



BEAUFORT

COUNTY COMMUNITY COLLEGE

**Title IX Sex and Gender
Discrimination and Harassment
Policy 6.22 & Procedure 6.2201**

Student/Employee Overview

Agenda

- Title IX of the Education Amendment 1972
- Title IX Final Rule
- Title IX Policy and Procedure
- Title IX Coordinators & Responsibilities
- Reporting
- I have reported...now what happens?
- Prevention & Training Programs

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.”

Title IX's Purpose

- Prevent:
 - Prohibitions on participation
 - Unequal funding of athletics
 - Pregnancy Discrimination
 - Sexual Harassment
 - Sexual Assault
 - Stalking
 - Dating or Domestic Violence
 - Expressive, Unwelcome Conduct (verbal, expressive, electronic, body language)

Title IX Final Rule

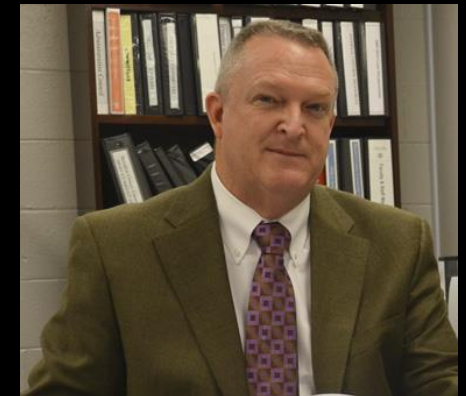
- The Title IX process is more than guidance, it is now legally mandated.
- Specifically addresses response to sexual harassment in schools
- Released: May 6, 2020
- Compliance Deadline: August 14, 2020

Title IX Policy & Procedure

- Title IX Gender Discrimination and Sexual Misconduct Policy 6.22
- Title IX Sexual Harassment Grievance Procedures 6.2201
 - <https://www.beaufortccc.edu/policies-and-procedures>
 - <https://www.beaufortccc.edu/about/title-ix>

Title IX Coordinators

- Title IX Coordinator: Stacey Gerard, Vice President of Continuing Education
 - 252-940-6241
 - Stacey.gerard@beaufortccc.edu
 - Building 8, Room 808A
- Title IX Deputy Coordinator: Mark Nelson, Vice President of Administrative Services
 - 252-940-6213
 - Mark.nelson@beaufortccc.edu
 - Building 1, Room 208



Title IX Coordinator Responsibilities

- Policy & Procedure
- Support Services
- Grievance Initiation
- Investigations
- Informal Resolutions/Adjudication
- Training
- Analysis & Prevention

Reporting

- **Any person** (whether or not alleged to be the victim) **may report sex or gender discrimination or harassment**, including Sexual Harassment. Such a report may be made at any time (including during non-business hours).
- BCCC will address allegations of sex or gender discrimination or harassment appropriately **no matter the length of time** that has passed since the alleged conduct (as long as the complainant and respondent are still members of the campus community). **Prompt reporting is strongly encouraged.**

Reporting

- In addition to the Title IX Coordinator, students and employees may also report to these job positions on campus:
 - Senior Staff
 - Campus Deans
 - Campus Directors
 - Human Resources Team
- Accordingly, these employees are required to report discrimination and harassment on the basis of sex or gender to the Title IX Coordinator.

Reporting

- In-person
- Email
- Phone
- Contact information listed in the Title IX Policy, Procedure, and on the Title IX page on the BCCC website
- <https://www.beaufortccc.edu/about/title-ix>

I have reported...now what happens?

1

CONTACT ALLEGED VICTIM

Contact Alleged Victim	Discuss Supportive Measures, Three Resolution Paths, Process to File a Formal Complaint	?? Decision ?? Supportive Measures Only Informal Resolution OR Investigation & Hearing
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Supportive Measures:

Available for employees and students, both the complainant and respondent. Examples include confidential counseling, no contact order, campus escort, & academic/employment arrangements.

Informal Resolution:

Voluntary resolution that involves both parties, facilitated by a trained Informal Resolution Facilitator, not available for student against an employee complaint

Investigation & Adjudication Hearing:

Most formal or choices, involves trained campus investigators and results in adjudication hearing, led by a trained hearing officer.

I have reported...now what happens?

2

FORMAL COMPLAINT: WHO/WHERE/WHAT ANALYSIS

Formal Complaint is Filed	Who, Where, What Analysis by Title IX Coordinator	YES, Title IX=Initiate Grievance Process NO, not Title IX=Dismissal & address conduct through Human Resources or Student Services
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Who is the complainant?

- Is the complainant a current student or employee?
- Was the complainant in the US at the time of the alleged incident?

Where did the incident(s) take place?

- BCCC education programs and activities: classrooms, campus grounds, school festivals, internships/extracurricular (no longer includes off-campus parties, restaurants, etc.)
- E-interactions must involve one of these four factors: BCCC hardware, platform/network, event/activity, or students/employees must have been physically located on college grounds

What type of conduct occurred?

- Prohibited form of sexual harassment as defined in Title IX Policy (see slide 15)

Prohibited Forms of Sexual Harassment

①

Sexual Assault
Dating and Domestic Violence
Stalking

Clery Act Conduct

②

A school employee conditioning the provision of an aid, benefit, or service on participation in unwelcome sexual conduct

Quid Pro Quo

③

Unwelcome conduct*
(Expressive: verbal, written, electronic, body language)

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

I have reported...now what happens?

GRIEVANCE PROCESS

3

Investigation	Adjudication Live Adjudication Hearing Cross Examination	Responsibility Determination
At any time prior to a responsibility determination, the parties may opt to resolve the Formal Complaint through the Informal Resolution process.		

Prevention and Training Programs

- Title IX Resource Page on BCCC website (all Title IX Training Materials included for public view) <https://www.beaufortccc.edu/about/title-ix>
- Title IX training module in New Student Orientation
- Title IX Email Announcement to all students and employees at the beginning of each semester
- Title IX Refresher at BCCC Convocation Event
- **Please call the Title IX Coordinators to schedule a workshop for your class or campus organization.**



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Campus

- About BCCC
- Accreditation
- Board of Trustees
- Campus Grill
- Campus & Regional Centers
- Equal Opportunity

Helpful Resources

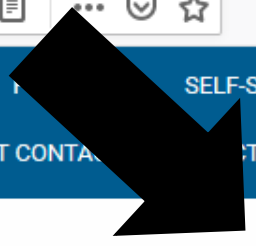
- Care Team
- Faculty Resources
- Forms
- Handbooks and Manuals
- Policies and Procedures
- ReadyDesk Ticketing
- SchoolDude Request
- Title IX Gender Discrimination Sexual Misconduct

Additional Information

- College Committees
- Institutional Effectiveness
- Library
- Life on the Pamlico
- Police
- Student Achievement
- Transcript Requests

Human Resources

- Human Resources
- Jobs at BCCC
- State Health Plan



ABOUT

- About
- Accreditation
- Board Agendas

BCCC COMMITMENT

THINGS TO KNOW ABOUT TITLE IX

1 It prohibits sex Schools must

Submit an Anonymous Report

Contact Information

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