



# The Fearless Classroom: Title IX, Discrimination, and Harassment Edition

Barbara A. Reguengo



# Agenda

- What is Title IX & Discrimination, Harassment, and Retaliation (DHR)
- How does T9 and/or DHR matters impact a Fearless Classroom
- Best Practices for Responding to Create and Maintain a Fearless Classroom



# Terminology



- **DHR** matters involve discrimination and harassment based on race, religion, disability, age, nationality, etc.

- **Title IX**-related matters involve sexual harassment, sexual exploitation, sexual misconduct, dating/domestic violence, and stalking



# **Discrimination, Harassment, & Retaliation**

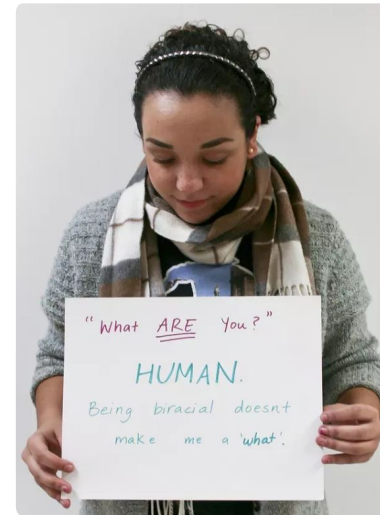
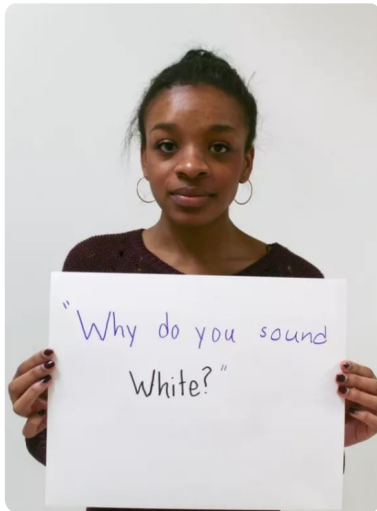
# Discrimination & Harassment

## **Negative Treatment Based on a Protected Status:**

- Age
- Skin Color
- Disability
- Gender
- Gender Identity
- Gender Expression
- Sexual Orientation
- Race/Ethnicity
- Nationality
- Religion
- Veteran Status
- Marital Status
- Medical Condition

# What is a Micro Aggression?

an indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority



# Micro Aggressions







**TITLE IX**

## Title IX of the Education Amendment of 1972

*“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 educational program or activity receiving federal financial assistance.”*

### WHAT IS TITLE IX?

**No sex discrimination. No sexual assault. *Period.***

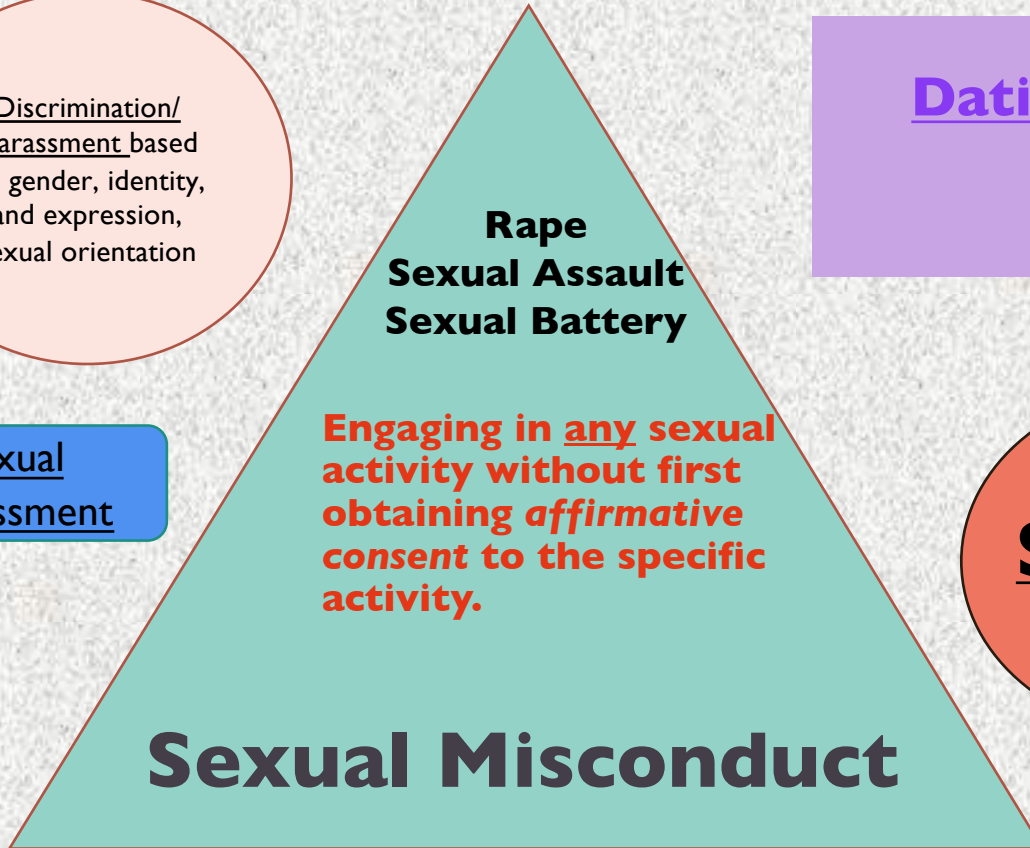


## Title IX Prohibits . .

■

Discrimination/ Harassment based on gender, identity, and expression, sexual orientation


Sexual Harassment



Dating & Domestic Violence  
Includes strangulation

Sexual Exploitation

Stalking

The background features a stylized illustration of a crowd of people with their hands raised, set against a dark teal background with various shades of grey and blue. The hands are depicted in various colors (green, orange, purple, red, blue) and are positioned at different heights, suggesting a diverse group. Several speech bubbles of different shapes and colors (grey, white, blue) are scattered throughout the scene, indicating communication or discussion. A large, semi-transparent white circle is centered on the slide, containing the main text. A small blue circle is located at the bottom right edge of the white circle. The overall aesthetic is modern and professional.

When we poll our students in our trainings, **overwhelming majority (typically 75% - 85%)** of students anonymously disclose that they have been directly impacted by sexual misconduct, dating/domestic violence, and/or stalking or know someone who has been impacted.

# Who Does Title IX Protect?

ALL students and staff regardless of gender, gender identity, sexual orientation, race, or national origin...

- ✓ All gender identities
- ✓ Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) students
- ✓ Students of different Races and National Origins, including International, and Undocumented students



# SEXUAL HARASSMENT

SEXUAL HARASSMENT IS UNWANTED SEXUAL CONDUCT AND IT CAN HAPPEN ANYWHERE, AT ANY TIME. IT CAN INCLUDE...

## UNWANTED FLIRTING

Pressing someone after being told to "stop"

Saying "you know you want it"

## CAT CALLING

Telling someone they have "nice legs" or to "smile"

Whistling, shouting, and leering

## TOUCHING WITHOUT CONSENT

Pinching their butt

Giving them a shoulder rub (all without permission)

## SEXUAL FAVORS

Asking for sexual favors from a coworker

Being polite doesn't mean she's into you

## CRUDE GESTURES/ JOKES

"Dick" jokes or "humping" gestures

Other unwanted crude comments

Sexual Harassment is **UNWELCOME** verbal, nonverbal, or physical conduct of a sexual nature that includes, but is not limited to sexual advances, requests for sexual favors, and other conduct of a sexual nature.

*Sexual*  
**HARASSMENT**

IN THE WORK PLACE

WHAT CONSTITUTES SEXUAL HARASSMENT?

- OFFERING BENEFITS for a sexual favor
- UN-WANTED sexual advancements
- THREATS or retaliation to "no"
- VISUAL CONDUCT suggestive gestures
- VERBAL CONDUCT derogatory comments
- PHYSICAL CONDUCT body position or touching

CLUW

# Remote Work and Sexual Harassment



# Title IX prohibits gender-based harassment.



## **Gender-Based Harassment** is:

- Nonsexual, unwelcome conduct based on the student's actual or perceived sex
- Includes harassment based on gender identity, gender expression, and nonconformity with gender stereotypes







# Sexual Misconduct

**Engaging in any sexual activity without first obtaining *affirmative consent* to the specific activity.**



# Dating & Domestic Violence

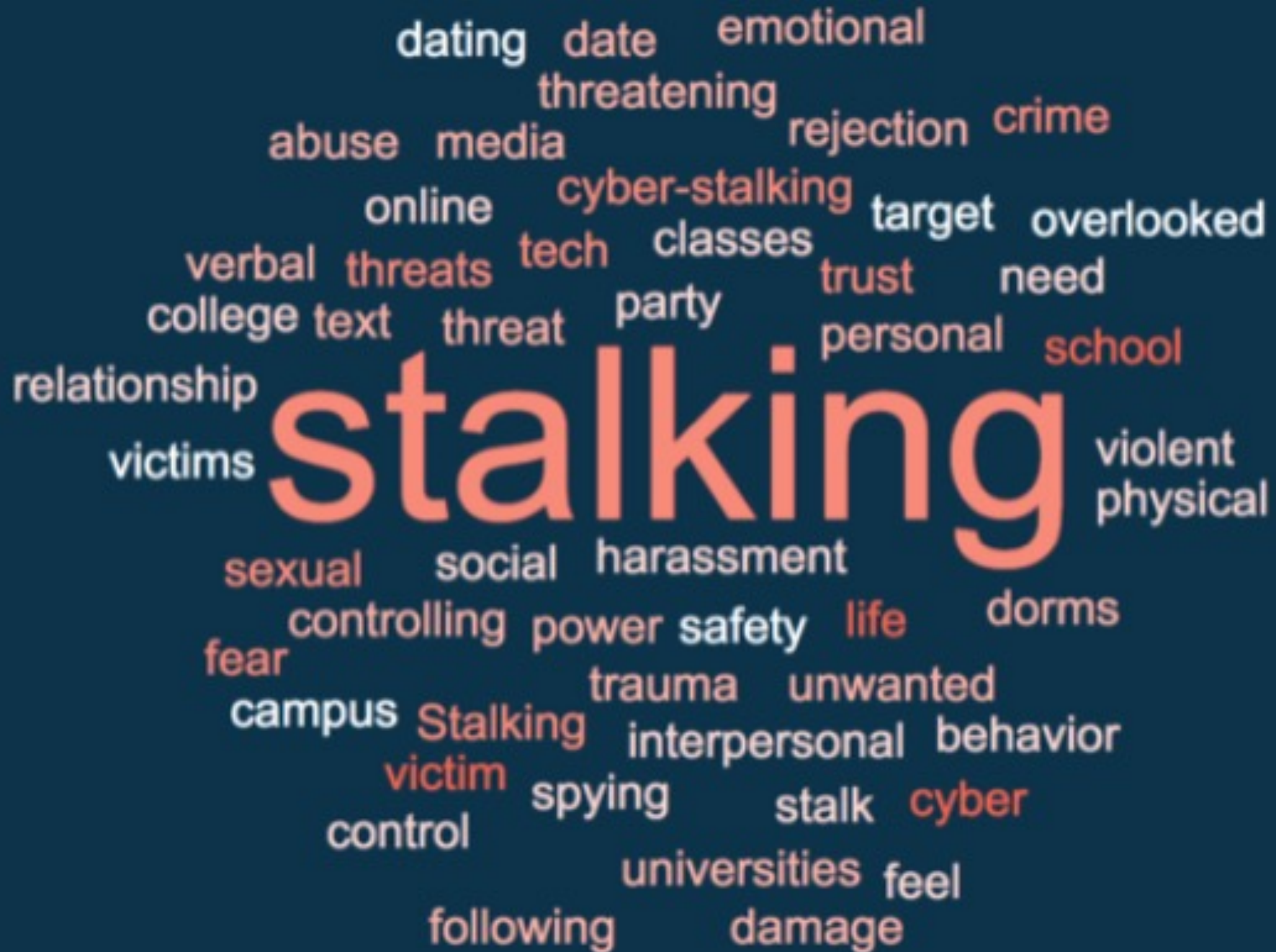
**1 IN 4 WOMEN AND 1 IN 9 MEN**

**WILL EXPERIENCE SOME FORM OF  
DOMESTIC VIOLENCE  
IN THEIR LIFETIME**

STATISTICS FROM THE NATIONAL COALITION AGAINST DOMESTIC VIOLENCE (NCADV)

## A significant number of college students are victims of violence and abuse.

- 1 in three women, 1 in 10 men, 1 in 2 transgender individuals are victims of dating violence.
- 43% of dating college women report experiencing some violent and abusive dating behaviors including physical, sexual, tech, verbal or controlling abuse.
- Over 1 in 5 college women (22%) report actual physical abuse, sexual abuse or threats of physical violence.
- 52% of college women report knowing a friend who has experienced violent and abusive dating behaviors including physical, sexual, tech, verbal or controlling abuse.



A word cloud centered around the word "stalking". The word "stalking" is the largest and most prominent, rendered in a bold, orange-red font. Surrounding it are various related terms in smaller, lighter orange and white fonts, including "dating", "date", "emotional", "threatening", "abuse", "media", "rejection", "crime", "online", "cyber-stalking", "target", "overlooked", "verbal", "threats", "tech", "classes", "trust", "need", "college", "text", "threat", "party", "personal", "school", "relationship", "victims", "sexual", "social", "harassment", "controlling", "power", "safety", "life", "dorms", "fear", "trauma", "unwanted", "campus", "Stalking", "interpersonal", "behavior", "victim", "spying", "stalk", "cyber", "control", "universities", "feel", "following", and "damage". The background is a dark teal color with a light blue circle in the bottom left and three light blue curved lines in the top right.

dating date emotional  
threatening  
abuse media rejection crime  
online cyber-stalking target overlooked  
verbal threats tech classes trust need  
college text threat party personal school  
relationship  
victims **stalking** violent physical  
sexual social harassment  
controlling power safety life dorms  
fear trauma unwanted  
campus Stalking interpersonal behavior  
victim spying stalk cyber  
control universities feel  
following damage

# How does this show up in the classroom?

- Anyone have experience with a student in this situation?
- Body Language
- Comments, verbal disclosures
- Written disclosures (via emails or assignments)
- Performance and participation in class





# What can we do?

**DO** listen and validate

**DO** let them know that you care

**DO** inform them of your reporting obligations

**DO** provide them with info re resources & services

**Don't** define their experience for them

**Don't** judge

**Don't** victim blame

You said...	They heard...
"How much did you have to drink?"	"You drank too much"
"Did you say no?"	"You didn't say no, you weren't clear"
"Were they aggressive or violent?"	"If they weren't violent, it wasn't rape"
"Where were your friends?"	"You wanted to be alone with this person"
"Why did you continue to see them?"	"You continued to see them, therefore you must have consented"
"Why didn't you report earlier?"	"You're lying - you must have another motivation"
"Why didn't you fight back harder?"	"You could have done more to prevent it"

## Words Matter.

Be mindful of your questions and comments.

# On-Campus Confidential Resources

## Counseling & Psychological Services (CAPS)

Building 66, Room 116  
909-869-3220

<https://www.cpp.edu/caps>



**Rhonda Dixon**

Survivor Advocate

909-869-3102

[survivoradvocacy@cpp.edu](mailto:survivoradvocacy@cpp.edu)

Building 66-119



# Resources for Accused Individuals

## Students

### Counseling & Psychological Services (CAPS)

Building 66, Room 116  
909-869-3220

<https://www.cpp.edu/caps>

Respondent  
Advisor

## Staff/Faculty

Life Matters  
Free & Confidential  
1-800-367-7474

[www.mylifematters.com](http://www.mylifematters.com)

# Supportive Measures

Classroom adjustments or changes

Adjustments to class schedules/work schedules

Housing adjustments or changes

Academic support (tutoring, mentoring, flexible assignment due dates, allowing the student to make up coursework)

Allowing the student to retake a course and/or withdraw without penalty

T9 Support Letter to Professors

Campus safety escort service

Counseling and advocacy services

No Contact Directives



**A student does not need to go through the Title IX Office to access supportive measures. Faculty can facilitate accommodations with the student directly.**

# Understand the Reporting Options

- ✓ Remember there are options!
- ✓ If you want speak with someone **confidentially**, consider contacting the Survivor Advocate Services Coordinator (SAS) or Counseling and Psychological Services (CAPS)
- ✓ To report to UPD, visit the police station located in Building 109 (adjacent to the parking structure at the corner of Cypress and Magnolia Ln) or call (909) 869-3070
- ✓ To report to the Title IX Office (OEC), call us at (909) 869-4646, come by during our regular business hours - Monday to Friday, 8:00 a.m. to 5:00 p.m. (Student Services Building - West, 2<sup>nd</sup> floor), or report an incident online at <https://www.cpp.edu/~officeofequity/>



**Student Services Building - WEST  
Second Floor (Bldg. 121-2701)**



**(909) 869 - 4646**



**[www.cpp.edu/officeofequity](http://www.cpp.edu/officeofequity)**



**[officeofequity@cpp.edu](mailto:officeofequity@cpp.edu)**



Now on IG! **CPP\_OEC**



**Thank you!**