The United States Department of Justice defines sexual assault as, “Any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Falling under the definition of sexual assault are sexual activities [such] as forced sexual intercourse, forcible sodomy, child molestation, incest, fondling, and attempted rape.”

The United States Department of Justice defines Title IX as a, “Comprehensive federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. The principal objective of Title IX is to avoid the use of federal money to support sex discrimination in education programs and to provide individualized citizens effective protection against those practices.”

Information taken from:

http://www.justice.gov/crt/about/cor/coord/titleix.php
http://www.justice.gov/ovw/sexual-assault
**Title IX Case:**

Kari Lavalli was an Assistant Professor of Biology at Texas State University-San Marcos (formerly Southwest Texas State University) on a tenure track, with a good record of teaching, scholarship and service. She noticed that there was a lack of diversity among recent hires. In particular, Lavalli was concerned that less qualified male applicants were given priority over female applicants. Lavalli expressed her concerns to the chair of the department as well as to administrators at Texas State.

In May 2001, the University terminated her contract for the 2001-2002 academic year. Lavalli sued the institution for sex discrimination in the terms and conditions of employment and retaliation for complaining about the sex discrimination under Texas state laws.

Lavalli claims that the University retaliated against her by refusing to renew her employment contract after she expressed concerns about alleged discriminatory practices at the University. The parties reached a confidential settlement in December 2004.

Case from:
http://www.titleix.info/Resources/Legal-Cases/Lavalli-v-Texas-State-University-San-Marcos.aspx

**Sexual Assault Case:**

In 2002, Lisa Simpson filed a complaint against the University of Colorado alleging that she was raped at a football recruiting party in December 2001. The Hutchinson Black and Cook law firm of Boulder, Colorado served as lead counsel in this case, which charged that the university has been aware for years of many incidents of sexual harassment in its football program.

The case was temporarily stalled in March 2005 when the district court incorrectly ruled in favor of the university and dismissed the case, denying the plaintiffs the chance to present their evidence to a jury. The 10th Circuit Court of Appeals in September 2007 reversed the district court's decision, ruling that the plaintiffs deserved their day in court.

In December 2007, a settlement was made. The university would pay Lisa Simpson $2.5 million, hire a new counselor for the Office of Victim's Assistance, and appoint an independent, outside Title IX advisor.

Case from:
We asked students, “What do you know about Title IX?”

Here is what they said:

“Title IX has regulations to stop discrimination against women but there are loopholes so it still happens.”

“I think Title IX is used to make sure women are being treated fairly and getting the same opportunities as men.”

“Title IX deals with things like rape and sexual harassment at colleges and I think grammar and high schools, too.”

“Title IX gave women the opportunity to participate in athletics and receive scholarships.”

“I know that many people think Title IX is only meant for women but it really protects everyone.”

“Title IX has regulations to stop discrimination against women but there are loopholes so it still happens.”

“Because of Title IX, women, like my grandma, were able to coach sports like softball on a national level in the 80s.”
What DON’T you know about Title IX?

We asked students, “What don’t you know about Title IX?”

Here is what they said:

“Why is it called Title IX?”

“Who enforces Title IX? Does every school have their own way of doing things or is it generalized?”

“Do we have a lot of issues here with people violating Title IX?”

“Why do we even have Title IX? What was the main reason that it came about?”

“How long has Title IX been around?”

“Are there eight other titles that we should know about? If so, what are they?”
Know Your IX: 9 Things to Know About Title IX

Know Your IX is a national survivor-run, student driven campaign to end campus sexual violence. They educate students across the country about their civil right to education free from sexual violence and harassment while also pushing policy and legislative change on the national level for better federal enforcement of that same right. Their website [http://knowyourix.org/](http://knowyourix.org/) offers plenty of information including 9 things to know about Title IX:

1. Title IX is a landmark federal civil right that prohibits sex discrimination in education.

2. Title IX does not apply to female students only.

3. Schools must be proactive in ensuring that your campus is free of sex discrimination.

4. Schools must have an established procedure for handling complaints of sexual discrimination.

5. Schools should ensure that a victim doesn't have to share spaces, such as dorms, classes and campus jobs, with his or her assailant.

6. Schools may not retaliate against someone filing a complaint and must keep a complainant victim safe from other retaliatory harassment or behavior.

7. Schools can issue a no contact directive under the Title IX to prevent the accused student from approaching or interacting with the complainant.

8. In cases of sexual violence, schools are prohibited from encouraging or allowing mediation (rather than a formal hearing) of the complaint.

9. Schools cannot discourage you from continuing your education.
In August 2014, Chancellor Furst-Bowe established the Title IX Compliance Task Force to ensure that SIUE continues to meet our obligation to promote a safe learning and working environment free of discrimination and harassment, which includes sexual assault. As part of its responsibilities, the Task Force drafted a new policy that has been reviewed by campus partners, been approved, and is in effect. The *Sexual Assault, Sexual Misconduct and Relationship Violence Policy & Procedures* has been posted to the Policies and Procedures website at [http://www.siue.edu/policies/2c13.shtml](http://www.siue.edu/policies/2c13.shtml).

The policy applies to all faculty, staff, students and other members of the University community. The policy addresses SIUE’s responsibilities under Title IX and the Violence Against Women Reauthorization Act of 2013. Many people are under the impression that Title IX only protects women. Title IX protects everyone from sex-based discrimination including, males, females and gender non-conforming faculty, staff and students. The policy explains in detail the meaning of sexual harassment, sexual assault, sexual conduct, sexual intercourse, sexual exploitation, stalking, dating violence, domestic violence, aiding, facilitating, and retaliation. The term consent is also clearly defined and information associated with it, such as when a person is or is not able to give consent.

It is your responsibility to familiarize yourself with the university policies. Let’s all do our part to make this university a safe environment for everyone.

If you would like more information regarding the policy, please contact the Office of Equal Opportunity, Access, and Title IX Coordination at 650-2333.

Email to University community on 3/19/15 from EOA Title IX <EOA-TitleIX@siue.edu>
The National Sexual Violence Resource Center (NSVRC) has developed 8 essential steps to help you plan a Sexual Assault Awareness campaign:

**STEP 1: Identify your audience**
Your community has many potential audiences. It may be helpful to consider groups that may have the most impact preventing sexual violence from occurring in the first place, or are at the highest risk for perpetrating sexual violence.

**STEP 2: Identify objectives**
In planning a public education campaign, it is critical to clearly explain why this campaign is necessary and important. By outlining objectives, you explain the specific change or outcome you wish to see in your community. Be sure your objectives are specific to your community’s needs.

**STEP 3: Develop messages**
It is important that the messages you choose resonate with your audience. Research has shown that when an audience can identify with the image, they are more likely to absorb the message.

**STEP 4: Devise strategies**
Strategies help bring your objectives to life. Select strategies that are relevant to your audience and realistic for your organization based on resources and time.

**STEP 5: Go back to the audience**
Test your campaign materials with your target audience. Make changes to better meet the needs of your audience. Your campaign will only be effective if your audience pays attention to the message.

**STEP 6: Implement strategically**
Consider how and where you will distribute materials. Ask about posting materials on bulletin boards of local businesses. Reach online audiences through email and social media.

**STEP 7: Evaluate and assess**
Effective evaluation is important to any public education campaign. Data collection and evaluation will help you shape future campaigns and assist you in using resources judiciously.

**STEP 8: Timeline**
Begin planning several months before the launch date. Each step can take anywhere from 1 to 2 months. If you do not have a lot of time, consider turning your plan into a multi-year effort.

For a detailed explanation of these steps visit: http://www.nsvrc.org/sites/default/files/saam_2015_how-to-create-a-campaign.pdf
SIUE Women’s Studies Program Presents:
“coffee with cool women”

Thursday, April 16
2:00-3:00pm
Peck 3407

Michelle Krusiec, Actor and Advocate

**seating at these sessions is limited. Contact Prof. Catherine Seltzer at csel-**

The Office of Equal Opportunity, Access and Title IX Compliance is pleased to offer information and training on Title IX requirements and the recently adopted Sexual Assault, Sexual Misconduct and Relationship Violence Policy and Procedures.

This program will provide a foundational understanding of Title IX of the Education Amendments of 1972 and will break down the new Policy. The program will define prohibited conduct such as sexual assault, sexual exploitation, stalking, dating and domestic violence. It will address the issue of consent and related concepts, such as when a person is unable to provide consent, and will identify resources available to an individual, including confidential resources, reporting options, interim measures that may be taken, the University’s response protocols, and the individual responsibilities of students, faculty and staff.

Thursday, April 9, 2015, 9:30am -- 11:00am
Location: MUC, Illinois Room

Monday, April 13, 2015 2:00 pm—3:30 pm
Location: MUC, Missouri Room

Space is limited. For more information or to register, please email EOA-TitleIX@siue.edu or call 650-2333.

To contribute to this newsletter send your articles to:
Dr. Venessa A. Brown, Associate Chancellor
Office of Institutional Diversity and Inclusion
Room 3116, Rendleman Hall
Edwardsville, IL 62026-1020
Email: vbrown@siue.edu

Spring Film Series Continues....
April 16, 11:30am-12:30pm
Harassment: Sex, Religion & Beyond
Rendleman Hall 3102

May 14, 12:00pm-1:00pm
Memory of Forgotten War
Rendleman Hall 3102

June 9, 12:00pm-1:00pm
The Language You Cry In
Rendleman Hall 3102