

# TITLE IX

RA TRAINING SESSION



Rob Pool, PhD  
Vice President for Student Affairs & Title IX Coordinator

## What is Title IX?

**“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 educational program or activity receiving Federal financial assistance.” (1972)**

### Who's Who?

Reporting party = student who has been harmed

Responding party = the reported violator

# Jurisdiction

- Conduct on campus
- Conduct that occurs in connection with any University sponsored program or activity in the United States
- Conduct off campus that interferes with someone's ability to pursue their education on campus and while enrolled

## What qualifies as a Title IX case?

- Bullying
- Coercion
- Consent
- Discrimination
- Force
- Gender-Based Discrimination
- Hazing
- Indecent Exposure
- Intimate Partner Violence
- Intimidation
- Non-Consensual Sexual Contact
- Non-Consensual Sexual Intercourse
- Sexual Exploitation
- Sexual Harassment
- Stalking



# Who are “mandatory reporters”?

All AU faculty and staff members are mandatory reporters\*.

Including RAs

As an RA, you cannot keep a Title IX report confidential.

But, you can promise that you will privately  
report the issue to only those who need to know.

\*except confidential resources



# Who are confidential staff?

## Confidential Resources

### Health Center-

Dr. Brunicardi MD  
Patricia Owens RN  
Sarah Taylor FNP

### Counseling Services-

(AU Counseling Center and ATS Smetzer  
Counseling Center)

Dr. Oscar McKnight Yvonne Glass  
Karen Gillman, LPC (ATS)  
Counseling interns

## Confidential Resources

### Athletic Trainers-

Ashley Anderson David Jameyson  
Ben Biddinger Kate Karpoff  
Chayse Casto Josh Wiemels  
Rob Cremeans

### Office of Christian Ministry-

Rev. Dr. Charles Neff Sadie Vanderzyden  
Mr. Joe Maggelet Father Mulholland

# **How to care for reporting students**



# 1. Active listening

- Active listening is giving that person your full attention and responding to the things they are saying. Some skills for active listening include making eye contact, nodding your head in agreement, and repeating back to the person what they just said to you, to ensure you heard them and that you understand.
- Ask for permission before you enter into their space.
- When talking to the reporting party do not stand over them. You should get on their level, meaning if they are sitting you should sit as well.
- Believe the Victim. Your job is not to decide if the victim is truthful or not. Your job is to believe them, and help them to feel comfortable sharing with you if they want to.

## **2. Physical Safety**

- **If safe to do so, and they agree, you can lead them to another area for their safety**
  - **Staff Office**
  - **RA Room (with a witness)**
  - **Safety Services Office**
- **Speak to an RLC On Call to offer a temporary stay room as appropriate**
- **Inform them about our no contact order - They will need to speak with Safety or a Title IX Deputy/Coordinator.**

### 3. Hospital, Police

- Offer to go to the hospital with them if possible, notify the RLC on duty, Safety Services. Call 911 if student is in imminent danger.
  - A student's physical safety is paramount. If sexual intercourse is reported, encourage them to get a SANE exam.
  - The hospital can also put victims in contact with other resources
- Offer to notify the police and safety services.
  - The earlier the police are involved the quicker the investigation can begin and conclude.

## 3. Rape Crisis Domestic Violence Safe Haven

24 Hour Hotline: 419-289-8085

[www.safehavenofashland.org](http://www.safehavenofashland.org)

Campus Advocacy Services

- Safe Haven provides a Campus Advocate at Ashland University that is available for survivors on and off campus. Call for an appointment at 419.289.8085. In an emergency or after business hours (8am-5pm), please call our 24/7 Confidential Hotline at 419.289.8085.

### AU Campus Support Group

A campus support group for survivors of recent or past experiences of sexual assault and/or domestic violence that meets on Mondays from 6:30PM-7:30PM on Ashland University's campus. If you would like to attend or have any questions, please contact the Title IX office 419.289.5307

## OFF-CAMPUS SERVICES



## ON-CAMPUS SERVICES



## Incident Report

- All Title IX incident reports must be submitted through eRezLife “Incident Report: Title IX”.
- Required for Title IX
  - Report should be related to sex, sexual contact, sexual harassment, or other sexual misconduct.
- Call RLC duty phone to consult and then report the IR submission.

## How to care for potential victims

- Make sure they feel safe.
- Introduce yourself and your title, “Hello, I’m Chris and I’m an RA.”
- Speak in a calm, soft voice.
- Take a reflective posture. Meaning, if they are standing you should stand. If they are sitting you should sit.
- Stay calm. Steady eyes and slight body gestures have a calming effect.
- Practice Active Listening. Repeat back key information and feelings.
- Keep their report private. Only report to RLC on-call, or Title IX Coor.
- Affirm them and show confidence that reporting is the right thing to do.

## Submit a Title IX incident report

- Log into your ashland eRezLife account.
- Once you enter the page scroll down, and click the Incident Report: Title IX link located on the left side of the page.
- Enter all information for both the reporting and responding students
- Leave any area blank if you don't know or aren't sure.
- Text the RLC on duty and Rob Pool (TIX Coor) that a Title IX report was filed today/tonight. Don't leave any details on the text.
- Follow up with student within 24 hours to see how they are doing.



# eRezLife Title IX Report

Please complete all fields



The screenshot shows the eRezLife web application interface. The browser address bar displays 'ashland.erezlife.com/app/one.php?manager=incidentView&amp;form\_type\_id=40'. The top navigation bar includes 'Residence Management' and a search bar. A sidebar menu on the left lists various forms, with 'Incident Report: Title IX' highlighted. The main content area shows a form titled 'Incident Report: Title IX' with a red error message at the top: 'Invalid data for question "Meeting Date:": 0001-01-01.'. The form includes sections for 'General information', 'Date of Incident: \*' (with a date input field), 'Time of Incident:' (with a time range input), and 'Location of Incident:' (with a dropdown menu for 'All Residences' and a sub-menu for 'Ashland' containing radio button options for 'Academic-Admin', 'Campus Outdoors', 'Facilities', 'Other (Ashland)', and 'Physical Education Center').

## **Title IX website**

To find the Title IX web page and resources

Got to [www.ashland.edu/titleix](http://www.ashland.edu/titleix)

# Title IX Coordinators



Student Cases

**Dr. Robert Pool**  
Vice President, Student Affairs  
244 Hawkins-Conard Student Center  
rpool2@ashland.edu  
419.289.5324



Employee Cases

**Josh Hughes, J.D.**  
Director, Human Resources and Legal Affairs  
106 Founders Hall  
jhughe11@ashland.edu  
419.289.5034

## Deputy Coordinators

- **Adam Bracken**  
Asst. Athletic Director/Compliance
- **Dustin Hargis**  
Director of FSL and Leadership
- **Whitney Jones**  
Student Services Coordinator, College of Nursing & Health Services
- **(TBA)**  
Executive Director of Diversity and Inclusion
- **Rachel O'Connor**  
Coordinator of External Relations & Outreach, Corporate Connections, College of Online & Adult Studies
- **Dave McLaughlin**  
Director, Safety Services
- **Scott Parillo**  
Director, International Student Services

Job Duties: a) **investigators** gather and present facts

b) **Assist:** help students answer policy questions and navigate TIX supports and processes

## **Resources**

**Safety Services (419) 207-5555**

**Counseling Center (419) 289-5307**

**Health Center (419) 289-5200**

**Christian Ministry (419) 289-5624**

**Vice President of Student Affairs (419) 289-5307**

**Student Conduct (419) 207-5504**

**Residence Life (419) 289-5306**