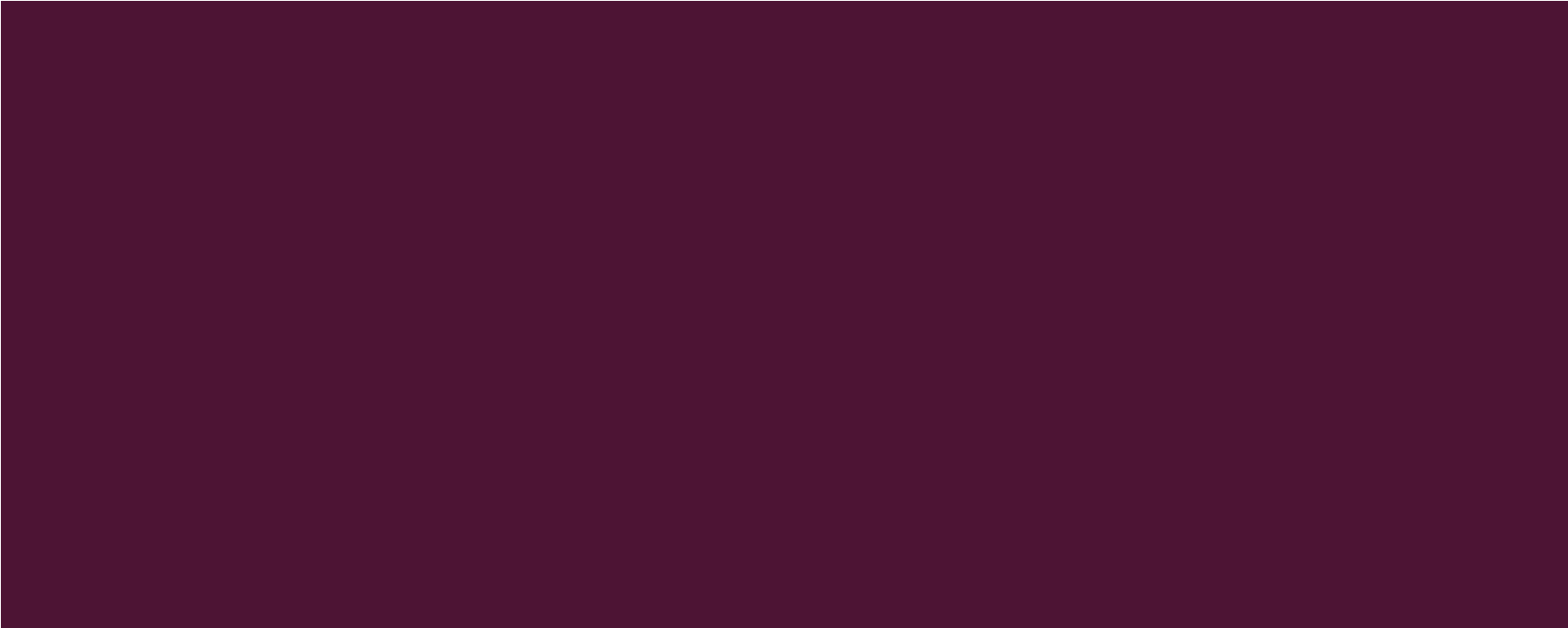

TITLE IX: SPRING COMPLIANCE TRAINING

FEBRUARY 4, 2024



STATISTICS

- Among undergraduate students, 26.4% of females and 6.8% of males experience rape or sexual assault through physical force, violence, or incapacitation.²
- 5.8% of students have experienced stalking since entering college.²
- Male college-aged students (18-24) are 78% more likely than non-students of the same age to be a victim of rape or sexual assault.¹
- Female college-aged students (18-24) are 20% less likely than non-students of the same age to be a victim of rape or sexual assault.¹
- Only 20% of female student victims, age 18-24, report to law enforcement.
- 21% of transgender, genderqueer, nonconforming (TGQN) college students have been sexually assaulted, compared to 18% of non-TGQN females and 4% of non-TGQN males.¹⁷
- Each year, more than 1 in 10 students are assaulted on their college campuses.^[2] These incidents can range from harassment and stalking to nonconsensual touching and rape.
- More than 50% of college sexual assaults occur in either August, September, October, or November.⁴
- Students are at an increased risk during the first few months of their first and second semesters in college.⁴

WHAT IS TITLE IX?



- Title IX of the Education Amendments of 1972 is a federal law that prohibits discrimination on the basis of sex in education programs or activities operated by recipients of federal financial assistance.
- Millsaps College is a recipient of federal financial assistance.

TERMINOLOGY

- **Complainant:** The person who initiates a formal complaint against another individual.
- **Respondent:** The person who answers or defends against the complaint.

RIGHTS UNDER TITLE IX

Students, Faculty, and Staff have the right to:

- Be free from all types of sex discrimination
- Submit a complaint in good faith
- Be informed of complaint procedures and options for resolution
- Expect a complaint to be thoroughly investigated
- Supportive measures
- Be free from retaliation
- Be advised of the outcome of the investigation

ISSUES THAT FALL UNDER TITLE IX

Examples of Title IX Prohibited Conduct

- Discrimination, harassment, or unfair treatment on gender/sex or pregnancy
- Hostile or discriminatory environment that includes sexual epithets, jokes, gossip regarding another's sex life, sexual orientation, or gender identify
- Dating or domestic violence, threats, or stalking
- Sexual exploitation
- Sexual violence including abuse, assault, inappropriate touching, statutory rape, or sexual advances
- Sexual harassment – includes obscene gestures, leering, and unwanted advances
- Quid pro quo: “This for that”
- Retaliation

Jurisdiction Requirements

- On campus or at a college program or activity
- Between parties who are both students, faculty, staff, or associated with the college
- In the United States

CONSENT

FREELY GIVEN

Both partners have the freedom to say yes or no. Consent does not involve any type of pressure, force, or manipulation.

REVERSIBLE



Anyone can change their mind at anytime -- even if you are in the middle of the affection.

INFORMED

Both partners need to know exactly what they are consenting to every single time.

ENTHUSIASTIC



Both partners should be excited and very much interested in what is happening. If they are not STOP immediately.

SPECIFIC

Each individual affection requires consent each time. Even if you have done it before.

MILLSAPS' RESPONSIBILITIES

- Conduct trainings
- Take prompt and effective action to stop harassment, eliminate a hostile environment and address its effects
- Adopt equitable grievance procedures
- Use preponderance of evidence and a reasonable person standard (more likely to be true than not true)
- Conduct investigations separate from and independent of any criminal investigation or proceeding
- Strive to complete an investigation in 60 days from the time we learn about an issue
- Designate Title IX Coordinators



TITLE IX COORDINATION

The Millsaps College Title IX Coordinator oversees and provides leadership for Title IX activities. Some of the responsibilities include:

- Disseminate and implement Millsaps' policies and procedures regarding Title IX
- Oversee training initiatives for the campus community
- Serve as a resource for the community
- Oversee initial investigations of complaints
- Work closely with the Title IX team

MILLSAPS COLLEGE TITLE IX TEAM

Student Reporting

Patrick Cooper, Director of
Residence Life & Title IX Coordinator
coopeap@millsaps.edu 601.974.1469
College Center 328

Athletics Reporting

Jaime Fisher, Head Women's
Volleyball Coach & Interim Athletic
Director
fishelj@millsaps.edu 601.974.1225
Hall Activities Center 214

Faculty and Staff Reporting

Melinda Barrow, Director of Human
Resources
barrowma@millsaps.edu 601.974.1443
Academic Complex 105

ADDITIONAL TITLE IX TEAM MEMBERS

Megan James, VP/Student Life and Dean of Students

Megan.James@millsaps.edu 601.974.1225

College Center 308

Dr. Jennifer Lewton-Yates, Assistant Dean of Student Success, Assistant Professor of Greek and Roman Studies

yatesjl@millsaps.edu 601.974.1235

College Center 330

Dr. Ryan Upshaw, Assistant Dean of Students, Diversity and Inclusion

Ryan.Upshaw@millsaps.edu 601.974.1203

College Center 320

Dr. Andrew Marion, Associate Director for Student Engagement and Visiting Teaching Fellow in History

marioam@millsap.edu 601.974.1204

College Center 322

Ryan Colvin, Director – Center for Career Education

colvinrd@millsaps.edu 601.974.1346

College Center 309

MANDATORY REPORTERS

All of the following have a duty and responsibility to report incidents of sexual misconduct to the Title IX Coordinator:

- Any faculty or staff member
- Directors, coaches, and assistant coaches
- Campus Safety Officers and any contracted security personnel
- Student employees in responsible positions (i.e. Resident Assistants and Orientation Leaders)

CONFIDENTIALITY & CONFIDENTIAL RESOURCES

- **Campus counselors**
 - counseling@millsaps.edu
- **Nurse Kathryn Lee Ware** in the Wesson Health Center
 - health@millsaps.edu
- **Pastoral staff**
 - chaplain@millsaps.edu

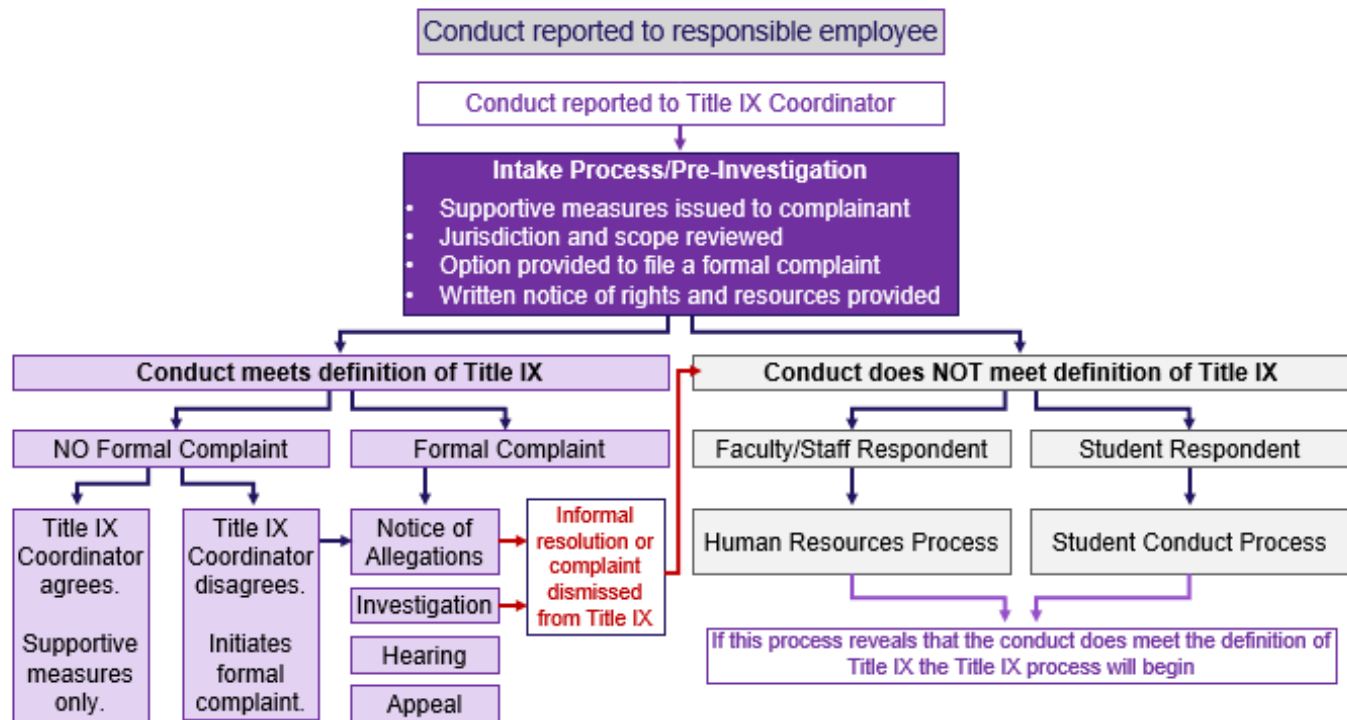


REPORTING

- In an emergency or to initiate a criminal report, call Campus Safety at 601.974.1234
- Complete the online Title IX Form
- Talk to a mandatory reporter and ask for assistance.
- Meet with a member of the Title IX team.

*Not all reported behavior initiates an investigation or may constitute a violation of Title IX.
Consult with the Title IX Coordinator to learn about your options, rights, and resources.*

TITLE IX PROCESS



QUESTIONS

