

Sexual Misconduct and Harassment: A Slice of Title IX

LSU Business Managers

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Title IX covers

Sex based discrimination including:

- Sexual Harassment/Misconduct
(new regulations)
- Sex discrimination (broadly)
 - Pregnancy/recovery
 - Breastfeeding/milk expression
- Gender equity (participation and opportunity)

Sexual Harassment

- Retaliation – even if no finding on other charges
- Sexual assault
- Dating/domestic violence
- Quid pro quo (employee R to student C)
- Stalking
- Severe, pervasive and objectively offensive
 - Video voyeurism
 - Sexual battery
 - Sexual exploitation

But I Don't Work With Students...

- 10% students report dating/domestic violence before coming to LSU (family of origin and dating relationships)
- 1 in 4 women and 1 in 10 men report sexual assault during college (numbers for non college people same age - high lower for women higher for men)
- Students eventually graduate and become employees
- Employees bring experiences as children, college students, family members, parents, etc
- Your colleagues aren't only colleagues just as you aren't only an employee

***This issue isn't only happening to students or by students**

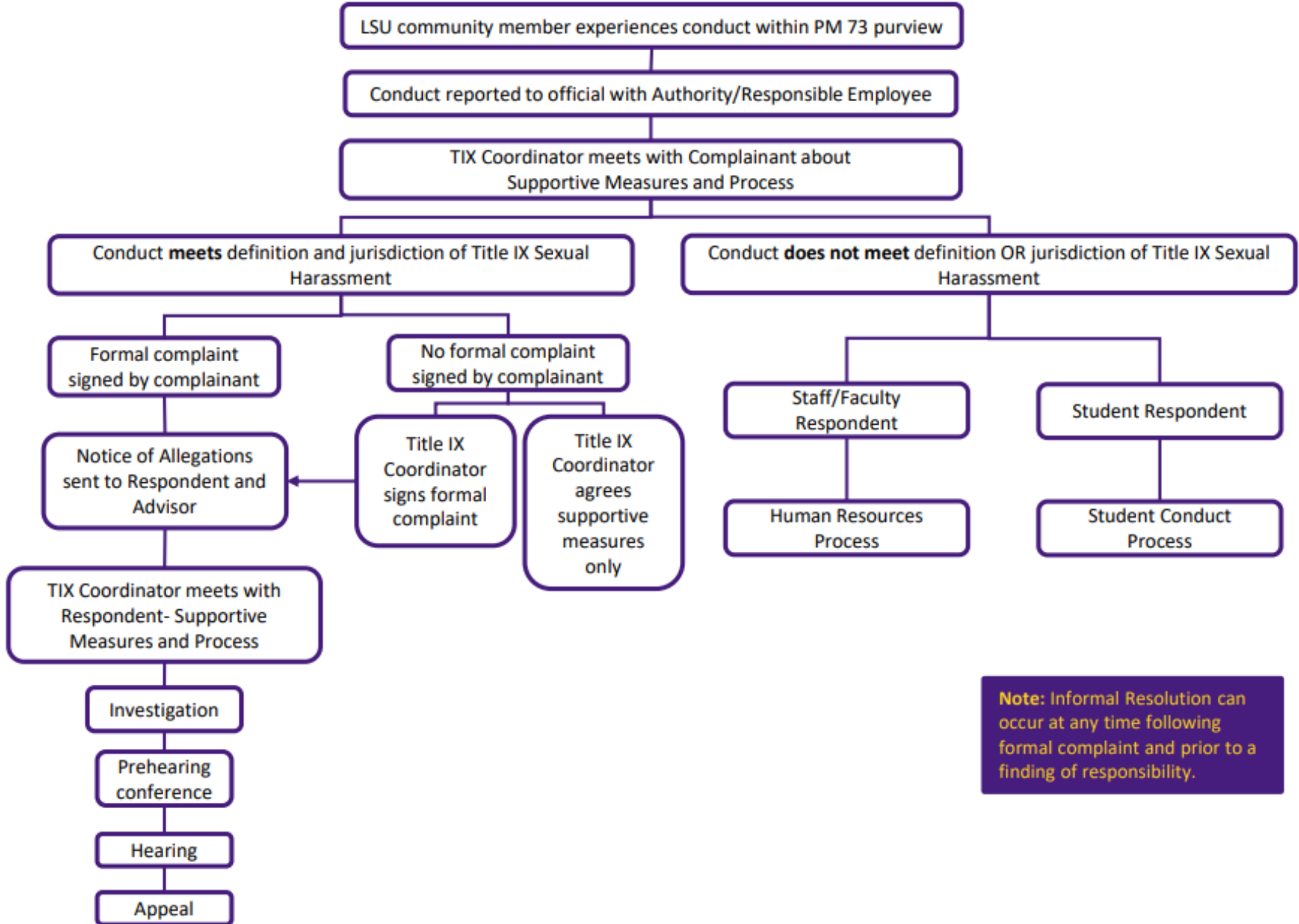
Supportive Measures (formerly accommodations)

- May utilize supportive measures regardless of whether the person who caused harm is a university community member
- Utilizing supportive measures does not mean person has to file a formal complaint with the university or law enforcement
- Recovery and justice look different for everyone
- Non disciplinary, non-punitive for the individual requesting
- Reasonable under the circumstances
- Equal opportunity for C and R

Examples of Supportive Measures

- Mental or physical health services
- Academic/work arrangements or adjustments
- Modifications of work or class schedules
- Mutual restrictions on contact between the parties
- Changes in work, housing, or academic locations
- Leaves of absence
- Increased security and monitoring of certain areas of campus

PM 73 Process Flow Chart



Note: Informal Resolution can occur at any time following formal complaint and prior to a finding of responsibility.

Process 101

- Prep of Evidence is standard
- Responsible Employees
 - Report directly to TIX not through supervisory chain
 - Report does not = investigation, it means menu
 - Main concerns
 - Accuracy
 - Timeliness
 - Privacy
- Parties have rights to be informed of outcome
- Right to report to law enforcement where criminal activity has occurred

Reporting

- Responsible Employee must share with Title IX when informed
 - Institution is held responsible for what employees know
 - Timeliness, accuracy and privacy
- Where
 - <https://www.lsu.edu/titleix/>
 - Online report fulfills your obligation
- Law Enforcement
 - May report before, during, or after university investigation
 - Person who declines to report to law enforcement may still access supportive measures or process at the university

Initiatives from Colleagues

- Lighthouse Advocates <https://lsu.edu/shc/wellness/the-lighthouse-program/index.php>
- College of Science
 - Diversity approach, 2 hour training for faculty, soft skills and hard skills
- Trainings and Education
 - Crafted by HRM, Title IX, Student Affairs and partners to meet needs of attendees
- Meet and greets in staff meeting
 - HSE and Jennie – 20 minutes

Title IX Contacts

- Jennie Stewart, Title IX Coordinator
 - jstewart@lsu.edu
 - 225-578-3918
- Jeff Scott, TIX Lead Investigator
- Lindsay Madatic, Deputy Coordinator for Employees
- Brandon Common, Deputy Coordinator for Students
- Kimberly Davis, Graduate Assistant, TIX
<https://www.lsu.edu/titleix/>