

# TITLE IX NEW EMPLOYEE TRAINING

MINNER

# KNOW YOUR TITLE IX


Video Know Your 9

# Title IX:

*40 Years & Counting*



# COLLEGE OBLIGATIONS UNDER TITLE IX

- Stop the sexual misconduct and discrimination
  - Provide training to all members of the community including students and staff
  - Enforce measures that protect students and employees from sexual misconduct and discrimination
  - Investigate reported cases both on and off campus of sexual misconduct and discrimination promptly, fairly, and impartially
  - Prevent its recurrence
  - Provide resources
  - Remedy the negative effects experienced by the victim and the community
- 



Sexual Respect



- Lane Websites
- AskLane
- Campus Directory
- Continuing Education Classes



[Food Scene Eugene at LCC downtown May 5. and LCC main campus May 6](#)  
[Student Productions Musical - The Oresteia Project April 27 - May 7](#)  
[LCC Board and Budget Committee meet May 10](#)  
[David Joyce Gallery presents - We Love Local Faculty Art Exhibit through May 25](#)



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### SEXUAL RESPECT

- » Resources
- » Frequently Asked Questions
- » Training for Students
- » Training for Employees

- » Campus Reporting Options
- » It's On Us
- » Love is Respect
- » Not Alone-Together Against Sexual Assault
- » RAINN-Rape, Abuse & Incest National Network
- » Stalking Resource Center
- » The Trevor Project

- » Contact

## Sexual Respect at Lane

Lane Community College does not tolerate sex or gender discrimination, including sexual misconduct such as sexual harassment and sexual assault, stalking, and intimate partner violence. These behaviors are harmful to the well-being of our community members, the learning/working environment, and collegial relationships among our students, faculty, and staff. All forms of prohibited conduct under this procedure are regarded as serious College offenses, and violations will result in discipline, including the possibility of separation from the College. State and federal laws also address conduct that may meet the College's definitions of prohibited conduct, and criminal prosecution may take place independently of any disciplinary action instituted by the College.

### What is Sexual Misconduct?

**Sexual misconduct offenses** include but are not limited to:

- Sexual harassment;
- Non-consensual sexual contact (or attempts to commit same);
- Non-consensual sexual intercourse (or attempts to commit same);
- Domestic violence/dating violence/intimate partner violence;
- Sexual exploitation.

### What is Consent?

In reviewing possible violations of sexual misconduct, the College considers consent as the voluntary, informed, uncoerced agreement

#### Main Campus:

**Public Safety (541) 463-5555  
otherwise, emergency 911.**

[LCC Public Safety](#)

**Students:** [Report an incident or complaint](#)

**Employees:** [Report a student incident or concern](#)

**Community Members:** [Report an incident or complaint](#)

[Domestic Violence Resources](#)

[Title IX and Section 504 officers](#)

[Annual Clery Report](#)

[Lane Harassment Policy](#)

[Harassment and Discrimination Complaint Process](#)

[Sexual Respect/Sexual Misconduct Procedure](#)

**T.A.S.K. Titan Awareness Safety Knowledge:**

[T.A.S.K. poster](#)

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### Training for Employees

The [Help Stop Sexual Violence: Employee Step-by-Step Guide](#)  is a 3 page list of actions to take and resources to contact/utilize.

[Safe College Training](#)  online is a web-based training program with multiple modules.

[Gender-Based Discrimination, Harassment, or Violence on Campus](#)  - presentation includes:


- Review definition of sexual misconduct, prevalence of sexual violence on campus and causes of sexual assault
- Explore myths about sexual assault
- Provide resources for reporting sexual assault and information on the process



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Lane Community College

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The safety of our staff and students is of utmost importance. That's why we're pleased to offer the SafeColleges Online Training System to our employees. We're confident you'll find these courses to be informative and helpful towards maintaining a safe learning environment.

- [LANE CC HOMEPAGE](#)

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 [Sign up for our eNews](#)

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 [Contact SafeColleges](#)

# WHO IS RESPONSIBLE FOR REPORTING SEXUAL MISCONDUCT?

There are three categories of employees have special duties;


- *Title IX Coordinator*: individual designated by college
- *Confidential employees*: Campus Counselors (could include; psychologists, social workers, health center employees, a licensed professional requiring confidentiality)
  - Privileged Confidential—any licensed confidential employee
  - Regular Confidential—college designated
- *Responsible employees*: any person who can take action

**ALL employees are able to take action**





# WHAT DO I REPORT

1. Sexual Misconduct-  
[https://www.lanecc.edu/sites/default/files/disability/sexual\\_misconduct\\_booklet.pdf](https://www.lanecc.edu/sites/default/files/disability/sexual_misconduct_booklet.pdf)
  2. Any incident no matter how long ago it happened
  3. No matter where it happened
- 

# HOW TO MAKE A REPORT

1. Inform the student/staff have reporting obligation and unable to keep this information confidential.
2. Provide resources and options
3. File incident report on Lane Community College website
  - a. Students of Concern: <http://www.lanecc.edu/studentconduct>

# KNOW YOUR RESOURCES

- ◆ <https://www.lanecc.edu/sexualrespect>
- ◆ <https://publicdocs.maxient.com/reportingform.php?Lan>
- ◆ LCC Campus Public Safety
- ◆ Your local law enforcement
  - ◆ EPD
  - ◆ LCSO
  - ◆ SPD
  - ◆ And more!
- ◆ LCC Women's Center
- ◆ LCC Counseling Center
- ◆ SASS
- ◆ Women's Space
- ◆ Victim assistance

