



LONG BEACH COMMUNITY COLLEGE DISTRICT

Title IX Training: **Prevention**

October 5, 2023

Dr. Bill Boerner

Senior Solutions Specialist

MEET YOUR FACILITATOR



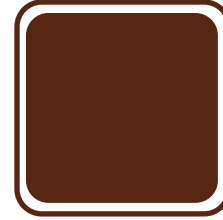
Title IX Coordinator & EEO
Director Services, DEI

Bill Boerner (he/him/his)

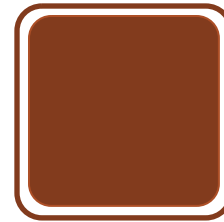
Dr. Bill Boerner serves as a Senior Solutions Specialist for Grand River Solutions. He previously served as the Interim Vice President and Associate Vice President of Diversity, Equity, and Inclusion and Title IX Coordinator at Hobart and William Smith Colleges. In his previous role, Dr. Boerner oversaw the Diversity, Equity, and Inclusion division, leading inclusion goals and visioning for the Colleges. As the Title IX Coordinator, he led sexual violence prevention and response, and maintained compliance training for all students, faculty, and staff. Dr. Boerner has experience leading training and workshops related to identity, DEI, Title IX, bystander intervention, social justice, inclusion, LGBTQ+, understanding bias, and navigating transitions.



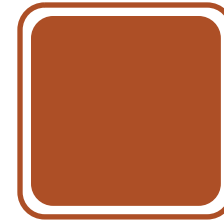
SESSION AGENDA



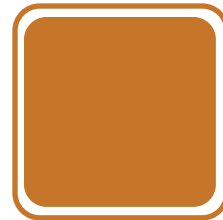
Check-in & Guidelines



Review of options &
supportive measures



Exploring prevention &
common concerns



Getting upstream

GUIDELINES FOR TODAY'S SESSION:

Participate at your own comfort level

Share airtime

Personal stories are for their owners to share

Maintain respect for each other's values, beliefs, and backgrounds

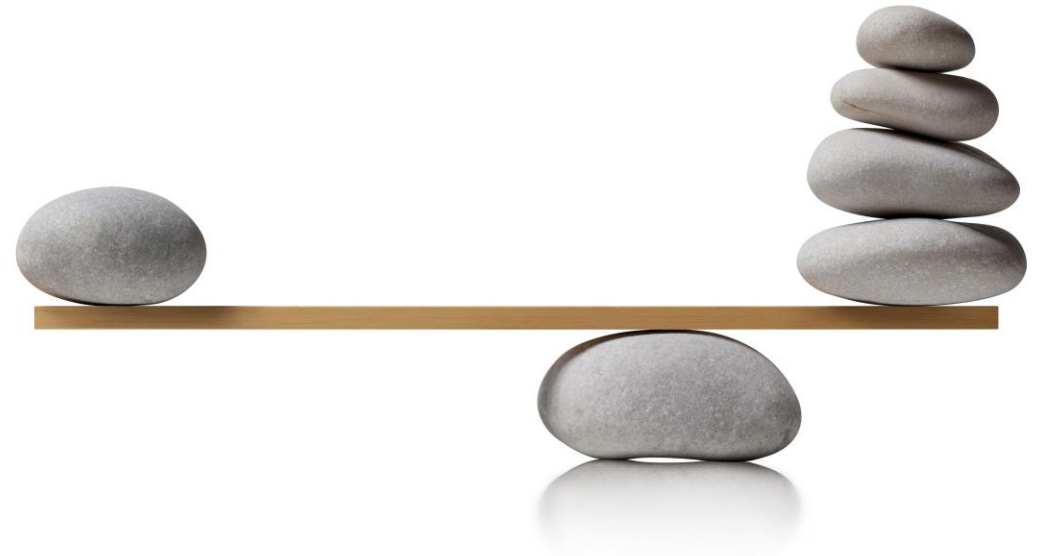
It's okay to be at different places in managing Title IX related matters

Anything else?

REMINDER OF TITLE IX

- *“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 education program or activity receiving Federal financial assistance.”*

- 20 USCA Sec. 1681



OPTIONS FOR THOSE EXPERIENCING SEXUAL VIOLENCE:

- **Path 1: Seeking Support**
 - ✓ Counseling, Advocacy, & Crisis Services
 - ✓ Interim measures
- **Path 2: Seeking Treatment**
 - ✓ Evidence collection
 - ✓ Emergency contraception
 - ✓ Physical/Emotional care
- **Path 3: Seeking to Disclose**
 - ✓ Anonymous disclosure
 - ✓ Directly to Title IX
 - ✓ Others

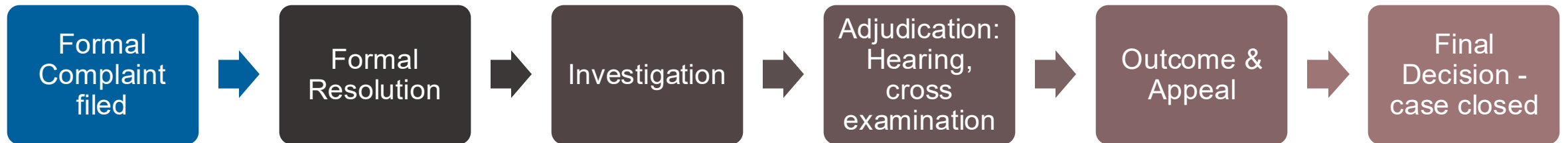
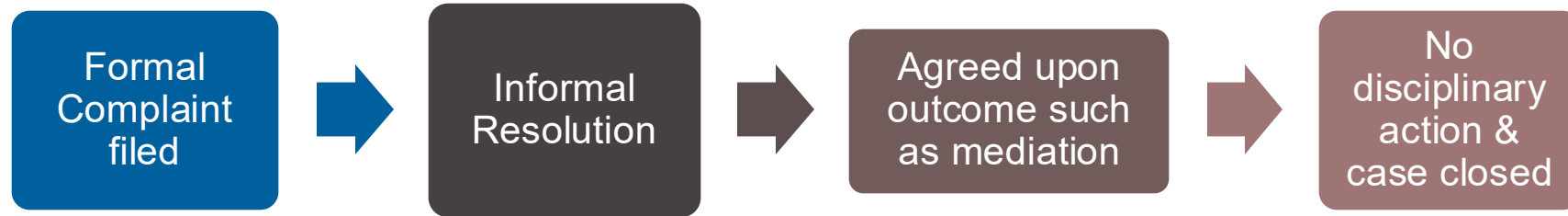


OPTIONS FOR THOSE EXPERIENCING SEXUAL VIOLENCE: (CONTINUED)

- Path 4: Seeking Action
 - ✓ Policy Investigation
 - ✓ Criminal Investigation
- Path 5: Exploring Options



FORMAL COMPLAINT PROCESS: *STUDENTS* *TITLE IX GRIEVANCE PROCESS**



SUPPORTIVE MEASURES

Extensions and
Course related
adjustments,
Modification of
schedules

No-Contact
Orders and other
restrictions

Safety Planning

Counseling
Support



COMMON CONCERNS

Pivot to remote

Punitive actions

Deadline
management
/adjustments

Modification
of class/work
schedules

Both parties
in the same
class/work
environment

NCO
modifications

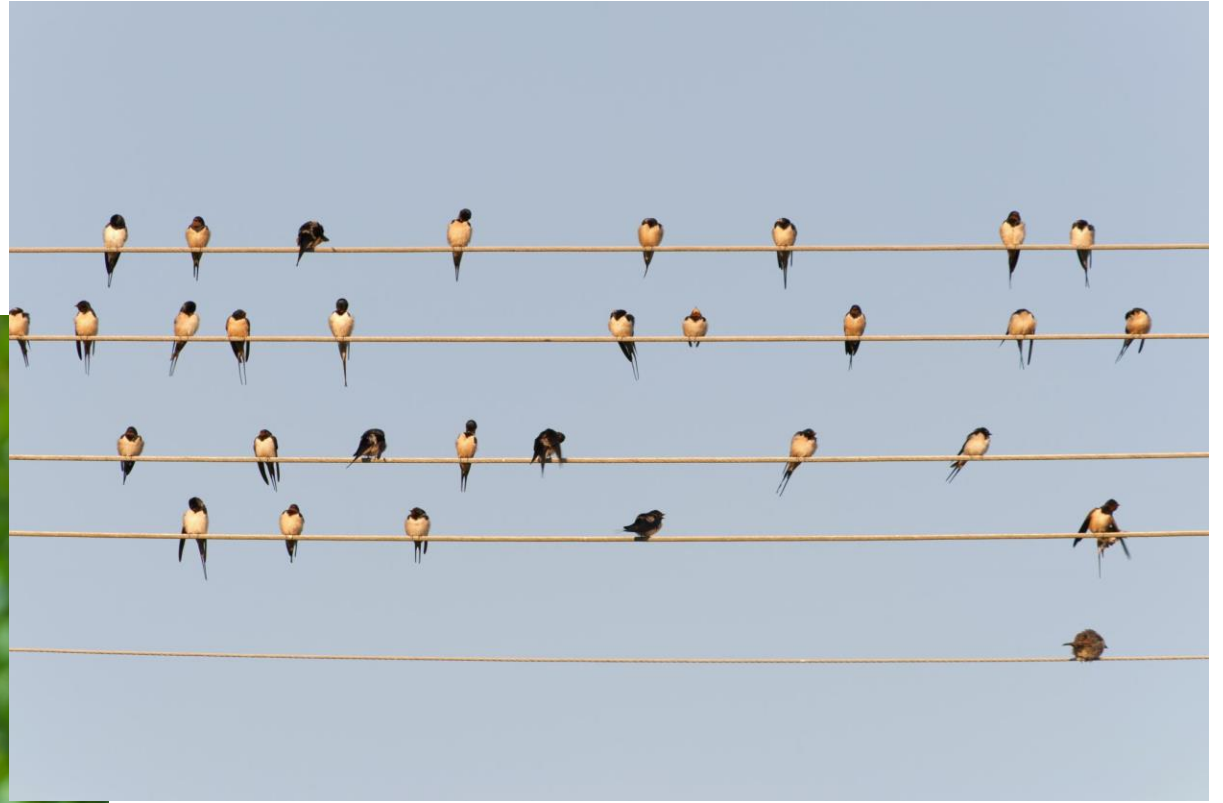
DISCUSSION: WHAT IS PREVENTION?

- Activities that promote a positive action or behavior.
- Stopping or reducing an action or behavior.
- Upstream thinking.
- Cultural change to address problematic issues.
- What are things you do on a daily basis to help prevent concerns?
 - Individual level
 - Group level
 - Societal level

INDIVIDUAL LEVEL



GROUP LEVEL



SOCIETAL/COMMUNITY LEVEL



PROHIBITED CONDUCT: SEXUAL HARASSMENT UNDER TITLE IX

Occurred in the US, Occurred on or after August 14, 2020, & Educational Program or Activity

Quid Pro Quo

A District employee conditions the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct

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 District's education program or activity

Sexual Assault

Includes: Sex Offenses, Rape, Sodomy, SA w/ object, Fondling, Incest, Statutory Rape.

PROHIBITED CONDUCT: SEXUAL HARASSMENT UNDER TITLE IX

Dating Violence

Violence against a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Relationship determined based on the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Domestic Violence

By current or former spouse or intimate partner of the victim, by a person whom the victim shares a child in common, cohabitating with, or has cohabited with.

Stalking

Course of conduct directed at a specific person that would cause a reasonable person to fear for his/her/their safety or the safety of others or suffer substantial emotional distress.

WHAT ARE SOME EXAMPLES OF SEXUAL HARASSMENT IN THE WORKPLACE?

<https://tinyurl.com/LBCCOCT>

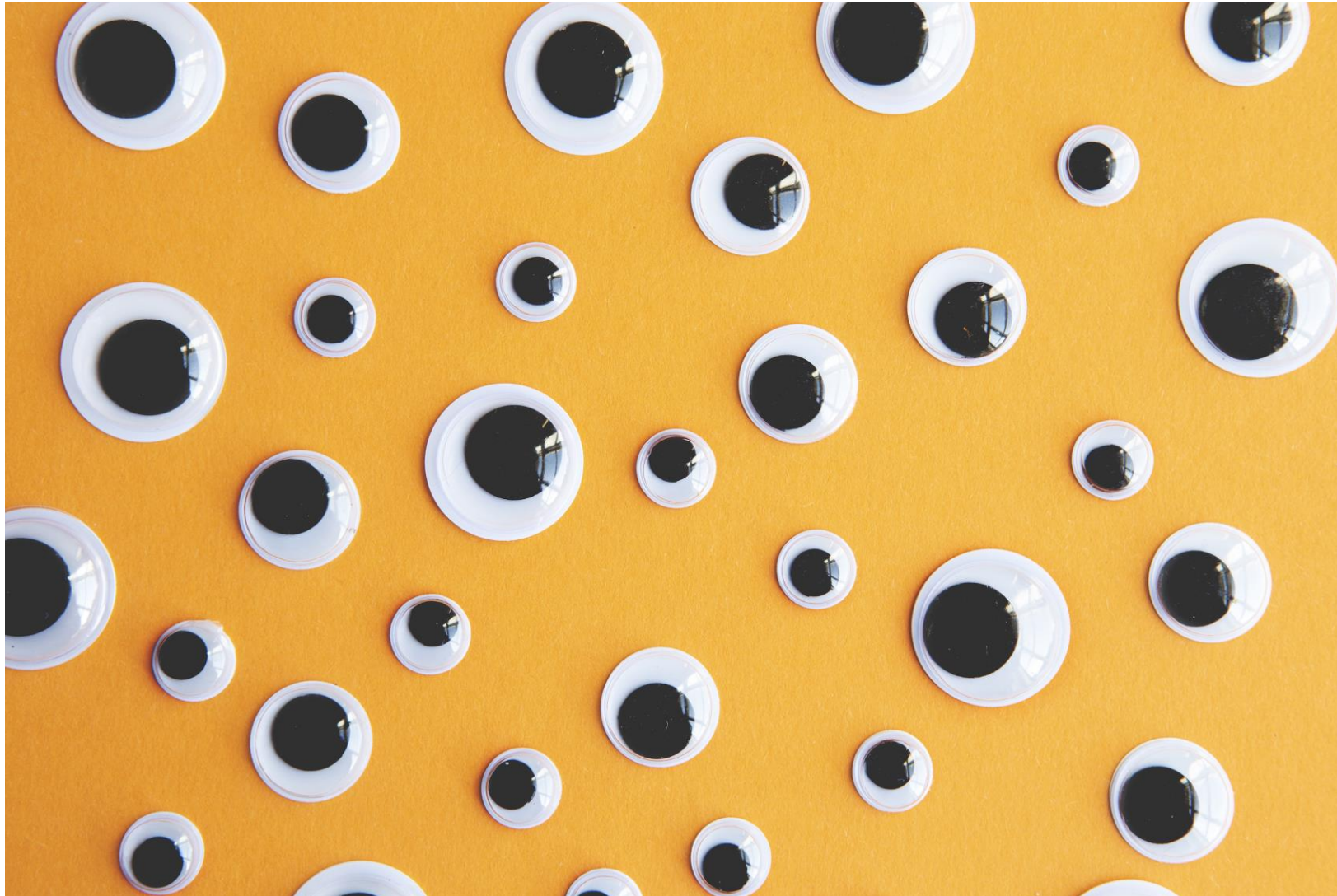
THINK, PAIR, SHARE

An Opportunity To Chat With Your Neighbors

- First.....Think about a time when you've been harmed
 - *What happened? How did it feel? What was the outcome?*
- Second.....Connect with a partner and discuss the following:
 - *Share information about the time you've been harmed and what you learned.*
 - *Discuss how it feels when you've done the harm.*
 - *What are some key takeaways?*
- Third.....share out with the larger group.

GETTING UPSTREAM





BACK TO BASICS



- Can I borrow your phone?
- **Can you take notes for me during the meeting?**
- Want to meet up for lunch?
- **Can I try your coffee?**
- Can I borrow your sweater?
- **Do you need a hug?**

PREVENTION IDEAS

- Building positive relationships.
- Understanding social norms in your workplace.
- Demonstrating a safe space to discuss concerns or report.
- Take reports and allegations seriously.



IDEAS CONTINUED



- Being mindful of habits and rituals.
- Identifying instances/places of increased risk.
- Utilizing performance appraisals and check-ins.

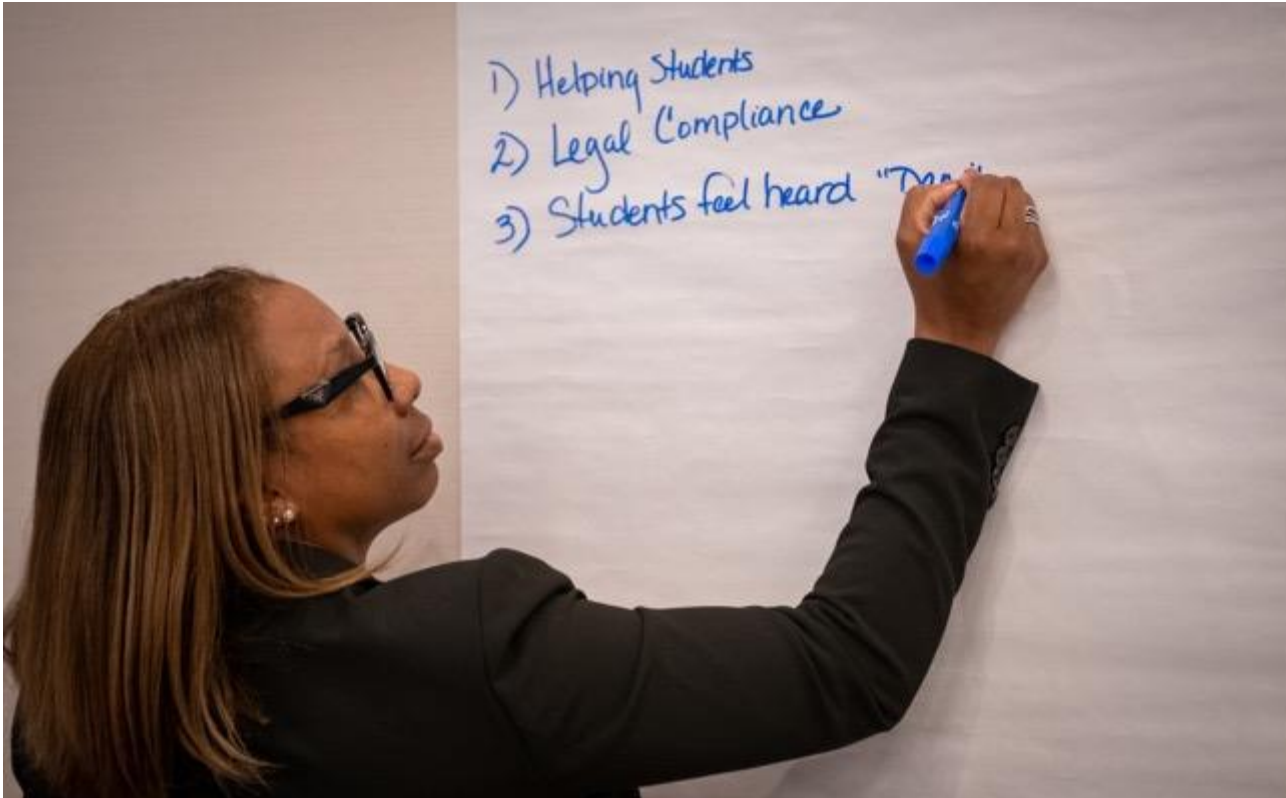


TAKEAWAYS

You are protected by and responsible to follow policy

As a manager, you can impact positive social change

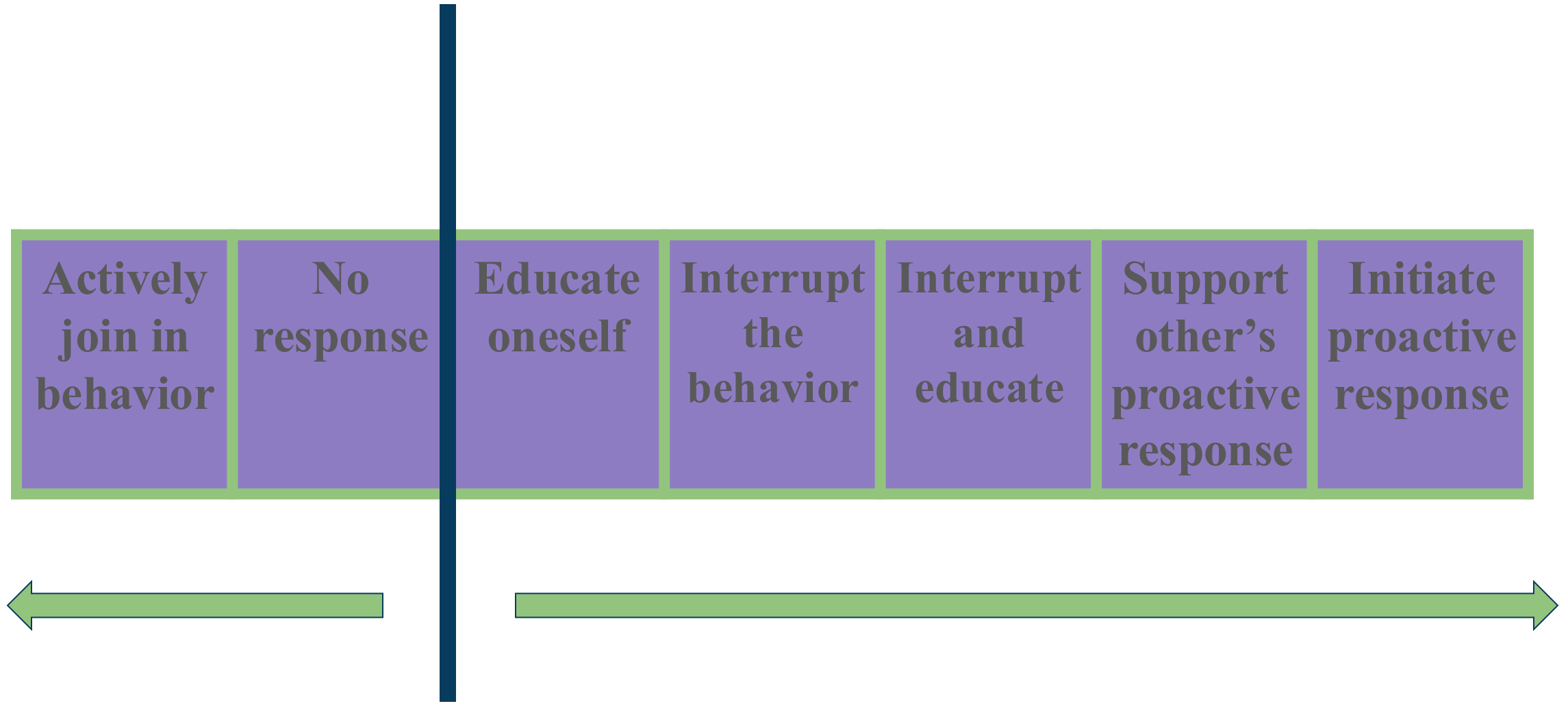
We all have a responsibility to support prevention.



**WHAT'S COMING
UP NEXT MONTH:**

**BYSTANDER
INTERVENTION**





McClintock, 2000



ANSWER AND FILL IN THE REST OF THE SENTENCE:

As I leave today, I feel.....

One thing I have learned today is.....

As a member of this community, I will.....

One question I have is.....

What I've appreciated about the group today is.....

THANKS FOR JOINING US!

CONNECT WITH US



info@grandriversolutions.com



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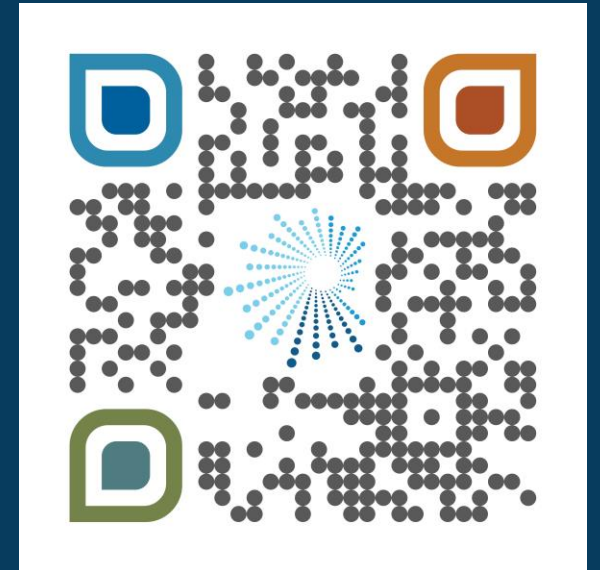


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WE LOVE FEEDBACK

Your Opinion Is Invaluable!



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