

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

DM 72 Process Flow Chart



The committee will review the information

DM 72 Process Flow Chart

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