Navigating Professional and Personal Relationships:
Understanding Title IX @ Carnegie Mellon

Graduate Students Fall 2019
Overview

• What is appropriate behavior in an academic setting?

• What is:
  • sex discrimination?
  • sexual harassment?
  • sexual misconduct?

• How should I be thinking about these issues as a graduate student?

• How does the University respond to reports?

• Scenarios/case studies
37% US Citizens and Permanent Residents

63% International Students
6 Continents
94 Countries

Top-Represented Countries (By Headcount)
  • China
  • India
  • Taiwan
  • South Korea
  • Canada

Source: University Factbook 2017-18
available at: https://www.cmu.edu/ira/factbook/facts2018.html
Where Do I Fit In?
What Is Appropriate Behavior in an Academic Setting?
Many aspects of interpersonal interaction are driven by cultural norms and expectations

- Physical distance between people ("personal bubble")
- Greeting someone you know
- Greeting someone you’ve just met
- Physical contact with someone who is unrelated to you
  - Stranger
  - Friend
  - Colleague
  - Subordinate
  - Dating partner
In your culture (however you define it)...

...if you are in a public space, how much distance is appropriate to keep between your body and another’s body?

A. It’s okay if you occasionally touch or brush up against another person
B. It is never okay to touch someone you do not know
C. You should keep at least a meter or 3 feet between you, or at least as much distance as you’re able
D. Other
In your culture (however you define it)...

...how do you greet someone you just met?
A. Shake hands
B. Nod your head or bow
C. Embrace and kiss on the cheeks
D. Other
...what level of physical contact is acceptable in the workplace, classroom or lab?

A. No level of physical contact is acceptable
B. Touching a person’s arms or shoulders is probably acceptable
C. It will depend on a number of factors, including the relationship between the parties
D. Other

In your culture (however you define it)...

Good Default Assumption

Dominant US Expectation
SCENARIO 1: What Do You Do?

• You observe that one person in your cohort group is making the others feel uncomfortable by standing too close to them and occasionally touching them (brushing arms, touching shoulders, etc.)
What is Sex Discrimination?
What is Sex Discrimination?

- Sex discrimination means being treated less favorably (worse) based on:
  - Sex (biological)
  - Gender identity
  - Sexual orientation
Where Does Sex Discrimination Occur?

**Education:**
- Admission
- Grading/Evaluation
- Access to Opportunities
- Financial Assistance
- Advising

**Workplace:**
- Hiring
- Discipline
- Firing
- Access to Opportunities
- Compensation/Benefits
Sex Discrimination Can Affect Anyone
SCENARIO 2: What Do You Do?

• You notice that a faculty member is giving prime assignments (examples: lead authorship on published papers; travel to significant conferences; opportunities to interact with industry professionals) to male students, but not female students
What is Sexual Harassment?
What is Sexual Harassment?
Sexual Harassment

1 in 11 men in the workplace

Sexual Harassment

1 in 4 women in the workplace

Sexual Harassment

60% of college students

Sexual Harassment: Hostile Environment
Sexual Harassment: Quid Pro Quo
What is Sexual Misconduct?
What is Sexual Misconduct?

- Sexual Assault
- Dating or Domestic Violence
- Stalking
What is Sexual Assault?

• Any type of physical, sexual act
• Without consent
  • Consent = voluntary, mutual agreement
Sexual Assault

1 in 4 women in their lifetime

Sexual Assault

1 in 6 men in their lifetime

https://1in6.org/get-information/the-1-in-6-statistic/
What is Consent?
What is Not Consent?

- Someone who is incapacitated cannot consent;
- Past consent does not mean future consent;
- Silence or an absence of resistance does not imply consent;
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- Consent can be withdrawn at any time;
- Coercion, force or a threat of either invalidates consent.
SCENARIO 3: What Do You Do?

- An undergraduate student (whom you oversee in the lab and/or instruct in the classroom) tells you that they are unable to meet an upcoming deadline because they were recently sexually assaulted and are really struggling to get anything done.
What is Dating/Domestic Violence?

Act/PATTERN of Violence
- Physical
- Sexual
- Threat(s)

Made against
- Spouse or partner
- Family or household member
Domestic Violence

1 in 3 women experience physical violence from a partner in their lifetime

https://ncadv.org/statistics
Domestic Violence

1 in 4 men experience physical violence from a partner in their lifetime

https://ncadv.org/statistics
What is Stalking?

- Pattern of behavior &/or communications
- Targeted at one person
- Causes fear &/or emotional distress
Stalking

15% of women experience stalking in their lifetime

Stalking

6% of men experience stalking in their lifetime

SCENARIO 4: What Do You Do?

• A fellow graduate student in your program recently ended a relationship with an intimate partner, who is not affiliated with the University. The ex-partner keeps contacting them, and the student is afraid the ex-partner will show up on campus to confront them in person
What Does This Have to Do with Me?
What does this have to do with me?

How should I be thinking about this as a graduate student at Carnegie Mellon?
As a Graduate Student at Carnegie Mellon:

1. You are protected by University Policy

CMU Statement of Assurance prohibits discrimination based on:
- Sex
- Sexual orientation, and
- Gender identity

CMU Policy Against Sexual Harassment and Sexual Assault prohibits:
- Sexual Harassment
- Sexual Assault
- Dating and domestic violence
- Stalking
- Retaliation for reporting concerns
As a Graduate Student at Carnegie Mellon:

2. You are protected by US Law

“Title IX” = shorthand for related federal and state laws

Schools (including colleges and universities) must:

• Prohibit sex discrimination and sex misconduct
• Work to prevent sex discrimination & misconduct
• Respond effectively when sex discrim/misconduct occurs:
  • Stop
  • Prevent recurrence
  • Remedy effects
As a Graduate Student at Carnegie Mellon:

3. Resources and support are available to you
As a Graduate Student at Carnegie Mellon:

4. You may be in a position to help others

If you're not part of the solution, you're part of the problem.

~ African Proverb

Faculty

Peers and Friends

Undergraduate Students
As a Graduate Student at Carnegie Mellon:

4. You are expected to comply with law and policy
Where Can I Learn More?

Office of Title IX Initiatives Website: www.cmu.edu/title-ix

Everfi online sexual assault prevention available at: www.cmu.edu/health-services/health-promotion

Green Dot Bystander Intervention Training available at: www.cmu.edu/health-services/health-promotion
How Do I Share a Concern?

How Will the University Respond?
How to Share Concerns/Make a Report

Email or call Office of Title IX Initiatives: tix@cmu.edu or 412-268-7125
Come to TIX office, Cyert 140, M-F 8a-5p

For immediate safety concerns, call University Police 412-268-2323
    UPD can get in touch 24/7 with TIX

Ethics Reporting Hotline (includes anonymous reporting option) www.reportit.net (login: tartans, password: plaid).
Office of Title IX Initiatives

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412-268-7125  tix@cmu.edu
www.cmu.edu/title-ix

Coordinating the University’s efforts to prevent and effectively respond to sex discrimination and sexual misconduct
What Happens When Title IX Office Receives a Concern?

**SUPPORT & RESOURCES**

Safety and support measures such as:
- academic accommodations & enrollment assistance;
- workplace accommodations;
- housing accommodations;
- no contact agreements

**OPTIONS FOR RESOLUTION**

Connection to resources such as:
- medical & mental health care
- medical, legal & victim advocacy
Scenarios/case studies
SCENARIO 1: What Do You Do?

• You observe that one person in your cohort group is making the others feel uncomfortable by standing too close to them and occasionally touching them (brushing arms, touching shoulders, etc.)
  • Do you feel comfortable talking to the person directly?
  • Can you talk with someone you trust, such as an advisor or program coordinator?
  • You can always contact Title IX Office (tix@cmu.edu or 412-268-7125)
SCENARIO 2: What Do You Do?

- You notice that a faculty member is giving prime assignments (examples: lead authorship on published papers; travel to significant conferences; opportunities to interact with industry professionals) to male students, but not female students
  - Do you feel comfortable talking to the person directly?
  - Can you talk with someone you trust, such as an advisor or program coordinator?
  - You can always contact Title IX Office (tix@cmu.edu or 412-268-7125)
SCENARIO 3: What Do You Do?

• An undergraduate student (whom you oversee in the lab and/or instruct in the classroom) tells you that they are unable to meet an upcoming deadline because they were recently sexually assaulted and are really struggling to get anything done.
  1. Thank the student for telling you
  2. Explain that you will need to share the concern with people who need to know and are in a position to help
  3. Contact Title IX Office (tix@cmu.edu or 412-268-7125)
SCENARIO 4: What Do You Do?

- A fellow graduate student in your program recently ended a relationship with an intimate partner, who is not affiliated with the University. The ex-partner keeps contacting them, and the student is afraid the ex-partner will show up on campus to confront them in person
  - Strongly encourage them to contact Title IX Office (tix@cmu.edu or 412-268-7125) &/or University Police
  - Strongly consider contacting
    - Title IX
    - University Police
    - Trusted person such as advisor or program coordinator