

Title IX, Gender
Discriminations...What? I Didn't
Know NUNM had Athletic Teams.

Cheryl Miller

Dean of Students

Title IX Coordinator

Student Handbook, Section 13

- NUNM is committed to providing a healthy learning and work environment for its students, staff, and faculty. Discrimination, harassment, and retaliation are forms of misconduct that fundamentally compromise the integrity of human relationships, affect morale and performance, and threaten an individual's sense of security and well-being.

Title IX

Title IX law states that "no **person** in the United States shall on the basis of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance"

Title IX Coordinator and Deputy Coordinators

- Title IX Coordinator: Dean of Students
 - Cheryl Miller, cmiller@nunm.edu, 503-552-1510, Admin Bldg, Ste. 155
- Deputy Coordinator: Director of Human Resources
 - Kathy Sanford, ksanford@nunm.edu, 503-552-2001, Admin Bldg, Ste. 200
- Deputy Coordinator: Director of Institutional Research and Compliance
 - Laurie McGrath, lmcgrath@nunm.edu, 503-552-1694, Admin Bldg, Ste. 250
- Deputy Coordinator: Chief of Campus Safety and Security
 - Spencer Brazes, sbrazes@nunm.edu, 503-552-2016, Service Bldg floor

Title IX Coordinator Responsibilities-

Section 1.4

- Cheryl Miller, cmiller@nunm.edu, 503-552-1510

The Title IX Coordinator oversees monitoring of college policy in relation to Title IX law developments; implementation of grievance procedures, including **notification, investigation and disposition of complaints**; provision of educational materials and training for the campus community; conducting and/or **coordinating investigations** of complaints received pursuant to Title IX; **ensuring a fair and neutral process for all parties**; and monitoring all other aspects of NUNM's Title IX compliance.

Mandatory Reporting of Sexual Misconduct of or towards a Minor

- Think of Penn State
 - What happened
 - Reported by Asst Ad
 - Fear of reporting by janitorial staff
- Any reports of sexual misconduct towards or of a minor **MUST** be reported directly to campus safety and security and/or the Portland Police Bureau immediately. There are no exceptions to this policy. ~Oregon Law

Who does Title IX apply too?

- Harassment or discrimination in violation of this policy by students, faculty, staff, administrators, board members, other employees or non-employees, including vendors and visitors, is specifically prohibited
- All reports are investigated
 - Complaints will be **promptly** investigated and conducted in a **fair** and **equitable** manner.

Sexual Misconduct

Sexual misconduct is defined as any **non-consensual sexual contact or act** that violates the rights of another.

Sexual misconduct typically involves acts that are severe, persistent, and pervasive, but also may be a one-time occurrence.

Sexual Misconduct

Examples of sexual misconduct include:

- **Non-consensual** sexual contact
- Rape,
- Sexual assault,
- Intimate partner or relationship violence,
- Sexual exploitation,
- Bullying, and
- Sexual harassment.

Gender Discrimination?

- What does this mean, “discrimination based on gender”
 - **Be denied the benefits of:**
 - Men not able to participate in midwifery experiences
 - **Subjected to discrimination:**
 - Not given a residency because of gender

Sexual Harassment

Sexual harassment is defined as **unwanted** sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that **unreasonably interferes with, limits, or deprives a person of the ability to benefit** from opportunities to learn or to participate in activities.

Sexual Harassment

- Quid Pro Quo (typically based on power differentials, e.g. sexual favors for improved grades)

<http://youtu.be/PVKTZ4CEM90m>

- Hostile Environment and Retaliation (includes severe and pervasive sexual verbal or visual overtures)

Retaliation

The College expressly prohibits retaliation against any individual who in good faith brings a complaint to the attention of the College or who participates in any resulting investigation.

What happens if I, or someone I know, needs to make a report?

- You can report to any faculty, staff, or administrator you feel comfortable talking with.
- The person you are reporting to will:
 - Listen non-judgmentally
 - Assess for current safety. If the reporter feels unsafe, contact the Office of Campus Safety and Security for guidance and options.
 - Offer and provide resources and referrals, including both on and off-campus.
 - Explain about Confidentiality (including limitations due to safety)
 - Explain Informed Consent

Confidentiality – 3 levels

Strict Confidentiality: These conversations are wholly confidential and are anonymous unless the student elects otherwise.

- Counselor in Counseling Services
- Doctor treating in the NUNM Clinic (not in the classroom or hallways)

Mostly Confidential: These conversations are kept as confidential as possible, but information about incidents of sexual misconduct must be shared with certain administrators and the Title IX coordinator so that the NUNM can take action if necessary to protect the safety of the student or larger college population. Any response will take into account the student's wishes to the greatest extent possible.

- Title IX Coordinator
- Faculty or staff

Limited Confidentiality: These conversations are confidential to the greatest extent possible, though information will be shared with relevant administrators and the Title IX coordinator. Any response will take into account the student's wishes to the greatest extent possible.

- Safety and Security personnel

Why does the Title IX Coordinator have to know? Can't I be anonymous?

- Initial Remedial Action (if needed)
- No Contact Orders
- Interim Suspension
- Academic Accommodations
- Assess Duty to Warn

What happens if I, or someone I know, needs to make a report?

- Resources/Referrals

NUNM Counseling Services: (503) 552.1780

Campus Safety & Security (incl. evenings/weekends): (503) 830.3613

Portland Women's Crisis Line: (503) 235.5333

Multnomah County Crisis Line: (503) 988.4888

Portland Police Bureau: 911

**Questions or concerns can always be shared confidentially with the Counseling Services staff. Counselors are qualified to assist in decision-making regarding appropriate action and can receive ALL confidential information gained in an interaction with a student.*

What happens if I, or someone I know, needs to make a report?

Informed Consent:

- Inform reporter of responsibility to care and protect him/her as well as the entire campus community.
- Inform reporter that the conversation will be summarized and submitted the Title IX Coordinator.
- Invite reporter to consider whether or not he/she would like names to be included in the summary, allowing student to determine level of **anonymity** of summary.

[https://ncnm-
advocate.symplicity.com/public_report/](https://ncnm-advocate.symplicity.com/public_report/)

Questions?



Family Educational Rights and Privacy Act (FERPA)

- A student's educational record
 - application file
 - personal information necessary for NUNM business
 - grade reports
 - records of any official action by NUNM concerning that student.

Who?

- The Business Office, Financial Aid Office, Office of Student Life, and Academic Office may also maintain student files.
- Records may be examined by the individual student upon written request.

What?

- NUNM holds the following information as directory information, which may be disclosed in response to legitimate requests: name, address, telephone number, email address, dates of attendance, enrollment status (full time, part time, and leave of absence), academic program, graduation date, and awards received.

What?

- Personal information about students will not be shared with third parties on or off campus except as directed in writing by the student, the courts, or governmental authorities.

What?

- A student who believes information contained in official records is inaccurate, misleading, or a violation of privacy may request that the records be amended.
- In the event of a disagreement between a student and the administration as to the disposition of an issue, the student has the right to have placed in her/his academic file a statement reflecting her/his position.
- NUNM may, in accordance with the Family Educational Rights and Privacy Act, disclose personally identifiable information from a student's education record without consent if the disclosure is in connection with a health or safety emergency.
- A student has the right to file complaints with the appropriate agencies concerning alleged failures by NUNM to comply with applicable laws and rules, and/or implementing regulations.

How?

- No part of a student's file, except directory information as noted above, will be released to any person outside of NUNM without written consent of the student, except as required by law.
- Registrar's Office has forms

Questions?

