



Sexual Misconduct & Title IX

PRESENTED BY:

THE OFFICE OF HUMAN RESOURCE MANAGEMENT

Goals of Today's Session

To Understand:

- x Importance & broad scope of protections of Title IX
- x PM-73
- x Obligations to report and investigate
- x Campus and community support networks

Title IX – What is it?

- x Title IX of the Education Amendments of 1972 prohibits sex discrimination against students, guests and employees of educational institutions.
- x The regulations implementing Title IX, enforced by the U.S. Department of Education Office for Civil Rights, prohibits discrimination, exclusion, denial, limitation, or separation based on gender.
- x Intended to end sex discrimination in all areas of education

The Law

“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 education program or activity receiving Federal financial assistance.”

Title IX of the Education Amendments of 1972

Implementing Regulations at: 20 U.S.C § 1681 & 34 C.F.R. Part 106



Notice of Complaint

- X Notice can be received from a:
 - X Victim
 - X Witness or other member of campus community
 - X Campus police
 - X Rumor, gossip, online posting, etc.

- X Once notice exists; duty to investigate



Title IX Overview and Definitions

PM-73 Sexual Misconduct

- X Sex discrimination and sexual misconduct violate an individual's fundamental rights and personal dignity.
- X LSU considers sex discrimination and sexual misconduct in all of its forms to be serious offenses. This policy has been developed to reaffirm these principles and to provide recourse for individuals whose rights have been violated. This policy establishes a mechanism for determining when rights have been violated in employment, student life, campus support services, LSU programs and/or an academic environment.

1. **Introduction**

2. **Background**

3. **Methodology**

4. **Results**

5. **Discussion**

6. **Conclusion**

7. **References**

8. **Appendix**

9. **Index**

10. **Index**

PM-73 Definitions

- X “Advisor of Choice”
- X “Consent”
- X “Dating Violence”
- X “Domestic Violence”
- X “Hostile Environment”
- X “Incapacitation”
- X “Responding Person”
- X “Responsible Party”
- X “Sexual Assault”
- X “Sex Discrimination”
- X “Sexual Harassment”
- X “Sexual Misconduct”
- X “Stalking”



1. **Introduction**

2. **Background**

3. **Methodology**

4. **Results**

5. **Discussion**

6. **Conclusion**

7. **References**

8. **Appendix**

9. **Index**

10. **Index**

11. **Index**

12. **Index**

13. **Index**

14. **Index**

15. **Index**

16. **Index**

17. **Index**

18. **Index**

19. **Index**

20. **Index**

21. **Index**

22. **Index**

23. **Index**

24. **Index**

25. **Index**

26. **Index**

27. **Index**

28. **Index**

29. **Index**

30. **Index**

31. **Index**

32. **Index**

33. **Index**

34. **Index**

35. **Index**

36. **Index**

37. **Index**

38. **Index**

39. **Index**

40. **Index**

41. **Index**

42. **Index**

43. **Index**

44. **Index**

45. **Index**

46. **Index**

47. **Index**

48. **Index**

49. **Index**

50. **Index**

51. **Index**

52. **Index**

53. **Index**

54. **Index**

55. **Index**

56. **Index**

57. **Index**

58. **Index**

59. **Index**

60. **Index**

61. **Index**

62. **Index**

63. **Index**

64. **Index**

65. **Index**

66. **Index**

67. **Index**

68. **Index**

69. **Index**

70. **Index**

71. **Index**

72. **Index**

73. **Index**

74. **Index**

75. **Index**

76. **Index**

77. **Index**

78. **Index**

79. **Index**

80. **Index**

81. **Index**

82. **Index**

83. **Index**

84. **Index**

85. **Index**

86. **Index**

87. **Index**

88. **Index**

89. **Index**

90. **Index**

91. **Index**

92. **Index**

93. **Index**

94. **Index**

95. **Index**

96. **Index**

97. **Index**

98. **Index**

99. **Index**

100. **Index**



Reporting Title IX Violations

Responsible Employee

- X A responsible employee has a duty to report violations, includes any employee who:
 - X Has the authority to take action to redress sexual misconduct;
 - X Has been given the duty of reporting incidents of sexual misconduct to the Title IX Coordinator or other school designee; or
 - X A student could reasonably believe has this authority or duty.

Examples of Responsible Employees

- X Title IX Coordinator
- X Deputy Title IX Coordinators
- X Resident Assistants (RA's)
- X Every supervisor on campus
- X Almost everyone is a responsible employee (except for those who have confidentiality rights)



State Law

RS 14:131.1

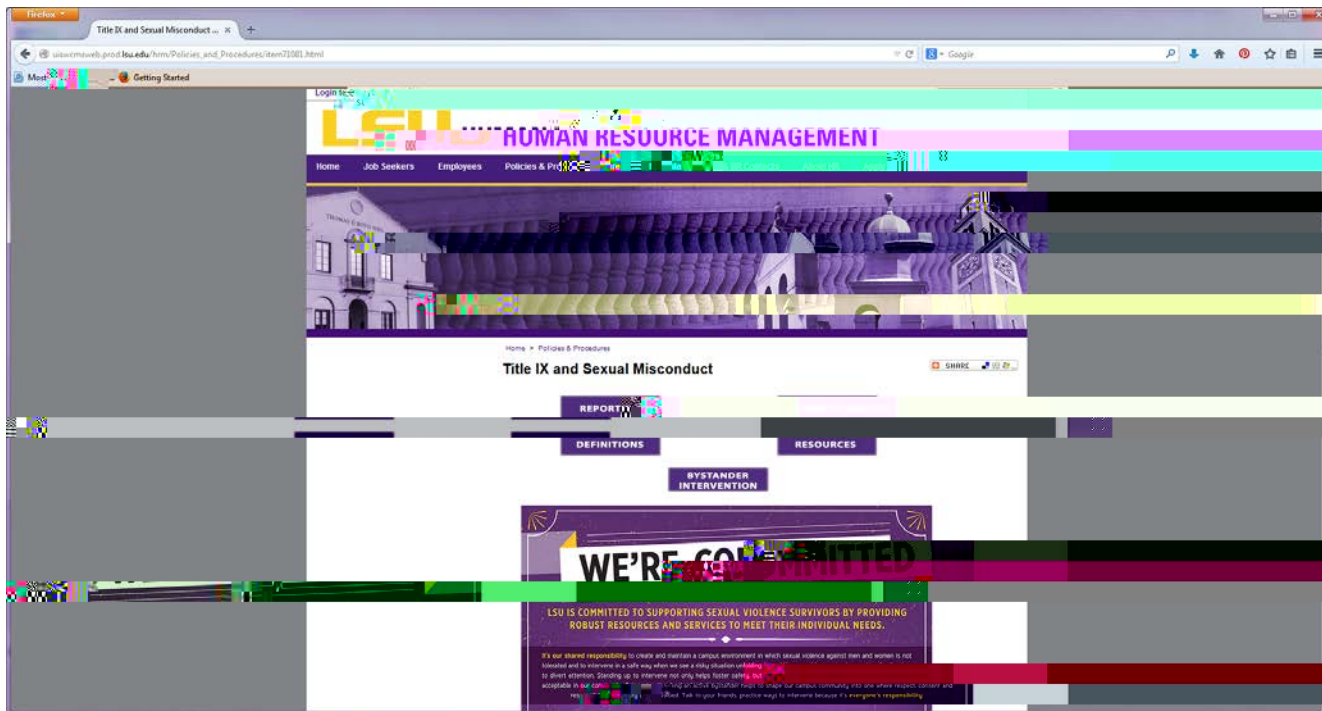
§131.1. Failure to report the commission of certain felonies:

A. It shall be unlawful for any person having knowledge of the commission of any homicide, rape, or sexual abuse of a child to fail to report or disclose such information to a law enforcement agency or district attorney, except when the person having such knowledge is bound by any privilege of confidentiality

recognized by law.

B. Whoever violates the provisions of this Section shall be fined not more than five hundred dollars, or imprisoned, with or without hard labor, for not more than one year, or both. Acts 2012, No. 638, §1, eff. June 7, 2012.

Title IX Website



Title IX Poster

Pick one up before you leave!

