TITLE IX Basics: Preventing and Responding to Gender Discrimination & Sexual Misconduct

Graduate Student Orientation
January 2019
What Does “Title IX” Mean?

“Title IX” is an umbrella term referring to US laws that prohibit sex discrimination in education.

Key take away:

Folks on campus are here to help anyone who feels they are being treated differently because of their sex, gender, or sexual orientation.
University is Committed to Environment:

- Where all can learn, work and fully participate in the life of the community
- Free from harassment, discrimination, and threat of violence
Office of Title IX Initiatives

- Coordinates University’s Efforts to PREVENT and RESPOND to
  - DISCRIMINATION (being treated worse) or HARASSMENT (pattern of offensive behaviors and/or cues that create a hostile environment) ON THE BASIS OF
    - Sex
    - Gender or Gender Identity
    - Sexual Orientation

Also available on the Title IX Website (cmu.edu/title-ix)
Office of Title IX Initiatives

- Coordinates University’s Efforts to **PREVENT** and **RESPOND** to **sexual misconduct** including:
  - **Sexual Assault**
    - Physical, sexual act without consent (mutual, voluntary agreement)
  - **Dating/Domestic Violence**
    - Physical or sexual abuse (or threats) by current/past partner or family member
  - **Stalking**
    - Continuing, unwanted contacts that would cause reasonable person distress

See, University Policy Against Sexual Harassment & Sexual Assault, available at: https://www.cmu.edu/policies/administrative-and-governance/sexual-harassment-and-sexual-assault.html. Also available on the Title IX Website (cmu.edu/title-ix)
Office of Title IX Initiatives

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Office of Title IX Initiatives

- We work with and support all members of the Carnegie Mellon Community including:
  - Graduate students—Master and Doctoral
  - Undergraduate students
  - Faculty
  - Staff
SUPPORT AND SAFETY MEASURES

The Office of Title IX Initiatives will provide safety and support measures to anyone who may have been impacted by these issues. 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.
Options for Resolution

Internal

Informal Resolution @ CMU

Protection from Abuse Order

External

No Resolution

Formal Resolution @ CMU

Civil Court/Agency (OCR)

Criminal Justice System

Internal and external options are not mutually exclusive. More than one external option may be pursued.
# Resources

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Where to Learn More:

Title IX website: www.cmu.edu/title-ix

Sexual Assault Prevention for Graduates (free, online sexual misconduct prevention course):
http://www.cmu.edu/health-services/alcohol/AlcoholEdu.html
Relationships & Roles in Graduate School

PROFESSIONAL
- Advisor
- Faculty
- Instructor
- Colleague
- Collaborator
- Research Assistant
- Teaching Assistant

PERSONAL
- Spouse or Partner
- Family Member
- Friend
- Acquaintance
- Neighbor
Questions?
Ideas?
Suggestions?

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