Standards & Expectations:
Community, Communication & Relationships

GRADUATE STUDENT ORIENTATION (MASTER’S) 8/17/2015
TRIGGER WARNING

This presentation covers difficult topics including sexual assault, stalking and dating violence.

Please make sure you take care of yourself during and after this presentation.

Please visit our website for a comprehensive list of campus and community resources available to you:

www.cmu.edu/title-ix
INTRODUCTIONS: Office of Title IX Initiatives (‘‘TIX’’)

WHO WE ARE

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INTRODUCTIONS: Office of Title IX Initiatives (“TIX”) – WHAT WE DO

- Promote gender equity on campus
  - Ensure equal access to programs, resources, benefits on campus including athletics
  - Coordinate University efforts to prevent and effectively respond to all forms of sexual misconduct
  - Support students (undergraduate and graduate), staff and faculty
We’d like to take this opportunity to review:

- Relevant law and Carnegie Mellon’s Policy;
- Definitions of the types of sexual misconduct;
- Practical strategies for reducing risk;
- Reporting;
- University Response; and
- Resources
The term "Title IX" is shorthand for a body of federal statutes, regulations and guidance governing educational institutions with respect to gender equity and sexual misconduct. Requires schools to make efforts to prevent sexual misconduct, including provision of trainings and educational programming. Also requires schools to take action to respond to and to stop sexual misconduct of which it is aware or should be aware.

CMU POLICY AGAINST SEXUAL HARASSMENT AND SEXUAL ASSAULT

- Carnegie Mellon University strictly prohibits all forms of sexual misconduct.
  - Sexual assault;
  - Sexual harassment;
  - Dating and domestic violence; and
  - Stalking

- Retaliation (or taking negative actions) against a person for reporting sexual misconduct is also specifically prohibited.

Sexual Misconduct: Definitions & Reducing Risks
SEXUAL MISCONDUCT

Includes:

- Sexual Harassment
- Stalking
- Dating and Domestic Violence
- Sexual Assault
SEXUAL HARASSMENT

- **Defined** to include:
  - unwelcome sexual advances,
  - requests for sexual favors, or
  - other visual verbal or physical conduct of a sexual nature,

- **when:**
  - submission to such conduct is made (implicitly or explicitly) a term or condition of an individual’s employment or student status in a course, program or activity; or
  - submission to or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual; or
  - such conduct has the purpose or effect of
    - interfering with an individual’s work or educational performance, or
    - creating an intimidating, hostile, or offensive working and/or learning environment or of interfering with one’s ability to participate in or benefit from an educational program or activity.
SEXUAL HARASSMENT

Traditionally two categories of sexual harassment

- **Quid Pro Quo**: Harassment resulting in an tangible employment or educational action.
  - Power differential involved
  - Examples include: expulsion, termination, poor grades, cut in benefits, promotion, pay raise, good grades TIED to existence or rejection of sexual or romantic relationship

- **Hostile Environment**: No tangible employment or academic benefit/determent needed.
  - Examples include: repeatedly being asked out, despite saying no; unwanted sexual contact; sexually explicit or obscene photographs, jokes, comments
DO’s and DON’Ts:

**DO**
- Respect a person’s wishes related to contact with them.
- Say “that wasn’t funny” if you hear someone telling an offensive joke.
- Take a minute to consider the implications of comments, jokes, or stories before sharing them with others.

**DON’T**
- Don’t post sexually explicit material on social media or in public spaces.
- Don’t send people pictures of yours or others’ genitalia.
- Don’t touch someone without their permission.
- Don’t continue to ask someone out if they have already declined.
STALKING:

- Engaging in a course of conduct and/or repeatedly communicating with another person with an intent to
  - place a person in fear of bodily injury, or
  - to cause substantial emotional distress
- Includes following a person, as well as sending unwanted and threatening or distressing messages

Policy Against Sexual Harassment and Sexual Assault
REDUCING RISKS OF STALKING AND HARASSMENT

- Trust your instincts!
- Don’t post personal contact information on social media.
- Don’t give your password to your electronic/social media accounts to others – including your boyfriend or girlfriend!
- If you do not want to communicate with someone, let them know that and then stop communicating with them.
  - If the person continues to contact you, tell someone know.
- If someone stops responding to you, or tells you they don’t want to communicate – take the hint and stop!
DATING & DOMESTIC VIOLENCE:

- **DATING VIOLENCE**: Abuse in the context of a romantic or intimate partner relationship
- **DOMESTIC VIOLENCE**: Abuse by a family or household member
- **ABUSE**:
  - Physical: hitting, pushing/shoving, punching, kicking, etc.
  - Sexual: unwanted sexual contact and sexual assault
  - Verbal: threats, name-calling, screaming, humiliating
  - Emotional: isolation, withholding affection, threats (including suicide), stalking behaviors, controlling what someone does or whom they talk to
  - Electronic: stealing passwords, monitoring social media and messages (text, email, etc.) without permission, “checking up” on someone by texting/messaging them multiple times, using social media to “check up” or “stalk” someone

Source: Everfi, Haven: Understanding Sexual Assault (June 2015)
CYCLE OF VIOLENCE

“HONEYMOON” → “TENSION-BUILDING” → “EXPLOSION”

KNOW THE SIGNS:

Does your partner...

- check your cell phone or email without your permission?
- criticize you or put you down?
- tell you who you can/should hang out with or talk to?
- pressure you to have sex or do sexual things that you are not comfortable doing?
- destroy or threaten to destroy your belongings?
- make you feel afraid?
- have extreme mood swings?
- threaten to hurt you or themselves if you break up with them?
SEXUAL ASSAULT:

Engaging in a sexual act:

- Against the person’s will
- Where the person does not give clear, voluntary consent
- Where the person cannot give consent due to drug or alcohol use ("incapacitated")

Sexual assault may include, but is not limited to: unwanted touching, fondling, groping, or forcing someone to have sex.

Policy Against Sexual Harassment and Sexual Assault
WHAT IS CONSENT:

- A voluntary agreement to engage in sexual activity
  - Someone who is incapacitated cannot consent.
  - Past consent does not mean future consent.
  - Silence or absence of resistance does not mean consent.
  - Consent to engage in sexual activity with one person does not mean consent with another.
  - Consent can be withdrawn at any time.
  - Coercion, force or threats invalidate consent.

Policy Against Sexual Harassment and Sexual Assault
WHAT IS INCAPACITATION:

A person is unable to make informed, rational decisions due to:

- Influence of drugs or alcohol
- The person is asleep or unconscious
- Intellectual or other disability

A person who is incapacitated cannot give consent.

Policy Against Sexual Harassment and Sexual Assault
UNDERSTANDING CONSENT:
OBTAINING CONSENT:

- Before and during any sexual encounter check in with your partner; tell them your boundaries; and talk about what you do and don’t feel comfortable doing.
  - Sample questions to ask:
    - Is there anything you don’t want to do?
    - I really want to hug/kiss... you. Can I? What do you want to do with me?
    - Have you ever...? Would you like to try it with me?
    - Does this feel good?
    - Do you want to stop?
    - Do you want to go further?
    - Are you ok?
- If you don’t feel comfortable asking or answering these kinds of questions with your partner then you should strongly consider whether this is someone with whom you want to be having sex.

Source: https://www.uhs.uga.edu/consent/
RECOGNIZING A “NO”:

- Remember, you are looking for an “enthusiastic yes” from your partner!
- Other words and body language mean “no” as well:
  - “Stop,” “slow down,” “I’m not comfortable,” “that’s enough”
  - Not responding to your touch
  - Pushing you away
  - Holding their arms tightly around their bodies
  - Turning away from you or hiding their face
  - Stiffening muscles
  - Tears

- If your partner gives any of these cues, STOP and ask your partner if they are comfortable and if they want to continue
- “NO” or any of the signs above DO NOT mean “maybe” or “try harder”

Source: https://www.uhs.uga.edu/consent/
Reporting Sexual Misconduct
REPORTING SEXUAL MISCONDUCT:

- The decision to report sexual misconduct can be difficult and should reflect the wishes of the survivor.
- CMU strongly encourages you to report any and all incidents of sexual misconduct so the University can investigate, respond, and offer support and resources.
- You may report sexual misconduct to the University simply by calling or emailing the Office of Title IX Initiatives
  - 412-268-7125 or tix@andrew.cmu.edu
- You may report confidentially to Counseling & Psychological Services (CAPS) or University Health Services
WHAT HAPPENS WHEN SEXUAL MISCONDUCT IS REPORTED TO TIX?

1. REPORT
   - Receive and review report
   - Input and track data

2. RESPONSE
   - Provide support and resources to reporting party
   - Consider community impact and intervention
   - Engage with responding party*
   - Investigation*

3. RESOLUTION
   - Informal*
   - Formal*
The Office of Title IX Initiatives will provide safety and support measures to the reporting party. Examples may include:

- academic accommodations and enrollment assistance;
- workplace accommodations;
- housing accommodations;
- no contact agreements;
- connection to medical and mental health resources and counseling; and
- connection to medical, legal and victim advocacy.

Safety and support measures will be provided regardless of whether the reporting party wishes to pursue investigation or resolution. They will also be provided even if the responding party is not a member of the campus community.
POSSIBLE RESOLUTION

If responding party is a member of the campus community, the options for resolution include:

- No resolution
- Informal resolution
- Formal resolution/hearing

If responding party is not a member of the campus community, options for resolution will depend on the circumstances.
The process described above is Carnegie Mellon’s internal process for handling reports of sexual misconduct.

The reporting party may also choose to engage the external legal process (the two are not mutually exclusive)

- **Criminal:** UPD will cooperate with Pittsburgh Police and DA
- **Civil:**
  - Protection from Abuse/Protection from Sexual Violence Order
  - Civil litigation
SUPPORTING A SURVIVOR
SEXUAL MISCONDUCT AS TRAUMA

- Post Traumatic Stress Disorder
- Depression/anxiety
- Disengaging from relationships, family, and friendships
- Dissociation
- Dropping classes/poor grades
- Changing overall behavior
- Suicidal thoughts or actions
HOW TO SUPPORT A SURVIVOR

» DO:

» Listen to the survivor
» Believe the survivor
» Tell the survivor that what happened is not his or her fault
» Ask the student what you can do to help support them (examples: offer to walk to Health Services or CAPS; offer to be there to call the police; offer to help them to call PAAR)
» Respect the survivor’s privacy. Only discuss the matter with those who have a need to know.
HOW TO SUPPORT A SURVIVOR

**DON’T:**

- Don’t ask for details.
- Don’t try to “fix” everything.
- Don’t tell the survivor that they’re “going to be okay” or say “it could’ve been worse.”
- Don’t ask “why” questions about a survivor’s behavior or decisions.
- Don’t promise not to tell anyone.
RESOURCES

- Title IX Office
- Jess Klein and Survivor Support Network
- Health Services
- Counseling and Psychological Services
- Campus Police
- Pittsburgh Advocates Against Rape
- Magee Women’s Hospital
- Women’s Center and Shelter of Greater Pittsburgh
- Center for Victims

- Carnegie Mellon’s Policy Against Sexual Harassment and Sexual Assault is available at: http://www.cmu.edu/policies/documents/SA_SH.htm
Questions?

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