

# Health and Wellness Town Hall



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# In 10 minutes...



- Title IX and Interpersonal Violence
- Bias Incident Reporting Protocol

# Title IX - Primer



- What is covered under Title IX?
  - Discrimination on the basis of sex
    - Sexual harassment
    - Sexual violence
- Committed by employees, students, or even non-employee third parties
- Victims can be men, women, gender non-conforming
- Perpetrator and victim can be of different sexes or the same sex
- Conduct can occur on-campus or at an off-campus location

# Who has to report under Title IX?



- Responsible employees – includes any employee who:
  - has the authority to take action to redress sexual violence;
  - has been given the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX Coordinator or designee; or
  - who a student reasonably believes has this authority or duty.
- At Appalachian, all faculty members are designated responsible employees.
- Responsible employees must share all pertinent information about the incident to the Title IX Coordinator.

# What happens when an incident is reported under Title IX?

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The Title IX Coordinator, IPV Support and Prevention Coordinator or designee will contact the survivor to provide options for support, accommodations, counseling and reporting.

The initial contact is focused on the survivor's well-being.

Information is provided and time is given for the survivor to ask questions about resources and processes.

# Number of Victims/Survivors Provided Resources/Support



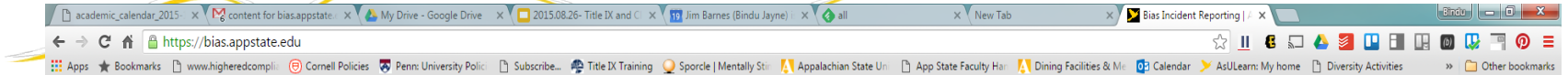
- Fall 2015 – 131 victims/survivors
- Spring 2016 – 86 victims/survivors

# Bias Incident Response Protocol



- Bias incident: an act motivated because of a person's actual or perceived race, color, religion, creed, sex, national origin, age, political affiliation, veteran status, disability or genetic information, sexual orientation, or gender identity and expression. A bias incident may or may not have a known respondent involved.
- [BIAS.APPSTATE.EDU](http://BIAS.APPSTATE.EDU)

# BIAS.APPSTATE.EDU



## Bias Incident Reporting

A bias incident is an act motivated because of a person's actual or perceived race, color, religion, creed, sex, national origin, age, political affiliation, veteran status, disability or genetic information, sexual orientation, or gender identity and expression. A bias incident may or may not have a known respondent involved.

Details of Incident

**Date of incident, if known**

Month  Day  Year

**Time of incident, if known**

**Where did the incident occur? \***

On Campus  
 Off Campus  
 Online

**Specific Location \***

**Would you like to upload files related to the incident, such as screenshots or emails? \***

Yes  
 No

Bias Incident Response

**What was your role? \***

I experienced this incident.  
 I witnessed this incident.

**Is this incident isolated or ongoing? \***

Isolated or Singular  
 Series or Ongoing

**Please describe the incident \***



# Bias Incident Response Team



- The mission of the BIRT is to help address on-campus and off-campus situations of bias that affect our faculty, staff and students through education, support and, if possible, referral to existing investigative processes.
- Responsibilities of BIRT:
  - strategize plans for individual support for non-anonymous reports
  - facilitate communication between functional areas
  - collaborate to recommend educational programs that are both preventative and responsive in cases where there is no known respondent
  - keep annual statistics for trends and pattern recognition of campus climate

# Bias Incident Response Team



## •Permanent representation from:

- Academic Affairs
- Dean of Students
- Faculty Senate
- HR
- Multicultural Student Development
- Staff Senate
- EDC
- Ombuds
- Council of Chairs
- General Counsel

## •On-call members:

- Counseling for Faculty & Staff
- Counseling Center
- Office of Disability Services
- Office of Student Conduct
- University Housing
- University Police
- Athletics
- Center for Student Involvement & Leadership

# Submissions to Date



- Since it's go-live date last month, we have received 19 submissions from the online bias reporting form.