



Sexual Misconduct and Violence Awareness and Prevention

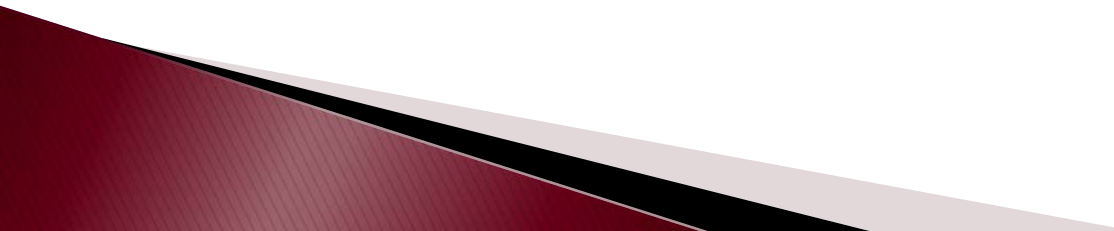
ULM Employee Training

Title IX Coordinator

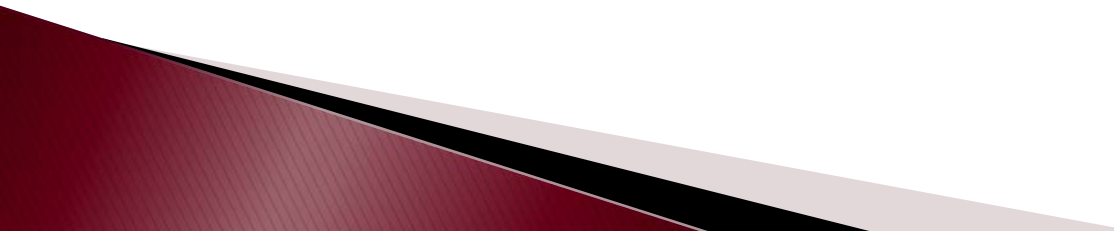
- ▶ Treina Landrum
- ▶ Title IX Coordinator at ULM
 - University Library 612
 - 318-342-5215
 - landrum@ulm.edu



Why Are We Here?

- ▶ ULM is serious about being in compliance with all federal and state regulations regarding sexual misconduct and violence prevention.
 - ▶ The safety and well-being of all members of the ULM community is a priority.
 - ▶ ULM takes the prevention of sexual misconduct and violence seriously.
- 

What Are We Going To Discuss?

- ▶ ULM's Sexual Misconduct Policy
 - ▶ Definition of Sexual Misconduct
 - ▶ Define and understand "CONSENT"
 - ▶ Bystander Intervention
 - ▶ Risk Reduction
 - ▶ Information about reporting
 - ▶ Information about disciplinary proceedings and victim's rights
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Where to Find this Information?

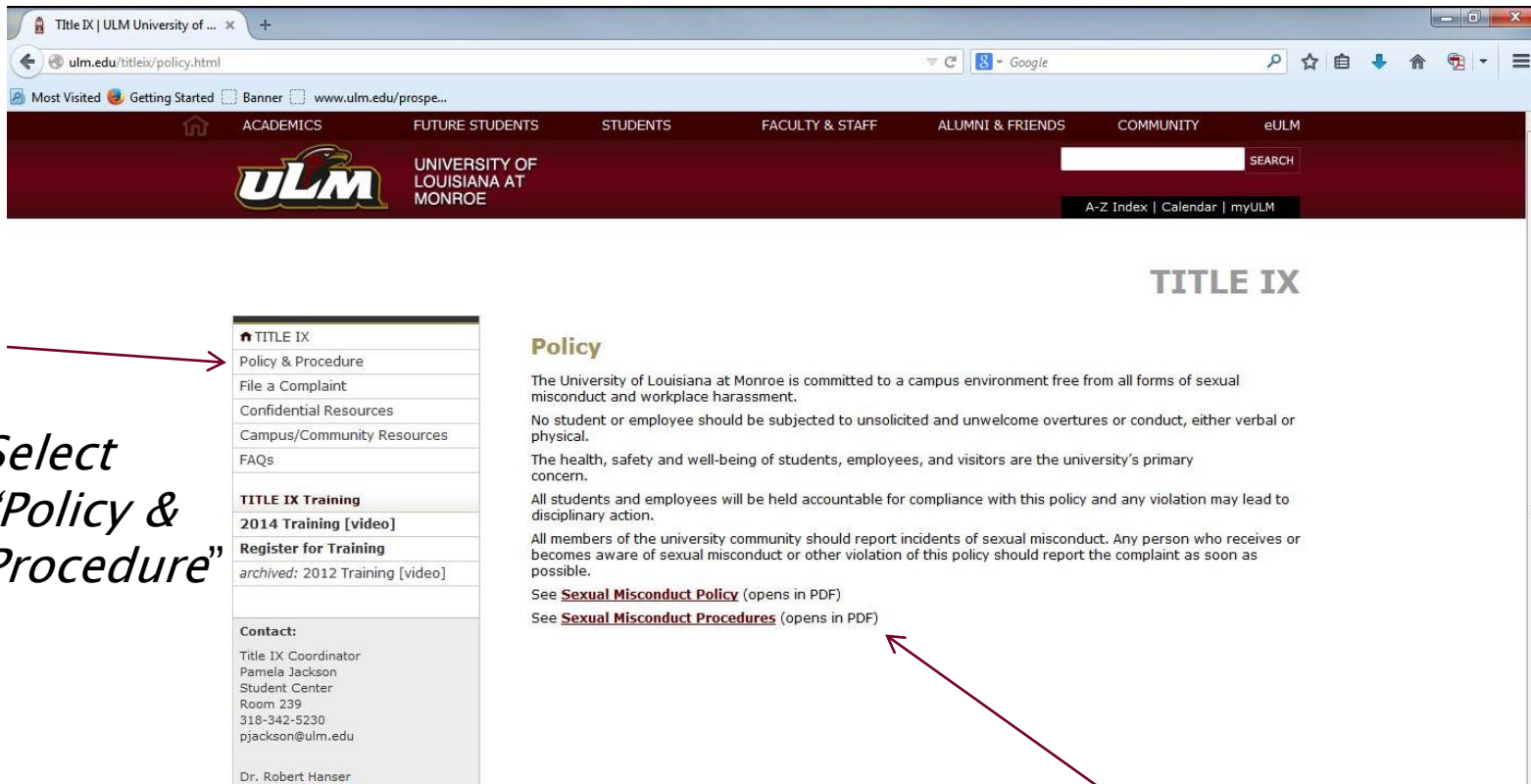


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Title IX Coordinator Pamela Jackson Student Center Room 239 318-342-5230 pjackson@ulm.edu
Dr. Robert Hanser Stubbs Hall 228 (318) 342-1443 hanser@ulm.edu
For any questions or for accommodations, you may contact Human Resources at 318-342-5140 or hr@ulm.edu

Policy

The University of Louisiana at Monroe is committed to a campus environment free from all forms of sexual misconduct and workplace harassment.

No student or employee should be subjected to unsolicited and unwelcome overtures or conduct, either verbal or physical.

The health, safety and well-being of students, employees, and visitors are the university's primary concern.

All students and employees will be held accountable for compliance with this policy and any violation may lead to disciplinary action.

All members of the university community should report incidents of sexual misconduct. Any person who receives or becomes aware of sexual misconduct or other violation of this policy should report the complaint as soon as possible.

See [Sexual Misconduct Policy](#) (opens in PDF)

See [Sexual Misconduct Procedures](#) (opens in PDF)

Select
"Policy &
Procedure"

Two documents detailing
University procedures.



ULM Sexual Misconduct Policy

- ▶ It is the policy of ULM that all employees, students, visitors and authorized users of the University's facilities be able to enjoy a campus environment free from all forms of harassment based upon race, sexual orientation, age, gender, national origin, religion, color, disability or veteran status.

ULM'S SEXUAL MISCONDUCT POLICY

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www.ulm.edu/titleix

Sexual Misconduct Defined

- ▶ **Sexual Misconduct** is a sexual act or contact of a sexual nature that occurs, regardless of personal relationship, **without the consent of the other person(s)**, or that occurs when the person(s) is unable to give consent or whose consent is coerced or obtained in a fraudulent manner.

Student and Employee Responsibility

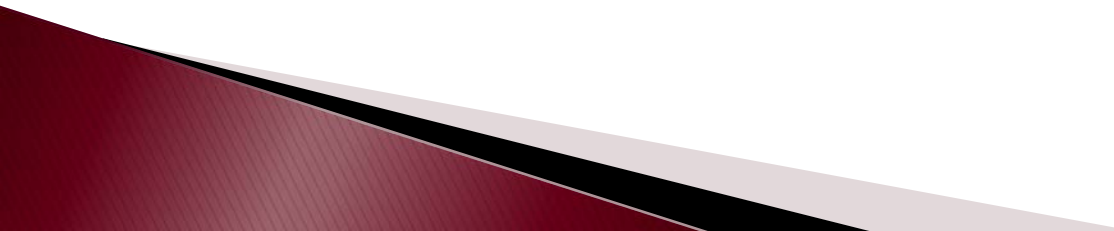
- ▶ Students and employees are responsible for completing our online Sexual Assault Prevention Education Program – Haven and will also need to complete the AlcoholEDU online training as well.
- ▶ Students and Employees are to be familiar with the resources available
- ▶ Employees have a duty to report
- ▶ Employees must advise students of their duty to report

The Facts

- ▶ 1 in 5 women and 1 in 16 men are sexually assaulted in college
- ▶ 40% of survivors fear reprisal by their attacker
- ▶ Only 2% of incapacitated rape survivors report assault
- ▶ Only 13% of rape survivors report assault
- ▶ 8 in 10 victims knew their attacker (friend, significant other, etc.)
- ▶ It is estimated that between 2%-7% of sexual assault reports are false



Sexual Harassment

- ▶ Unwelcome conduct of a sexual nature that:
 - ▶ Interferes with education or employment
 - ▶ Creates an intimidating, hostile or offensive environment
 - ▶ Also includes non-sexual harassment or discrimination of a person because of person's sex and/or gender, including based on the person's nonconformity with gender stereotypes.
- 

Examples of Sexual Harassment

Sexual Harassment - any unwelcome conduct of a sexual nature. Sexual harassment includes, but is not limited to, unsolicited, deliberate, or repeated:

1. Frequent and/or repeated touching, sexual flirtation, advances, or propositions which are not welcomed and/or desired;
2. Unwelcome jokes, stories, comments, innuendos, or other sexually-oriented statements which are specifically designed to embarrass or humiliate through their sexual subject matter content;
3. Unwelcome sexual communication, such as graphic or degrading comments about one's gender related to personal appearance;
4. Unwelcome sexual advances, requests for sexual favors, or other offensive verbal or physical contact of a sexual nature;
5. Unwelcome display of sexually-explicit materials, objects, or pictures in an individual's place of work or study;
6. Creating or arranging situations specifically designed to violate privacy in an unwelcome and undesired manner.



- ▶ If someone is saying or doing something that is unwelcomed, feel free to tell them that the words or actions are unwelcomed!

Sexual Assault

- ▶ **Non-Consensual Sexual Intercourse:** Having or attempting to have sexual intercourse **without consent**. Sexual intercourse is defined as anal or vaginal penetration by a penis, tongue, finger, or inanimate object.
- ▶ **Non-Consensual Sexual Contact:** Any intentional sexual touching, or attempted sexual touching, without Consent.
- ▶ An offense that meets the definition of **rape, fondling, incest or statutory rape** as used in the FBI's UCR program

Sexual Exploitation

- ▶ An act attempted or committed by a person for sexual gratification, financial gain, or other advancement through the abuse or exploitation of another person's sexuality.
- ▶ Examples include but are not limited to:
- ▶ Non-consensual observation of persons undressing or engaging in sexual acts, non-consensual audio or video-taping of sexual activity, prostituting another person, allowing others to observe a personal consensual act

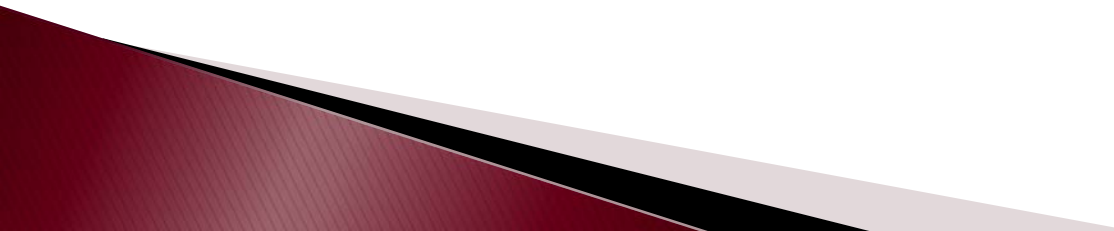
Sexual Exploitation (continued)

- ▶ Without the knowledge or consent of all involved parties
- ▶ Knowingly exposing an individual to a sexually transmitted infection without that individual's knowledge

Dating Violence

- ▶ **Violence, including but not limited to a sexual or physical abuse or the threat of such abuse, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the alleged victim.**
- ▶ **The existence of such a relationship will be determined based on a consideration of the length and type of relationship and the frequency of interaction.**

Domestic Violence

- ▶ Violence, including but not limited to sexual or physical abuse or the threat of such abuse, committed by a current or former spouse or intimate partner or any other person from whom the alleged victim is protected under federal or Louisiana law.
 - ▶ Includes violence committed against an adult or youth victim protected under the domestic or family laws in the specific jurisdiction.
- 

Stalking

- ▶ Intentional and repeated following or harassing of another person that would cause a reasonable person to feel alarmed or suffer emotional distress.
- ▶ Intentional and repeated uninvited presence at another person's: home, work place, school or any other place which would cause a reasonable person to be alarmed, or to suffer emotional distress as a result of verbal or behaviorally implied threats of death,

Stalking (continued)

- ▶ Bodily injury, sexual assault, kidnaping, or any other statutory criminal act to himself or any member of his family or any person with whom he is acquainted.
- ▶ Harassing means the repeated pattern of verbal communications or nonverbal behavior without invitation which includes but is not limited to making telephone calls, transmitting electronic mail, sending messages via a third party, or sending letters or pictures.

Consent 101

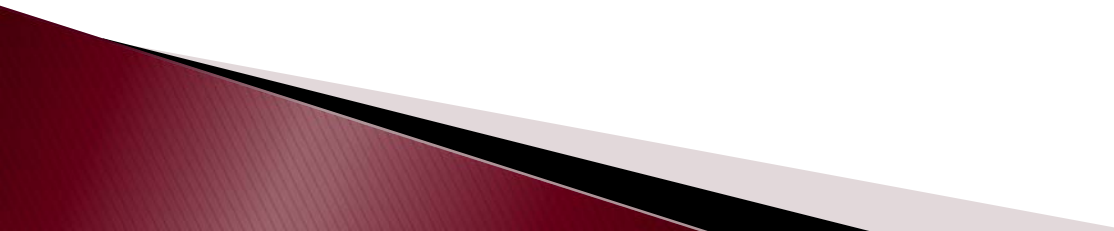
- ▶ Consent It's as Simple as Tea
- ▶ Let's watch a video that give a good explanation of what "consent" really means:



Consent 101



Effective Consent

- ▶ Consent to engage in sexual activity must exist from beginning to end of each instance of sexual activity.
 - ▶ Consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage in sexual activity.
 - ▶ Silence alone, without actions evidencing a permission, does not demonstrate Consent.
- 

Effective Consent (continued)

- ▶ Consent must be knowing and voluntary.
- ▶ To give Consent, a person must be of legal age.
- ▶ Assent does not constitute Consent if obtained through Coercion of from an individual whom the Alleged Offender knows or reasonably should know is Incapacitated.
- ▶ **The responsibility of obtaining Consent rests with the person initiating sexual activity.**

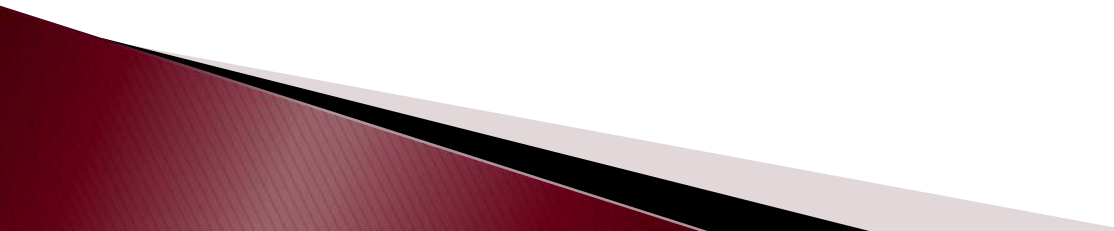
Effective Consent (continued)

- ▶ Use of alcohol or drugs does not diminish one's responsibility to obtain Consent.
- ▶ Consent to engage in sexual activity may be withdrawn by any person at any time. Once withdrawal of consent has been expressed, the sexual activity must cease.
- ▶ Consent is automatically withdrawn by a person who is no longer capable of giving Consent.
- ▶ A current or previous consensual dating or sexual relationship does not itself imply consent.

Incapacitation

- ▶ A person is considered to be Incapacitated if, by reason of mental or physical condition, the individual is unable to make a knowing and deliberate choice to engage in sexual activity. Being drunk or intoxicated can lead to incapacitation; however a someone who is drunk or intoxicated is not necessarily Incapacitated. Individuals who are asleep, unresponsive or unconscious are Incapacitated. Other indicators can include:

Incapacitation (continued)

- ▶ Inability to communicate coherently
 - ▶ Inability to dress / undress without assistance
 - ▶ Slurred speech
 - ▶ Loss of coordination
 - ▶ Vomiting
 - ▶ Inability to perform other physical or cognitive tasks without assistance
- 

Be An Active Bystander

- ▶ Have some situational awareness
- ▶ Buddy Plan, DD, etc...
- ▶ Look out for others, everyone needs help sometimes!
- ▶ Say something!
- ▶ Speak up!
- ▶ Do the right thing!



Hey
Warhawks!
Look out for
your friends
and fellow
students!!

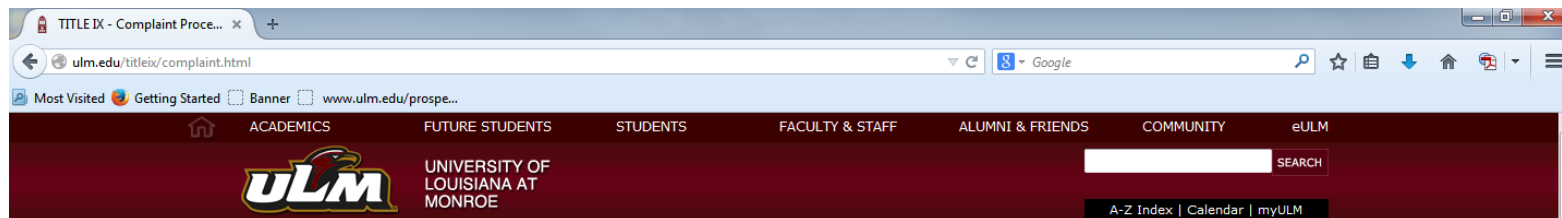
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Sexual Misconduct Complaints

- ▶ A person can file a complaint on-line any time, twenty-four hours a day - www.ulm.edu/titleix
- ▶ The report can be anonymous if the individual wishes.
- ▶ A person can file a complaint in person during regular business hours with:
Treina Landrum, Library Suite 612
318-342-5215

How To Report a Complaint



TITLE IX

File a Complaint

To file a complaint of harassment, discrimination, sexual misconduct, sexual assault, dating violence, stalking or retaliation complete the following online form: [Complaint Reporting Form](#)

To file an appeal to the "Charges" and/or "Sanctions" for Harassment, Discrimination (including Sexual Misconduct), and Retaliation complete the online form: [Appeal Form](#)

Students or employees without computer access to file an online complaint may file a written complaint and forward to:

Pamela Jackson
Student Center, Room 239
318-342-5230

Complaint Options

Individuals may file an informal or formal complaint.

Informal Complaint

If an informal resolution is desired and appropriate, the university will carry out the appropriate steps to resolve the complaint informally, unless determined a formal investigation is required. If an individual wishes to discuss a specific incident without filing a complaint, he or she should contact:

Pamela Jackson
Student Center, Room 239
318-342-5230

Informal Resolution is not acceptable for acts of sexual violence or sexual assault.

Formal Complaint

A formal complaint involves an investigation of the complainant's allegations. The purpose of the investigation is to establish whether a reasonable basis exists to believe the [Sexual Misconduct Policy](#) has been violated.

If the conduct is criminal in nature, immediately contact the **University Police Department** or the Police Department of the jurisdiction where the incident occurred.

University Police can be reached at Fihol Hall, 3811 DeSiard Street, 318-342-5230 or 1-911 for emergencies.

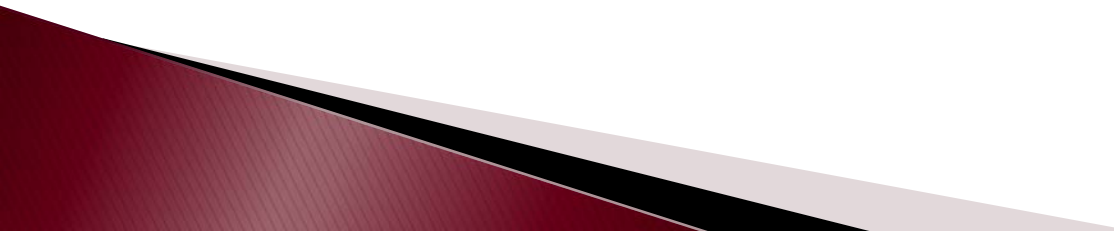
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For any questions or for accommodations, you may contact Human Resources at 318-342-5140 or hr@ulm.edu

Select "File a Complaint"

Select "Complaint Reporting Form"



Reporting Tips

- ▶ Note details, time, persons involved, use technology available
 - ▶ Be complete in your reporting
 - ▶ Big picture thinking
 - ▶ Situational analysis
 - ▶ Make notes immediately
- 

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TITLE IX | ULM University o... x

ulm.edu/titleix/

Most Visited Getting Started Banner www.ulm.edu/prospe...

ACADEMICS FUTURE STUDENTS STUDENTS FACULTY & STAFF ALUMNI & FRIENDS COMMUNITY eULM

UNIVERSITY OF LOUISIANA AT MONROE

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About Title IX Policy and Resources

Title IX of the Education Amendment Act of 1972 prohibits discrimination on the basis of sex in all areas of education programs and activities such as admissions, financial aid, housing, facilities, scholastic, intercollegiate, club and intramural athletics.

Sexual harassment, which includes acts of sexual violence and sexual assault, is a form of sex discrimination prohibited by Title IX.

ULM is committed to ensuring all students feel safe and have the opportunity to benefit fully from education programs and activities.

If the university is notified of sexual harassment or violence, we will:

1. Take immediate and appropriate steps to investigate the incident
2. Take prompt action to end the harassment and resolve the situation
3. Take appropriate steps to prevent recurrence of future incidents

To file a complaint of harassment, discrimination, sexual misconduct, sexual assault, dating violence, stalking or retaliation complete the following online form: [Complaint Reporting Form](#)

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Students are strongly encouraged to report incidents and share information about sexual misconduct and harassment, even if the complainant or witness has concerns about underage drinking, drug use or other prohibited activity. To encourage reporting, the university pursues a policy of offering alleged victims amnesty from policy violations and will not pursue disciplinary action related to the incident.

Retaliation is prohibited against any student or employee who files a complaint of discrimination or participates in proceedings or an investigation. Retaliatory words, actions or behavior that punish or threaten to punish any student or employee under this policy is strictly prohibited and may result in disciplinary action.

What Happens With A Complaint?

ULM will follow the steps outlined in the policy.

The University will take proactive measures that are designed to:

- ▶ bring an end to any discriminatory conduct,
- ▶ Reasonably prevent its' reoccurrence
- ▶ Remedy any effects on the victim if necessary

Will The Information You Share Remain Confidential?

- ▶ The university cannot guarantee complete confidentiality, but we can guarantee privacy. Information will only be shared with those who have an essential need to know.
- ▶ If you file a complaint and the police become involved, you can choose not to go through the criminal process. But you can still go through the University process so you feel safe at school.



What If You Are Accused of Sexual Misconduct?

- ▶ Individuals accused of sexual misconduct have certain protections and rights. Go to [Sexual Misconduct Procedures](#) at www.ulm.edu/titleix.
- ▶ Individuals accused are encouraged to use campus and community resources.



What Should I Do?

1. **Report sexual misconduct behavior.**
2. **Use campus and community resources.**
3. **Look out for your friends and fellow students.**
4. **Educate yourself on sexual violence.**

If you or someone you know has been sexually assaulted:

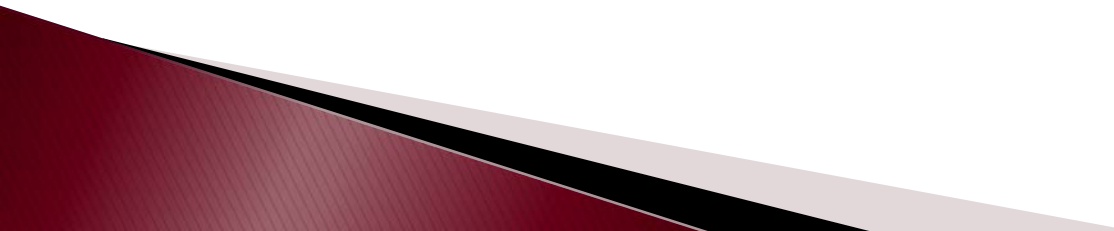
- ▶ Find a safe place.
- ▶ Preserve the evidence. Don't change clothes or take a shower.
- ▶ Seek medical attention immediately and complete a rape kit.
- ▶ File a complaint or report the incident.
- ▶ Understand what happened is not your fault.

How to support someone who has been sexually assaulted:

- Believe them.
- Listen without judging.
- Let them know you support and care about them.
- Let them know help is available.
- Let them know they are not alone.



Assistance For Students

- ▶ Students have on-campus access to medical services, guidance, and support at:
 - ▶ The ULM Counseling Center (318)342-5220
 - ▶ The ULM Health Clinic (318) 342-1651. Both facilities are located at 1140 University Avenue, Monroe, Louisiana, 71209.
- 

- ▶ University Police Department:
- ▶ 1 –911 emergency; on-campus
- ▶ (318) 342–5350, off campus

- ▶ Local Hospitals:
 - Glenwood Regional Medical Center: (318) 329–4200
 - St. Francis Medical Center: (318) 966–4000
 - University Health Conway: (318) 330–7000