

RPP Training 1

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Outline

1. Discuss changes to the processes, definitions
2. Outline the steps of the Sexual Harassment Resolution Process
3. Describe steps of the process and potential roles of RPP members
4. Questions

TITLE IX CHANGES

Definition of Sexual Harassment

1 In regards to Hostile Environment, the behavior must be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's program or activities

The Process

2 Sexual Harassment cases that go through a formal investigation process now include a live-hearing with cross examination

Informal Resolution

3 Parties are able to agree to a voluntary informal resolution process such as Restorative Justice

Cross Examination

4 Cross examination is now mandatory in the hearing stage of the SHRP. Cross will be conducted by an advisor of the Party's choice or appointed by the University if they don't have an advisor.

THINGS THAT DIDN'T CHANGE

Who Guides What Happens

1 The Complainant makes the decision about what happens in their process. If they want a formal Grievance Process, that's the route we will take. If they want supportive measures, that's the route. They are still the guide*

Prohibited Behavior

2 ECO still oversees all behavior towards protected class/status, including age, race, national origin, and ability. We now have two different processes to address the prohibited behavior

Access to Support

3 Individuals are still able to access support from ECO, regardless of what next steps they chose. This includes academic support, access to confidential resources, and interim remedies

Evidentiary Standards

4 The SHRP and ECRP still use a Preponderance of the Evidence standard when making decisions regarding responsibility

What do the changes look like in the policy?

1 Policy 2 Processes

Equity Compliance
Resolution Process (ECRP)

Sexual Harassment
Resolution Process (SHRP)

Definition of Sexual Harassment

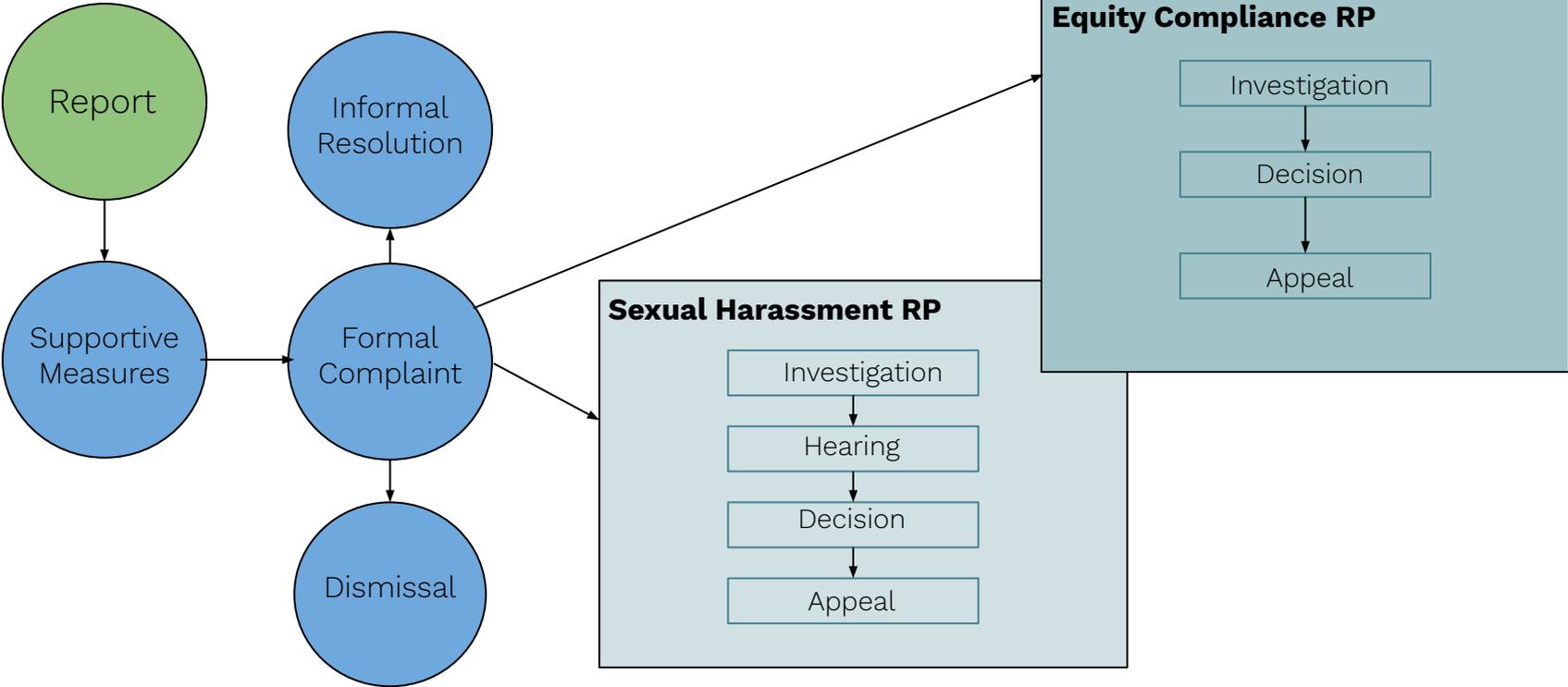
Unwelcome conduct determined by a reasonable person to be so **severe, pervasive, and objectively offensive** that it effectively denies a person equal access to the University's education program or activity.

Live Hearing Model

Formal Complaint Requirement

Informal Resolution

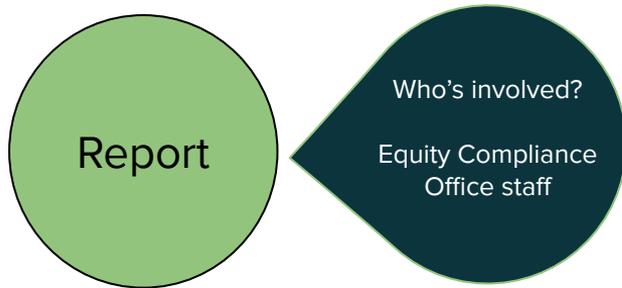
Resolution Processes



Stages of the RP: Initial Report

The Equity Compliance Office receives a report from a Mandatory Reporter:

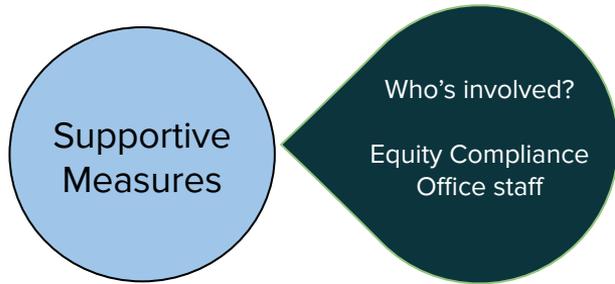
“One of my residents, Liza, reported that on Saturday she went out and had a few drinks. Liza said that she had three drinks and then decided to walk home. Liza’s friend Brian offered to walk her home. Liza said that Brian came inside when they got back to her house and that some stuff happened and she’s not sure if she’s happy about it.”



Stages of the RP: Supportive Measures

Liza meets with ECO to discuss the report. During the meeting, she shares that she has a class with Brian and hasn't been going since the incident.

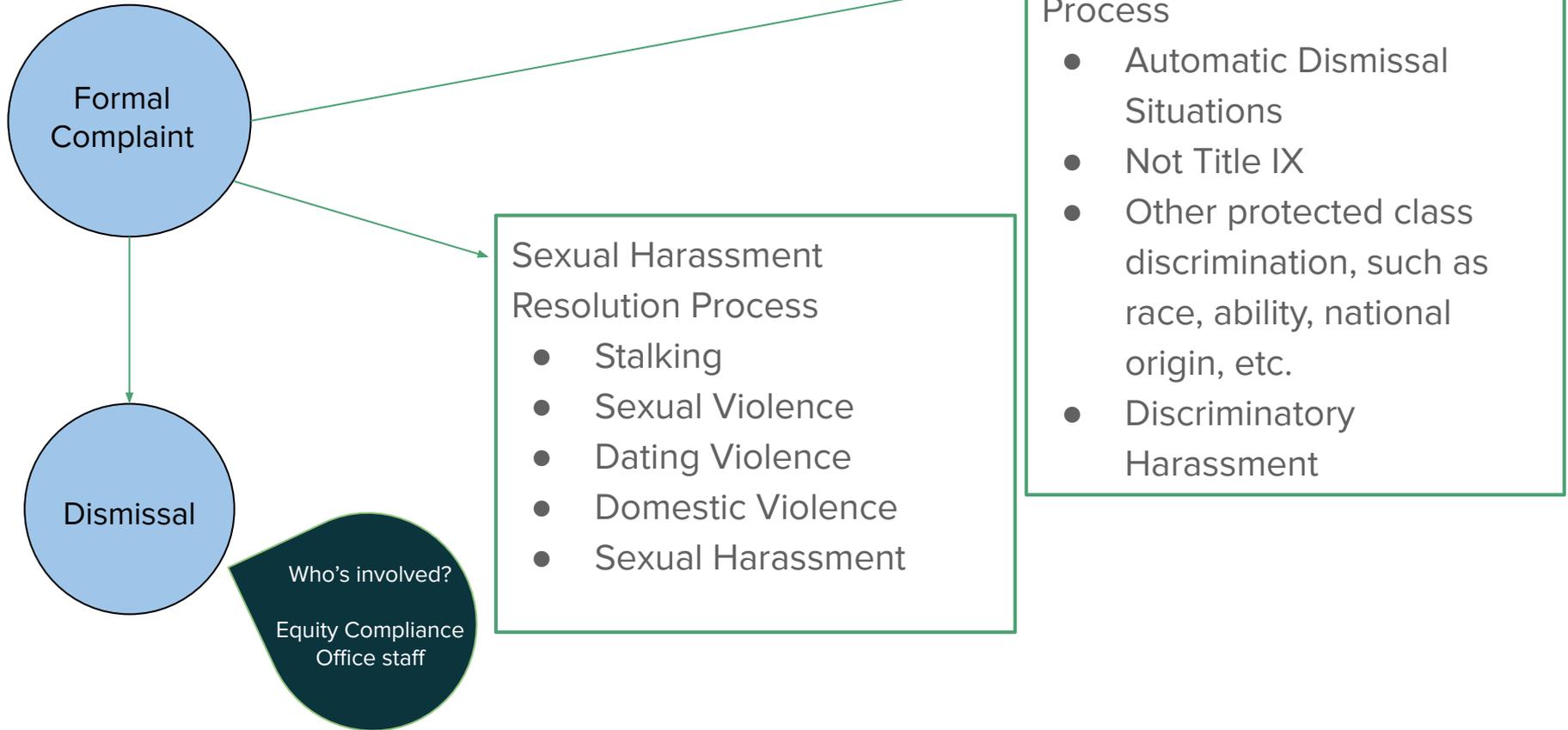
ECO sent a notification to an Assistant Dean in the College of Arts & Science so that Liza's faculty know she might require some flexibility. Additionally, ECO works with Liza to find another class so she does not continue in class with Brian.



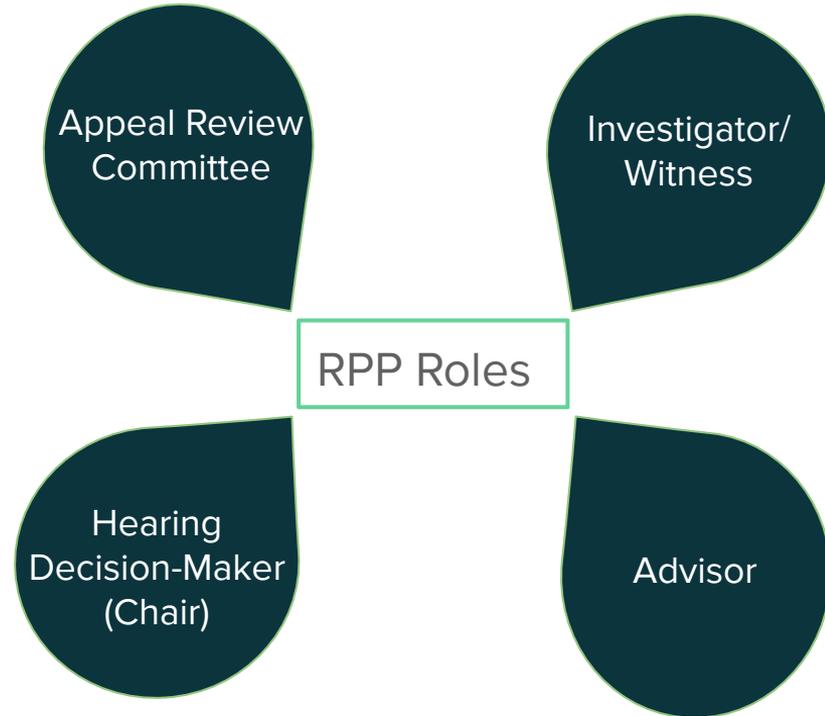
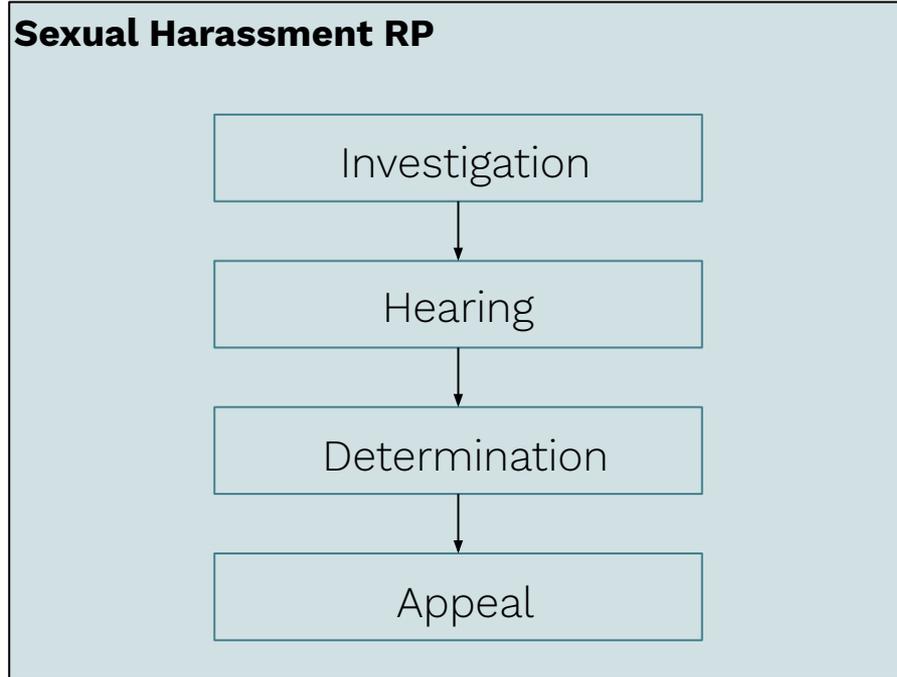
Stages of the RP: Formal Complaint

During the intake meeting with ECO, Liza shared that she was at a party in the Student Neighborhood. She said she went to the party with her roommate, Julie and friend Brian. Before they left for the party, Liza and Julie had three shots of vodka and Liza thinks Brian had at least one. At the party, Liza said she had a few more drinks but couldn't remember how many. An hour or two later, Liza wanted to go home. She said she remembered feeling drunk and that she couldn't walk straight. Brian offered to walk Liza home. On the way home, Liza said she held Brian's hand and that he came inside her apartment with her. Liza said that they started kissing on the couch and eventually, Liza and Brian went into her bedroom. Liza said that she couldn't really remember what happened next, but woke up the next morning and saw that there was a used condom in her trash can. Liza says she would like a formal investigation and hearing.

Stages of the RP: The Dilenation



Stages of the SHRP: Formal Resolution



Role Reflection

