



## **Title IX Training Resources**

### **All Employees Training**

ATIXA Mandated Reporting Training for Higher Education Institutions  
(2020 Regulations)

<https://www.atixa.org/resources/mandated-reporter/>

### **Title IX Team Training**

**Module 1 – An Introduction to Managing Title IX Sexual Harassment on Campus**

<https://www.youtube.com/watch?v=Ogn0q7RF0X8&list=PLYrJQ3qn6Pn15VmKJDQ0ICDJeNLXhL4bm&index=1>

**Module 2 – Formal Complaints of Title IX Sexual Harassment**

<https://www.youtube.com/watch?v=SxwdsrZ7cO8&list=PLYrJQ3qn6Pn15VmKJDQ0ICDJeNLXhL4bm&index=2>

**Module 3 – Title IX Investigations & Informal Resolutions**

<https://www.youtube.com/watch?v=plMwthkVrYg&list=PLYrJQ3qn6Pn15VmKJDQ0ICDJeNLXhL4bm&index=3>

**Module 4 – Title IX Hearings**

<https://www.youtube.com/watch?v=sokqSgHqDE8&list=PLYrJQ3qn6Pn15VmKJDQ0ICDJeNLXhL4bm&index=4>

**Module 5 – Title IX Determinations**

<https://www.youtube.com/watch?v=stExufFdCRs&list=PLYrJQ3qn6Pn15VmKJDQ0ICDJeNLXhL4bm&index=5>

**Module 6 – Title IX Appeals**

<https://www.youtube.com/watch?v=9pEI2ou9GeQ&list=PLYrJQ3qn6Pn15VmKJDQ0ICDJeNLXhL4bm&index=6>

## **KNOW YOUR TITLE IX-Additional Information**

1. The Grievance & Title IX Reporting site has information to help students better understand Title IX definitions and processes.
2. Title IX prohibits sex-based discrimination which includes: quid pro quo involving a faculty or staff member; unwelcome sexual conduct that is severe, pervasive, and objectively offensive; sexual assault; dating/domestic violence; and stalking.
3. Title IX covers male and female students (both potential and current), faculty, and staff. Anyone may file a report, including volunteers, parents, contractors, or any person involved with JU at the time of an incident.
4. The scope of Title IX includes locations and events where the university exercises substantial control, including off-campus activities that the university funds, promotes, or sponsors. The policy is written and interpreted broadly to include online manifestations of sex-based discrimination, when those behaviors occur in or have an effect on the University's education program and activities, or when they involve the use of university networks, technology, or equipment.
5. Mandatory reporters must report any alleged or suspected incidents of sex discrimination, harassment, assault, abuse, or stalking, even if they did not witness it, and even if they are not sure that a Title IX violation took place.
6. The University has the following Confidential employees: 1) Professional counselors in the University Counseling Center under Dr. Maria Greco; 2) the campus minister, Rachel Oblon; and 3) Christian Ministries professor, Dr. Brian Leslie.
7. Anonymous reports may be submitted by the alleged victim, a Mandatory Reporter, or by another outside party. However, doing so limits the response of the University.
8. Filing a Title IX report does not obligate a person to initiate a formal investigation or report the incident to law enforcement unless that person chooses to do so. However, filing a report ensures supportive measures are offered.
9. Title IX rights include a fair process free from bias; supportive measures to ensure equal access; an advisor to help navigate the process; and protection from retaliation for reporting.
10. There is amnesty for student conduct violations related to a reported incident and there is no statute of limitation.

## KNOW YOUR TITLE IX-Content Quiz

1. Only faculty members are mandatory reporters.  
FALSE. Every employee at JU is mandatory reporter except counselors in the Counseling Center; the Campus Minister; and specifically designated employees.
2. If you become aware of a situation that may be a Title IX violation, you should just tell your supervisor.  
FALSE. You should file a Title IX report or talk to the Title IX Coordinator.
3. Title IX applies to both male and female students, faculty, and staff.  
TRUE. Title IX applies to male and female students, faculty, staff, applicants, volunteers, and contractors.
4. Mandatory reporters should only report incidents that they know for sure are Title IX violations.  
FALSE. Mandatory reporters should report any incident that involves any level of discrimination, harassment, and/or assault.
5. All Title IX incident reports require a formal investigation.  
FALSE. Title IX reports go through an initial review to determine the scope of the possible violation. If the incident is within the scope of Title IX, the coordinator will work with alleged victim to determine whether or not to open a formal investigation.
6. You should only report possible Title IX violations that happen on the campus.  
FALSE. Any instance of sex-based discrimination, harassment, and assault should be reported to Title IX. If the violation is outside of the scope of Title IX, the report may be shared with Student Life employees.
7. An anonymous report may be filed, but it limits the response of the University.  
TRUE. Some reporting is better than no reporting, but including names enables us to offer Supportive Measures to all involved parties and stop the sex-based discrimination, harassment, or abuse.
8. You should not disclose that you are a Mandatory Reporter in order to encourage a student to tell you the details of a potential Title IX violation.  
FALSE. If a student shares something that might be a Title IX violation, you should immediately disclose that you are a Mandatory Reporter and that you have to share information with the Title IX Coordinator. Ask the student if they want to continue sharing and what level of anonymity they want.

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### HOW TO FILE

Online: My.JohnsonU.edu (the portal) under Grievance and Title IX reporting or JohnsonU.edu under Quick Links/Title IX Incident Report

In person: Emili Williams, Office of Institutional Effectiveness, PW 18 By email:

EWilliams@JohnsonU.edu By phone: 865-251-2373