

Presented by
Kelly Tomlinson



TITLE IX AND STUDENT HOUSING

INTRODUCTION

Training Objective

Give you the knowledge and tools to address Title IX-related issues that may arise in housing situations effectively, while fostering a safe and supportive living environment for all residents.



TITLE IX Refresher

Title IX

a federal law that prohibits sex-based discrimination in educational programs and activities, including student housing.

As an RA...

It is your responsibility and job to report incidents that may fall under the Title IX umbrella. When in doubt, go ahead and make a report and we will determine whether or not the evidence bears out.

RA Goals

- Be a resource and a bridge between residents and Title IX staff.
- Promote a safe and inclusive living environment.
- Report incidents as mandated.

What Does It Mean to Be a Mandated Reporter?

- You are required to report incidents of sexual misconduct or discrimination to the Title IX Coordinator.

What Do I Report?

- Resident disclosures of sexual assault, harassment, stalking, or dating violence.
 - Observed behavior or overheard conversations indicating potential issues.
- Share facts—not opinions—with the Title IX office. Provide details like names, dates, and locations, if available.

UNDERSTANDING YOUR ROLE





HOUSING RELATED TITLE IX CONCERNS



What We Call It:

- Sexual harassment
- Sexual assault
- Dating and domestic violence
- Stalking
- Gender-based discrimination

what it might look like

- Roommate Conflicts-Issues stemming from gender identity or sexual orientation or conflicts related to sexual misconduct allegations.
- Privacy Concerns- Respect for gender identity in shared spaces (bathrooms, sleeping arrangements).
- Signs of Violence- visible injuries, emotional distress, or disruptive incidents.
- Stalking- reported persistent unwelcome behavior or one person notably being around another without a clear reason
- Parties/Gatherings- Alcohol or drug related sexual misconduct or harassment.

Do

1. Listen actively and with empathy.
2. Thank them for trusting you.
3. Assure them their safety and support are priorities.
4. Explain your obligation to report.

Don't

1. Investigate the incident or ask leading questions.
2. Promise confidentiality (you can promise privacy).
3. Judge, blame, or dismiss their concerns.

Responding to a Disclosure

EXAMPLE RESPONSE

"Thank you for sharing this with me. I'm here to support you and want to ensure your safety. As an RA, I'm required to share this information with our Title IX Coordinator, who can connect you with resources and help you move forward."



OTHER PREVENTATIVE MEASURES

Build Trust:

- Regularly check in with residents.
- Foster open communication.

Promote Awareness:

- Host events on healthy relationships and consent.
- Display Title IX and resource information prominently.

Encourage Safe Practices:

- Promote bystander intervention strategies.
- Establish community standards around respect and inclusion.





EXAMPLE OF COMMUNITY STANDARD SETTING

Leading with Grace

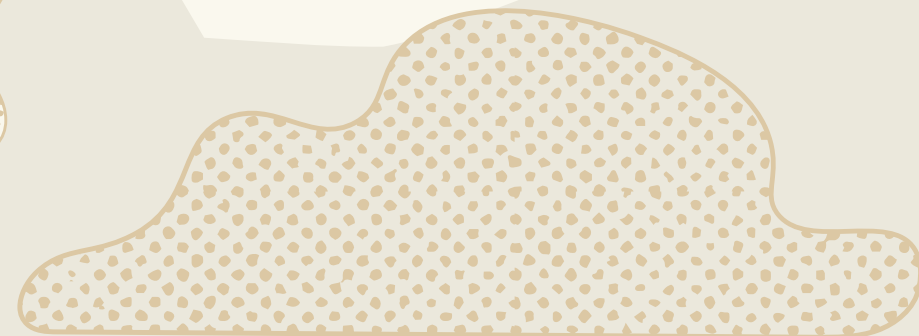
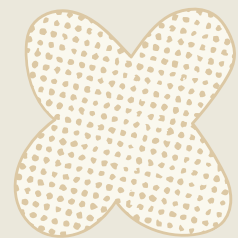
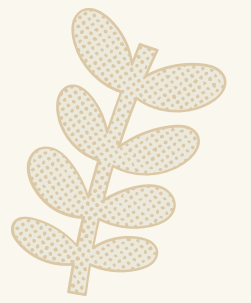
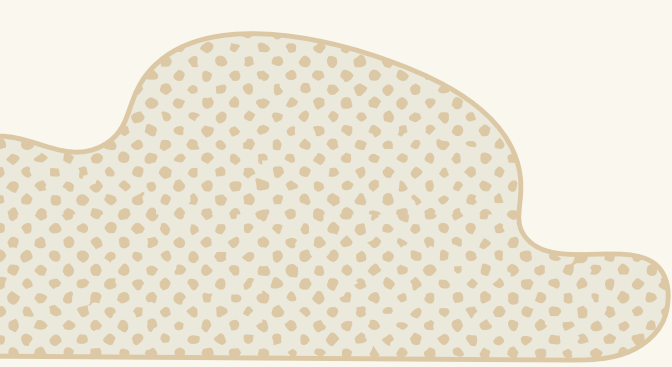
Let's pretend we're your residents and set some community standards together.





HOW TO TALK

about healthy
relationship
consent



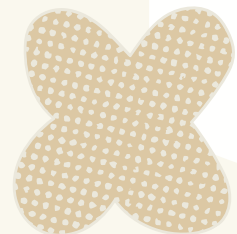
CONSENT

Definition - An enthusiastic, clear, and ongoing agreement to participate in any activity.

Characteristics of Consent:

- **Freely Given:** No pressure, manipulation, or coercion.
- **Reversible:** Anyone can change their mind at any time.
- **Informed:** Everyone must have full understanding of what they're agreeing to.
- **Enthusiastic:** A genuine and eager "yes," not a reluctant or forced one.
- **Specific:** Agreement to one activity doesn't imply consent to others.

SILENCE IS NOT CONSENT, AND ABSENCE OF RESISTANCE DOES NOT IMPLY AGREEMENT.



Ask and get a positive answer to the following questions:

- "Is this okay with you?"
- "Do you want to keep going?"
- "Would you like to try this?"

Consent is NOT valid if:

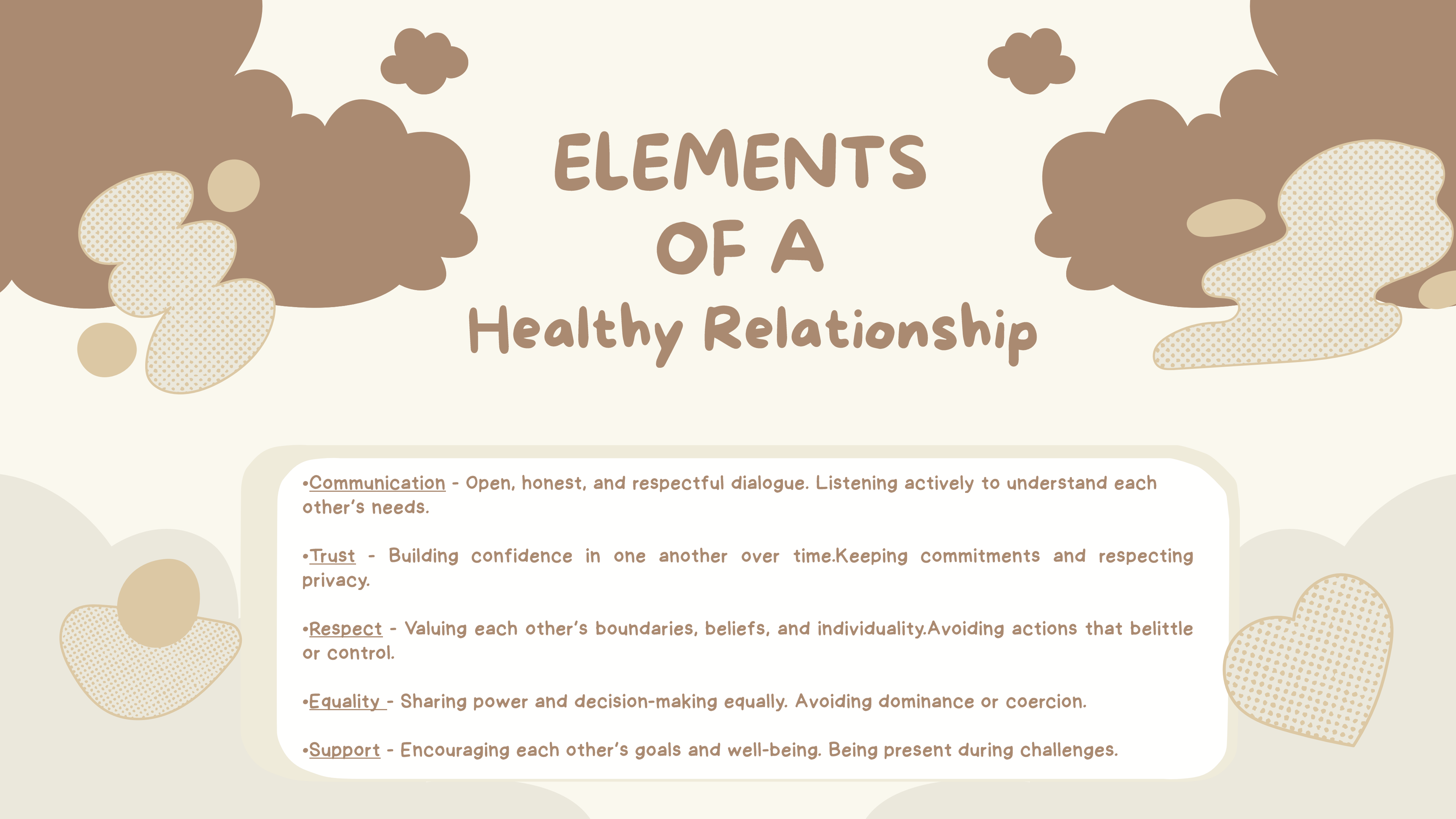
- Under the influence of drugs or alcohol.
- Coerced, manipulated, or forced.
- When one party is underage or unable to fully understand.

What does consent look like?




EXAMPLE CONSENT ACTIVITY

Something you can try with
residents



ELEMENTS OF A Healthy Relationship

- Communication - Open, honest, and respectful dialogue. Listening actively to understand each other's needs.
- Trust - Building confidence in one another over time. Keeping commitments and respecting privacy.
- Respect - Valuing each other's boundaries, beliefs, and individuality. Avoiding actions that belittle or control.
- Equality - Sharing power and decision-making equally. Avoiding dominance or coercion.
- Support - Encouraging each other's goals and well-being. Being present during challenges.



RECOGNIZING AN Un-healthy Relationship



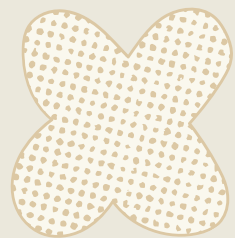
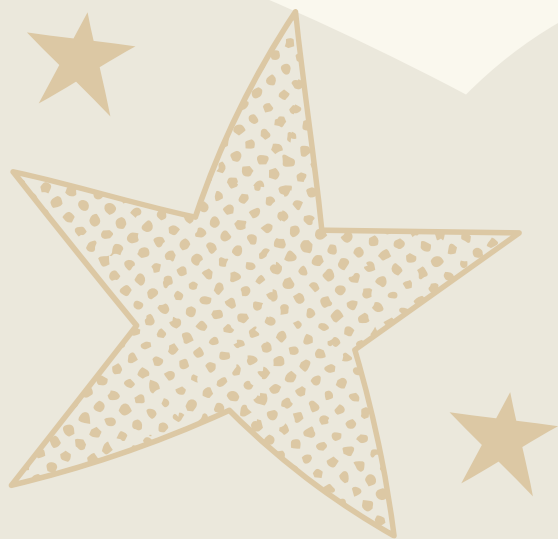
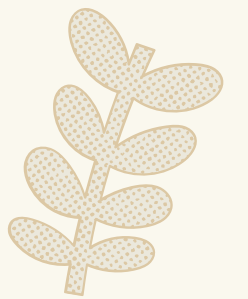
Signs to Watch For:

- Control - One person makes all the decisions.
- Isolation - Preventing someone from spending time with friends or family.
- Criticism - Belittling or undermining a partner's self-esteem.
- Jealousy or Possessiveness - Unreasonable demands for attention or control over activities.
- Physical or Emotional Abuse - Harmful actions, including threats or manipulation.



HOW TO TALK

About Bystander Intervention Strategies



BYSTANDER Intervention Strategies

Definition

The act of stepping in to prevent or address harmful behavior when you witness it happening.

Why It Matters:

- Helps build a community of accountability.
- Prevents escalation of harmful situations.
- Empowers residents to contribute to a safer environment.

As an RA

You model and encourage effective bystander behavior in your community.



BARRIERS TO INTERVENTION

Why People Don't Intervene:

- Fear of retaliation or embarrassment.
- Thinking it's not their responsibility.
- Uncertainty about whether it's a problem.

How to Overcome Barriers:

- Remember your role as an RA and mandated reporter.
- Seek support from peers and supervisors.
- Focus on the impact of your actions in creating a safer space.

BYSTANDER STRATEGIES

Direct- Confront the situation head-on.

•Example: "Hey, that's not okay. Let's talk about this."

Delegate- Get help from others, like another RA, campus security, or the Title IX Coordinator.

•Example: Notify a professional when the situation is beyond your capacity.

Distract- Diffuse the situation without direct confrontation.

•Example: Interrupt by changing the subject, starting a conversation, or creating a diversion.



Scenarios

Scenario 1:

A resident makes repeated unwelcome comments about another resident's appearance.

Scenario 2:

You overhear a heated argument between roommates, and it sounds like it could escalate.

Scenario 3:

At a dorm event, someone notices a resident looking uncomfortable as another person follows them closely.



TOGETHER
We can make
a difference



Report QR Code



Website

<https://www.napavalley.edu/about/title-ix/index.html>



Phone Number

707-256-7198



Email Address

kelly.tomlinson@napavalley.edu

