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

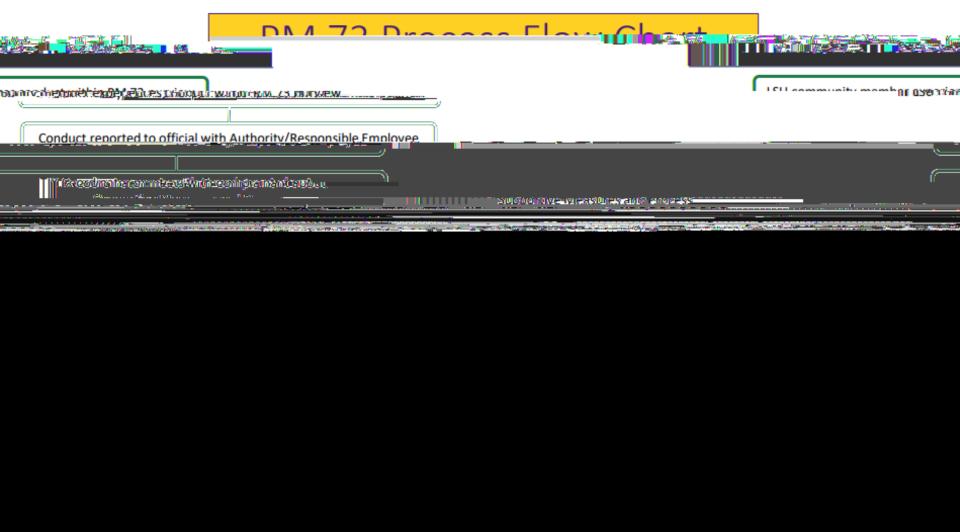


But I Don't Work With Students...

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





Process 101

Reporting

Responsible Employee must share with Title IX when

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
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 - **-** 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 <u>https://www.lsu.edu/titleix/</u>

