small>	<b>Talbert House 24/7 hotline!</b> <small>(513) 281-CARE (2273)</small>
<b>Lighthouse Youth &amp; Family Services</b> <small>(513) 487-6705</small>	<b>The ION Center (NYC)</b> <small>(855) 491-3333</small>

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## Community

- Meet & Greets
- Deputies
- Support Services Team
- Hearing Pool
- Ambassadors
- Undergraduate and graduate student liaisons

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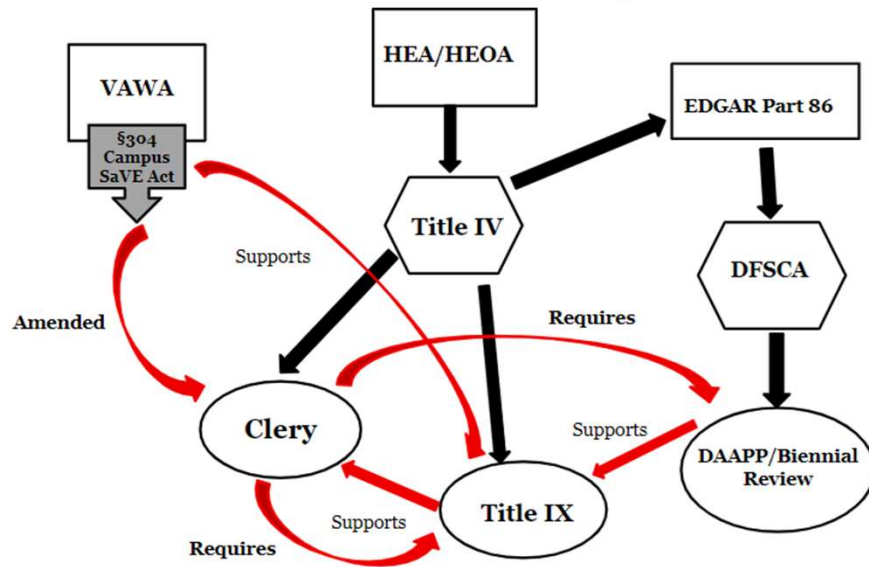
# #3

## Awareness Efforts: UH West Oahu's Campus Compliance Team

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### The Connections: Title IX, Clery and VAWA



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## UH West Oahu's Campus Compliance Team

- Team uses the collaborative approach for providing campus awareness including (regulatory compliance)
- AY Calendar is set by the team in the summer
- Recognizes various required programming during national awareness months (October – DV; January – Stalking, etc.)
- Tries to schedule programming to benefit the campus community awareness efforts and ensures
- Several regulatory requirements intersect; awareness is done efficiently when done under one office
- Campus uses “event ring” approach

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## Constitution Day!



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## Domestic Violence Awareness

 ACADEMIC IMPRESSIONS

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# The Pledge



University of Hawai'i—West O'ahu Compliance HUI

## A PLEDGE OF NON-VIOLENCE

I believe that peace starts with me. Therefore, I promise myself, my family, and community:

- To never use violence to solve my problems, attack others physically, or verbally, or to be self-destructive.
- To respect myself and others by using positive words when speaking.
- To share my feelings honestly and look for safe and healthy ways to express my anger.
- To listen and consider what others have to say, even those who disagree with me, and know I don't always have to have my way.
- To apologize and make amends when I have hurt another and to forgive others and keep from holding on to grudges.
- To treat the aina and all living things, including our pets, with respect and love.
- To avoid entertainment that demeans or humiliates specific groups of people.
- To take a stand against violence When it happens and stand up for people who are treated unfairly.




Created by CIGS partner, Bethel Chapel Young Adults Ministry, "No Guns" and "Be Awe"


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   @uhwocompliance

 UNIVERSITY of HAWAII WEST OAHU


UHWO Compliance Hui presents:

# HEALING SOLES


Step Up Against Sexual Violence Event

 For more info search Compliance Hui Calendar on the UHWO Website







 ACADEMIC IMPRESSIONS

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## Sexual Assault Awareness



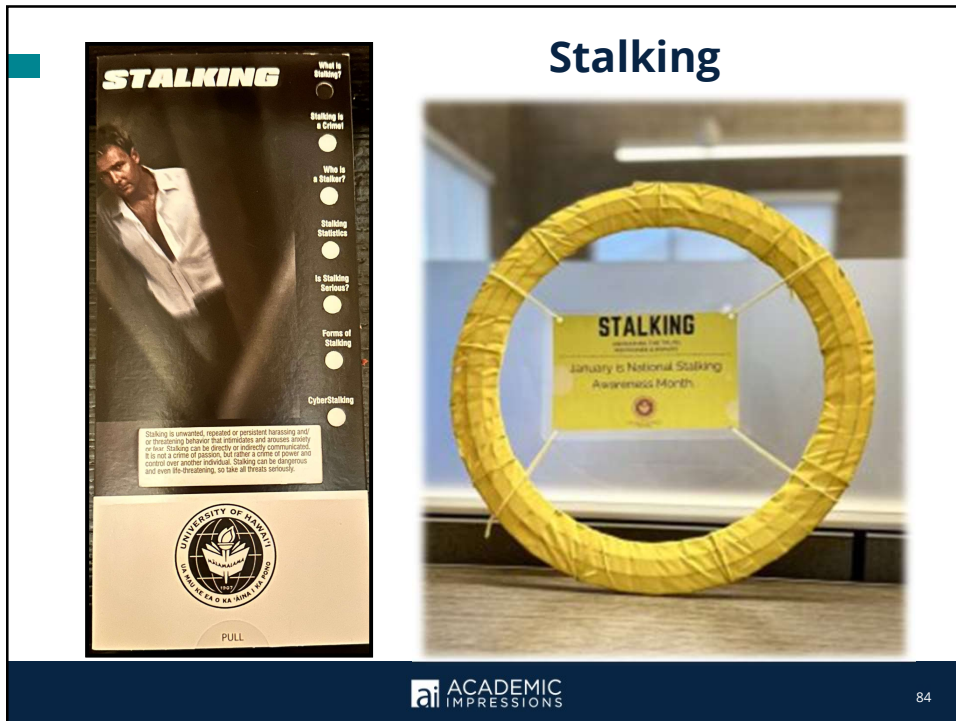
 ACADEMIC IMPRESSIONS

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# Stalking

**STALKING**

- What is Stalking?
- Stalking is a Crime
- Who is a Stalker?
- Stalking Statistics
- Is Stalking Dangerous?
- Forms of Stalking
- CyberStalking

Stalking is unwanted, repeated or persistent harassing and/or threatening behavior that intimidates and causes anxiety in the victim. Stalking can be direct or indirect communication. It is not a crime of passion, but rather a crime of power and control over another individual. Stalking can be dangerous and even life-threatening, so take all threats seriously.

UNIVERSITY OF HAWAII  
 UNIVERSITY OF HAWAII  
 UNIVERSITY OF HAWAII

PULL



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## Hawaii's informal take on "Consent"



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## ■ Public Awareness Events 34 CFR 106.44(e)

- Info disclosed that may be considered sex-based harassment during a public awareness event does not require a response (unless imminent and serious threat indicated)
- However, campus MUST use the information to inform its efforts to prevent sex-based harassment

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## ■ Public Awareness Events 34 CFR 106.44(e)

- May include providing tailored training to address the alleged sex-based harassment in a particular program, activity or at a specific location
- When info shared may indicate multiple incidents of sex-based harassment
- *Have you ever had to create a training because of sex-based harassment that was disclosed to you in passing?*

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■ **An example:**

# “Eggplant” Training



**Beverly Baligad, J.D.**  
Director of Compliance/Title IX Coordinator

 **ACADEMIC IMPRESSIONS**

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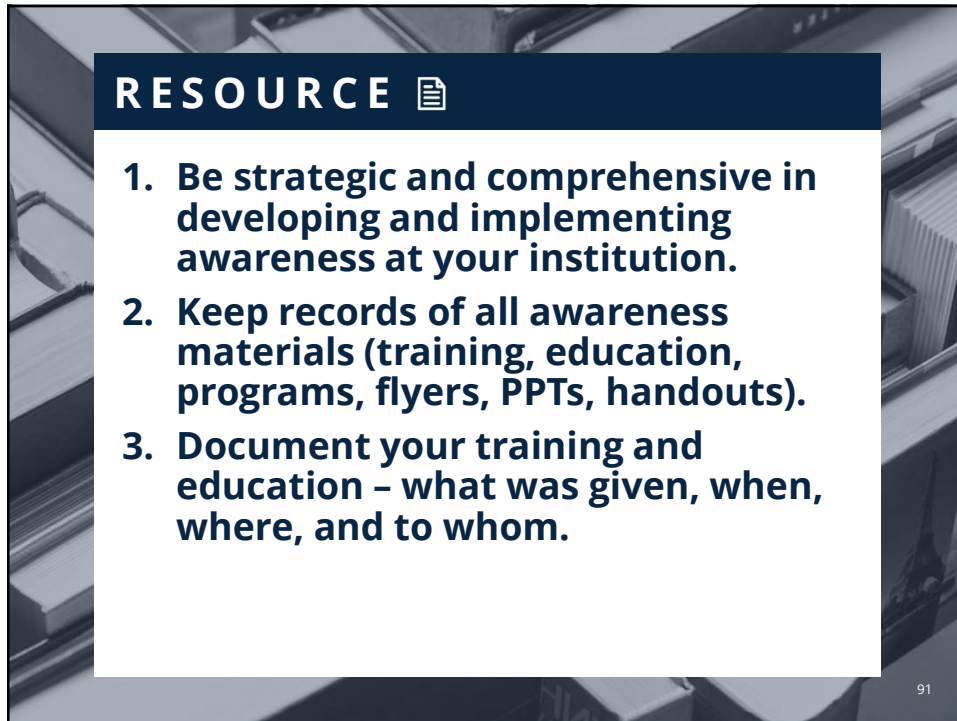
## **GROUP DISCUSSION**


**What challenges do you encounter in increasing Title IX awareness among students and employees at your institution?**

**How do these barriers impact your goals related to compliance and culture?**

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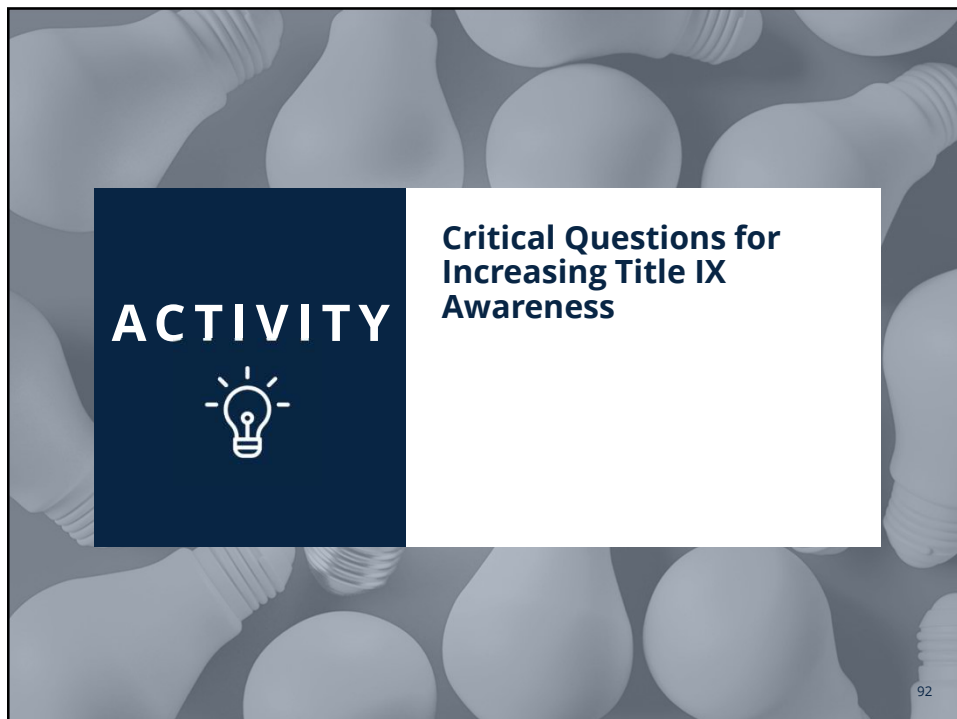



**RESOURCE** 

- 1. Be strategic and comprehensive in developing and implementing awareness at your institution.**
- 2. Keep records of all awareness materials (training, education, programs, flyers, PPTs, handouts).**
- 3. Document your training and education - what was given, when, where, and to whom.**

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**ACTIVITY** 

**Critical Questions for Increasing Title IX Awareness**

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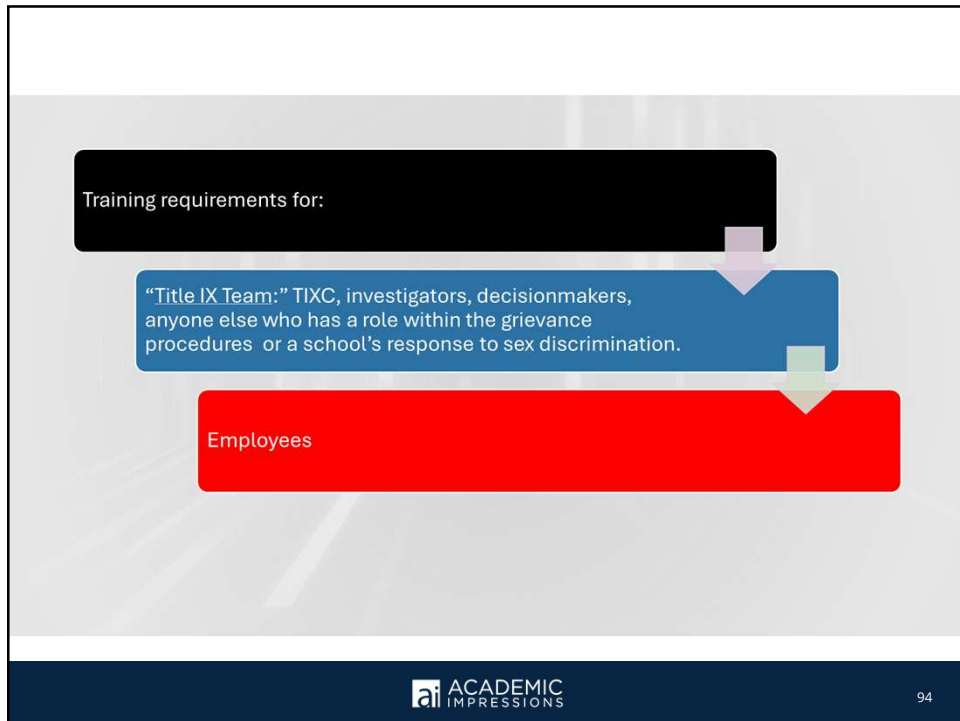
ai ACADEMIC IMPRESSIONS

# #4

## Training Your Stakeholders

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Training requirements for:

“Title IX Team:” TIXC, investigators, decisionmakers, anyone else who has a role within the grievance procedures or a school’s response to sex discrimination.

Employees

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2020 Regs Training Requirements (§106.8(1)(iii))	2024 Regs Training Requirements (§106.8(1)(iii))
Scope of conduct that constitutes sexual harassment in 106.30.	<b>School's obligation to address sex discrimination.</b>
Scope of the school's education program or activity.	<b>Scope of conduct that constitutes sex discrimination, including pregnancy and sex-based harassment.</b>
The grievance processes/procedures.	<b>Applicable notification and information requirements.</b>
Impartiality	The grievance processes/procedures.
Relevance, including rape shield protections.	Impartiality
Technology	<b>Relevance, including rape shield protections.</b>
•Must make trainings publicly available	<b>Recordkeeping</b> •Must ensure completion.

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## ■ Marquette University Training

**Title IX Team**


- In-person or online training by various sources such as Academic Impressions, ATIXA, Grand River Solutions, NACUA, Dan Schorr, LLC, Pregnancy Scholar, etc.

**Employees**

- Required Preventing Harassment & Title IX (Vector)
- Notification to all "Officials with Authority" via email regarding their reporting obligations and how to respond to a disclosure. Training through Academic Impressions.

**Students**

- Vector's sexual violence online training (before matriculation)
- Red Watch Band
- Brining in the Bystander


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## ■ UC Training

### Title IX Team

- Mandatory annual TIX overview by vendor
- Mandatory annual role-specific by vendor
- Deputies and Hearing Pool mandatory monthly by Dr. Lyles

### OEO Staff

- Mandatory training led by Dr. Lyles at least monthly, supported by internal guidance documents

### Employees

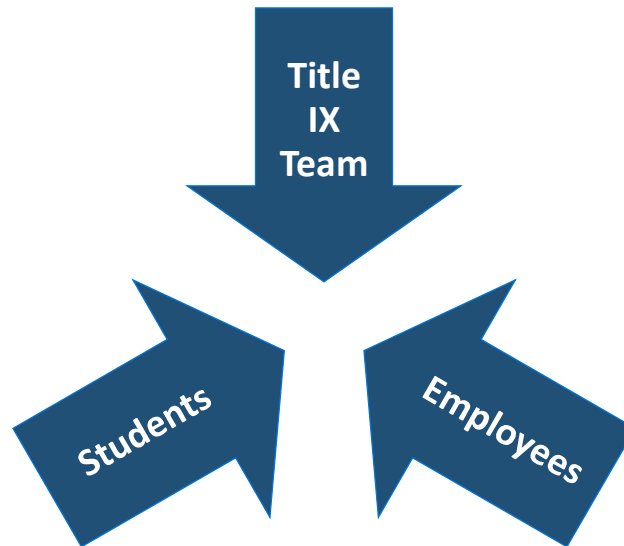
- Encouraged to complete Preventing Harassment & Title IX (Vector) and Clery Training

### Students

- “Invited” to complete AlcoholEdu, Sexual Assault Prevention, Mental Well-Being, Hazing Prevention (Vector)

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## ■ UH West Oahu's Training



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Comprehensive Strategies for Title IX Coordinators: Institute and Certification



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### Alumni & Referral Discount

 Do you want to attend another Academic Impressions conference in the future?

 Do you want to refer a colleague to attend an Academic Impressions conference?

 Use the code **conference-referral-10** during checkout for our 10% Alumni & Referral discount! This discount code can be used in addition to your member discount!



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## CONFERENCE GROUP PACKS

### Maximize Your Team's Learning with a Conference Group Pack

Bring the benefits of in-person, off-campus learning to yourself or your team with our Conference Group Pack. Choose how big the pack is, and how & when you want to use it.



Send 3 or more people to the same in-person conference.



Send 3 or more individuals to different conferences, or...



Experience 3 or more different conferences yourself.

*Connect with a team member while you're on site to learn more!*