

## What is Title IX?

**Title IX of the Education Amendments of 1972** is a federal law that (1) protects people from discrimination based on sex *regardless of gender identity or orientation* in educational programs or activities receiving federal financial assistance, and (2) covers sexual harassment/sexual assault as forms of sex and gender discrimination.



## What is Sexual Harassment?

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

Sexual harassment also includes acts of verbal, non-verbal or physical aggression, intimidation or hostility based on gender or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

## What is Sexual Violence?

**Sexual Violence** is a form of sexual harassment and:

- Includes but is not limited to physical sexual acts; unwelcome sexual touching; sexual assault or battery; rape; domestic violence; dating violence; and stalking
- Occurs without consent or takes place with an individual incapable of giving consent
- May include physical force, violence, threat, or intimidation; causing the victim's intoxication; or taking advantage of a victim's incapacitation
- Includes unlawful sexual intercourse with a minor (statutory rape), even if the intercourse is consensual when the victim is under 18 years old, because the victim is considered incapable of giving legal consent due to age.

## Sexual Violence & Assault When a victim discloses to you:

- Respond with support; affirm the person's courage for speaking up and reiterate that the responsibility for the violation resides solely with the perpetrator.
- Listen with unconditional positive regard; resist common myths and misconceptions that unfairly blame victims for their victimization.
- Take the report seriously; reports of sexual harassment and sexual assault should never be regarded as the result of "misunderstanding" or "morning regrets," and while false reports do occur, their incidence is rare.
- Provide referrals ASAP; appropriate programs/services are listed on the back of this brochure.
- Defer to the victim's wishes for next steps; rather than advocate for a particular course of action, explore the pros/cons of each choice with them, and support their decision.
- Inform the victim that you are mandated to report the incident to the Title IX Coordinator (T9C) or designee; however, the T9C will consult with the victim about how to proceed.

### Employee Title IX Responsibilities

1. Regardless of classification, make a report to the Title IX Coordinator or designee (T9C) if notified about gender discrimination, harassment, or violence. If unsure about whether to report, please consult with the T9C.\*
2. Complete Title IX training by deadlines as required.
3. Refer victims of sexual violence to appropriate resources immediately.

*\*Exceptions to this obligation are limited to employees whose positions include legal confidentiality protections such as medical and mental health providers, sexual assault and domestic violence counselors, and in some cases, University Police.*

## Reporting Sexual Misconduct

All allegations of discrimination, harassment or retaliation (DHR) based on sex, gender or sexual orientation, made against students, faculty, staff, applicants or third parties associated with the campus, should be reported to the Title IX Coordinator or designee. Note: it is *illegal* to be retaliated against for reporting an incident or participating in an investigation.



## Reporting Sexual Violence

- Most University employees are required to report all details of a sexual violence incident *including the identities of both the victim and alleged perpetrator* to the Title IX Coordinator or designee so that immediate action can be taken to protect the victim, and to correct and eliminate the cause of sexual violence.
- Other University employees (sexual assault/domestic violence counselors or advocates, physicians, mental health counselors, psychotherapists, clergy) are required by law to maintain near or complete confidentiality.
- University law enforcement employees may maintain the victim's identity as confidential, if requested by the victim, but will report the facts of the incident to the Title IX Coordinator or designee, including the identity of the perpetrator.
- For more information on confidentiality, please read the document Rights and Options for Victims by visiting the SF State Title IX website: <http://titleix.sfsu.edu>.
- A complete list of **Deputy Title IX Coordinators** can also be found at the Title IX website.

## Violations of CSU Executive Orders

Individuals who are determined to have violated the University's policies regarding sexual discrimination, harassment, violence or retaliation may face disciplinary action/sanctions at the University. Employees may face disciplinary action up to and including dismissal from employment.

SFSU's main concern is the safety of the campus community. A survivor's use of drugs or alcohol does not make her or him at fault for sexual violence, discrimination or harassment. Students who may have violated University policies regarding drug or alcohol use in connection with a sexual violence complaint shall not be subject to discipline, absent extreme circumstances, under the Student Conduct Code.

## Applicable CSU Executive Orders

- **CSU Executive Order 1095** - Implementation of Title IX, VAWA/Campus SaVE Act, and Related Sex Discrimination, Sexual Harassment & Sexual Violence Legislation
  - ◆ <http://www.calstate.edu/eo/EO-1095.html>
- **CSU Executive Order 1096** – Systemwide Policy Prohibiting Discrimination, Harassment, & Retaliation Against Employees & Third Parties and Procedure for Handling Discrimination, Harassment and Retaliation Allegations by Employees & 3rd Parties.
  - ◆ <http://www.calstate.edu/eo/EO-1096.html>
- **CSU Executive Order 1097** - Systemwide Policy Prohibiting Discrimination, Harassment, & Retaliation Against Students and Procedure for Handling Discrimination, Harassment & Retaliation Allegations by Students.
  - ◆ <http://www.calstate.edu/eo/EO-1097.html>

## Resources for Referral:

- **SF State University Police Department**  
911 (Emergency)  
415.338.7200 (Non-Emergency)  
[www.sfsu.edu/~upd/](http://www.sfsu.edu/~upd/)
- **The SAFE Place\*<sup>†</sup>**  
Laurene Dominguez, Victim-Advocate  
Student Services Building, Room 208 (SSB 208)  
415.338.2208 | [www.sfsu.edu/~safe\\_plc/](http://www.sfsu.edu/~safe_plc/)
- **Counseling & Psychological Services Center\*<sup>†</sup>**  
Student Services Building, Room 208 (SSB 208)  
415.338.2208 | [psyservs.sfsu.edu](http://psyservs.sfsu.edu)
- **Student Health Services<sup>†</sup>**  
Between Student Services Building & Ethnic Studies  
415.338.1251 | [health.sfsu.edu](http://health.sfsu.edu)
- **Sr. Deputy Title IX Coordinator for Students**  
Dr. Mary Ann Begley  
Student Services Building, Room 403 (SSB 403)  
415.338.2032 | [begley@sfsu.edu](mailto:begley@sfsu.edu) | [dos.sfsu.edu](http://dos.sfsu.edu)
- **Sr. Deputy Title IX Coordinator for Employees**  
Bryan Kauffman  
Administration Building, Room 252 (ADM 252)  
415.405.3672 | [bkauffma@sfsu.edu](mailto:bkauffma@sfsu.edu)
- **Title IX Coordinator & DHR Administrator**  
Dr. Luoluo Hong  
Student Services Building, Room 403 (SSB 403)  
415.338.7313 | [vpsaem@sfsu.edu](mailto:vpsaem@sfsu.edu) | [sfsu.edu/~vpsa](http://sfsu.edu/~vpsa)
- **Equity Programs & Compliance Office**  
Katon Dalton, Manager & Title IX/DHR Investigator  
Student Services Building, Room 403 (SSB 403)  
415.338.2032 | [kdalton@sfsu.edu](mailto:kdalton@sfsu.edu)
- **US Department of Education, Office for Civil Rights**  
800.421.3481 | [ocr@ed.gov](mailto:ocr@ed.gov)  
[www.2.ed.gov/about/offices/list/ocr/complaintintro.html](http://www.2.ed.gov/about/offices/list/ocr/complaintintro.html)

*\*CONFIDENTIAL—except as noted by law, program staff/faculty are not required to report incidents of sexual violence to the Title IX Coordinator or designee without consent of the victim.*

*<sup>†</sup>STUDENT SERVICES—resource is available only to students who are enrolled at SF State and not to employees or 3rd parties.*

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## SF State Title IX



## Promoting Gender Equity & Preventing Sexual Harassment/ Sexual Violence

### Information for Faculty & Staff



SAN FRANCISCO  
STATE UNIVERSITY

[titleix.sfsu.edu](http://titleix.sfsu.edu)