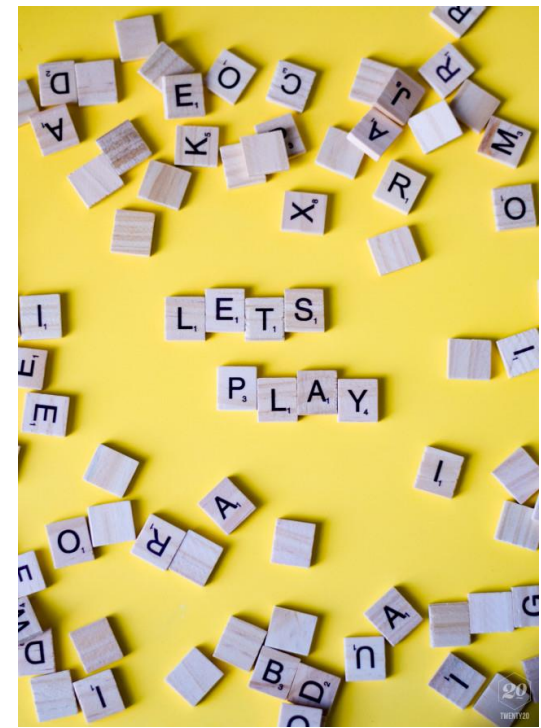


I will teach you in a ROOM.
I will teach you now to ZOOM.
I will teach you in your HOUSE.
I will teach you with a MOUSE.
I will teach you here and THERE.
I will teach you 'cos I CARE.
So just do your very BEST.
And do not worry about the REST.



MISS Learning Bee





Unlawful Discrimination Sexual Harassment Title IX Leadership Program

Presented by:

Lisa Winter

Compliance Administrator

Title IX Coordinator



Associated Students Leaders Retreat
August 25, 2020

Objectives

Unlawful Discrimination and IX

- Understand.....
- Identify issues.....
- Role as a student leader at SMC
- Understand your rights and obligations as a student at SMC
- Identify resources and places to go for help
- And on a positive note.....Title IX Leadership



Part 1: Discrimination, Sexual Harassment, Sexual Misconduct



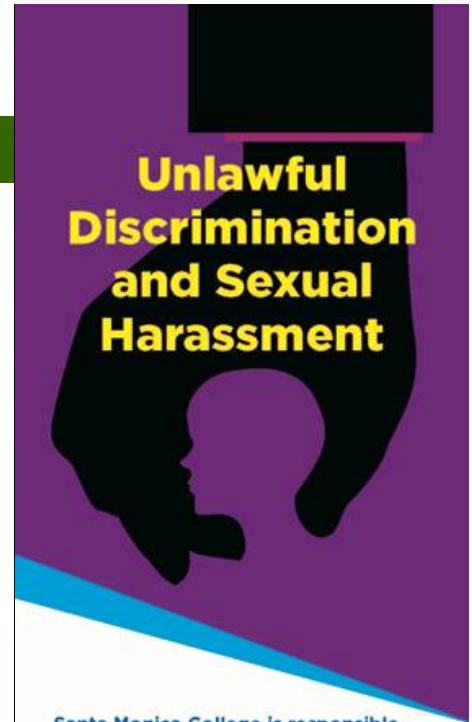
Unlawful Discrimination & Harassment

Known as Title 5

“No person shall be subjected to unlawful discrimination in any program or activity of the District.....”

SMC BP 3410 Nondiscrimination

SMC BP 3430 Prohibition of Harassment



**Unlawful
Discrimination
and Sexual
Harassment**

Santa Monica College is responsible for providing a safe and nondiscriminatory environment for all students, and employees. It is committed to building an equitable, inclusive, and diverse community.

SANTA
MONICA
COLLEGE

Title 5 - Protected Status

Protected Status = Members of a particular group covered by state or federal anti-discrimination laws.

Protected Status are:	
Age (40+)	Military & Veteran Status
Ancestry	National Origin (Includes Language)
Color	Pregnancy (Includes Breastfeeding)
Denial of Family/Medical Care Leave	Race (includes hair texture and style)
Disability (Mental/Physical)	Religion (Includes Dress, Grooming, Religious Practices)
Ethnic group identification	
Gender/Gender Identity/Gender Expression	Sex
Marital Status	Sexual Orientation
Medical Condition (Cancer, Genetic Info)	

Sex Discrimination



Unlawful behavior by an individual or group against you because of your sex (biology: male, female, intersex), gender (identification: man, woman, other), perceived gender, gender identity or gender expression

- Sexual harassment is a form of sex/gender based discrimination
 - Sexual harassment includes - sexual assault, domestic violence, dating violence, stalking

What is Sexual Harassment?



- Catcalling
- Touching someone without permission
- Demanding sexual favors or sexual attention
- Telling sexist jokes or commenting on people's bodies

Intent does not determine whether the conduct is sexual harassment. What counts is **how the individual experiences it**, not whether the harasser intended to offend.

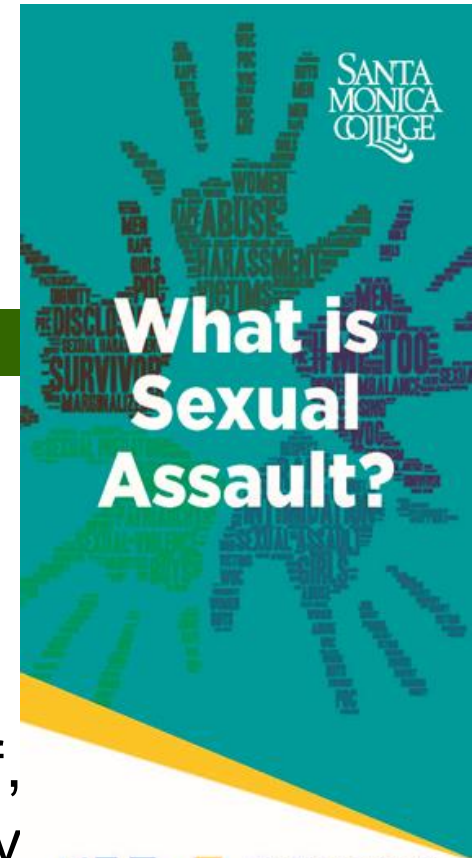
Sexual Harassment

Title IX

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX of the Education Amendments Act 1972

SMC BP 3540 Sexual and Other Assaults on Campus



Title IX is a landmark federal civil rights law that prohibits sexual discrimination in education.

SMC is committed to building a safe, inclusive and diverse community. The College prohibits unlawful discrimination and sexual harassment in any of its programs and activities.

Sexual Harassment under Title IX

Conduct that involves a board range of unwelcome behavior focused on sex and/or gender such as:

- Sexual harassment
- Sexual assault
- Stalking
- Domestic violence
- Dating violence

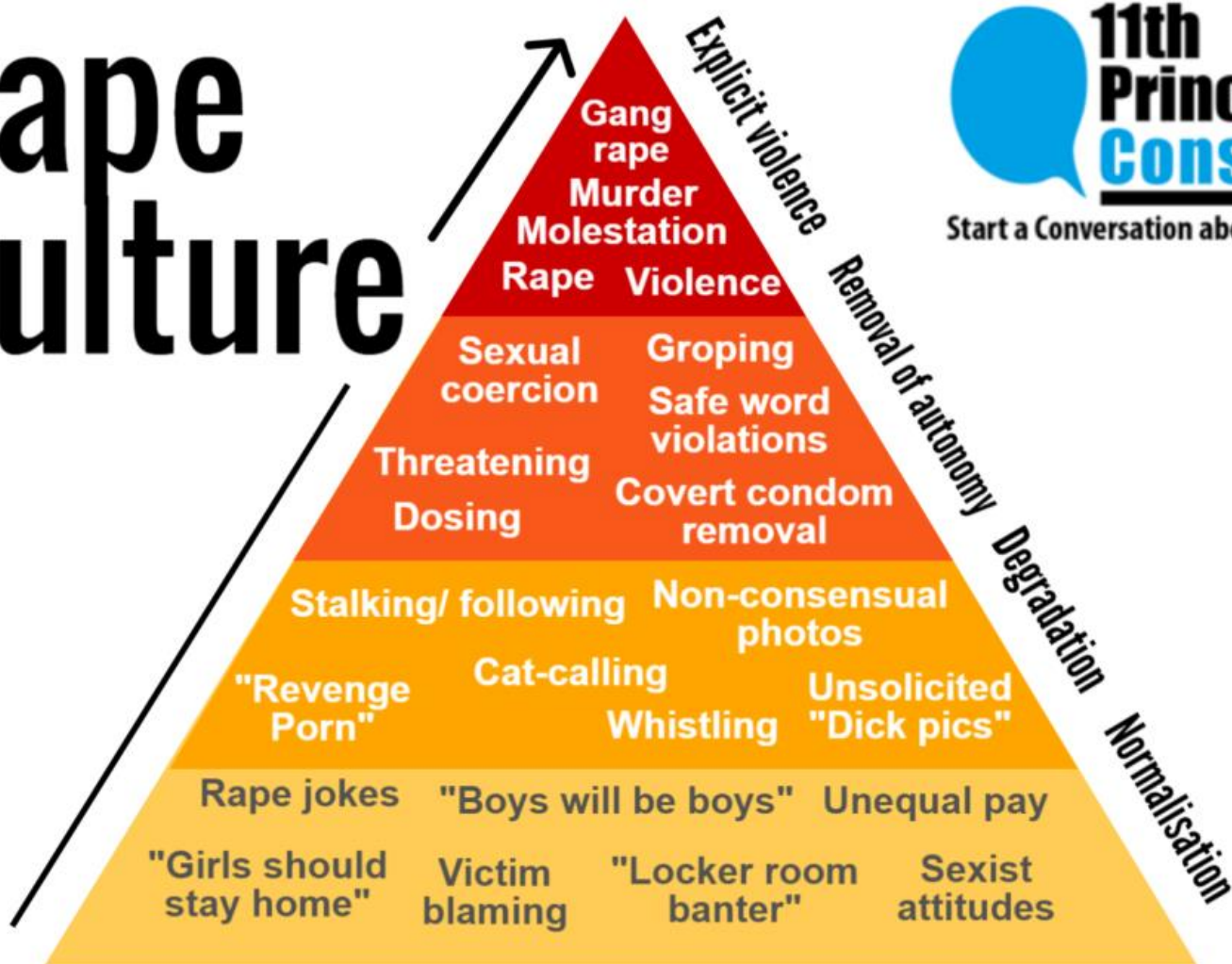


What is Sexual Assault?

Sexual contact with another person without that person's **consent** such as:

- Rape
- Sexual assault with an object
- Fondling - Intentional sexual touching
- Coercing someone to touch another person's body in a sexual way
- Incest and Statutory Rape

Rape Culture



These are not isolated incidents. The attitudes and actions on the bottom tiers reinforce and excuse those higher up. This is systematic. If this is to change, the culture must change. **Start the conversation today.**

Who? Where?

- Students enrolled or attempting to enroll at SMC
- Employees working at SMC
- Applicants for employment at SMC



- Education Program or Activity
 - On campus
 - Off Campus Property owned by SMC
 - SMC events

Part 2: The Facts





Who is more likely to be sexually assaulted?

College students more at risk than non college students between 18-24

73 seconds.....

1 out of every 6.....

1 in 10.....

21% of TGQN (transgender, genderqueer, nonconforming) college students have been sexually assaulted, compared to 18% of non-TGQN females, and 4% of non-TGQN males.

Most occur in the fall semester



Survivors know their attackers

- 85% of sexual assaults are perpetrated by an acquaintance
- 48% were sleeping or at home
- 66% of women and 41% of men know their stalker
- Alcohol is the #1 predatory drug on college campuses

The Impact

- PTSD also called rape trauma syndrome
- Depression
- Suicidal ideation
- Hypervigilance
- Paranoia
- Insomnia
- Difficulty trusting others
- Isolation
- Flashbacks
- Triggers
- Eating disorders
- Drug/Alcohol abuse and addiction
- Poor academic performance
- Loss of income

Consequences for perpetrators

- Mandatory state prison sentence
- Megan's Law
 - National Sex Offender Registry
 - Job prospects
 - Housing prospects
 - College admission and scholarship opportunities
 - Criminal Record
- Rape Shield Law – cannot use the complainant's sexual history to discredit them

The Facts

- Most students have healthy, safe attitudes and behaviors when it comes to relationships, consent, alcohol and drugs
- Men are more likely than women to assume a woman who drinks alcohol or takes drugs on a date wants sex. 40% of men who think this way also believe it is acceptable to force sex on an intoxicated woman
- 1 in 12 college men admit having fulfilled the definition of rape or attempted rape, yet virtually none of these men identify themselves as rapists
- 81% of students have a willingness to intervene if they feel someone may be sexually assaulted but believe only 55% of their peers would do the same

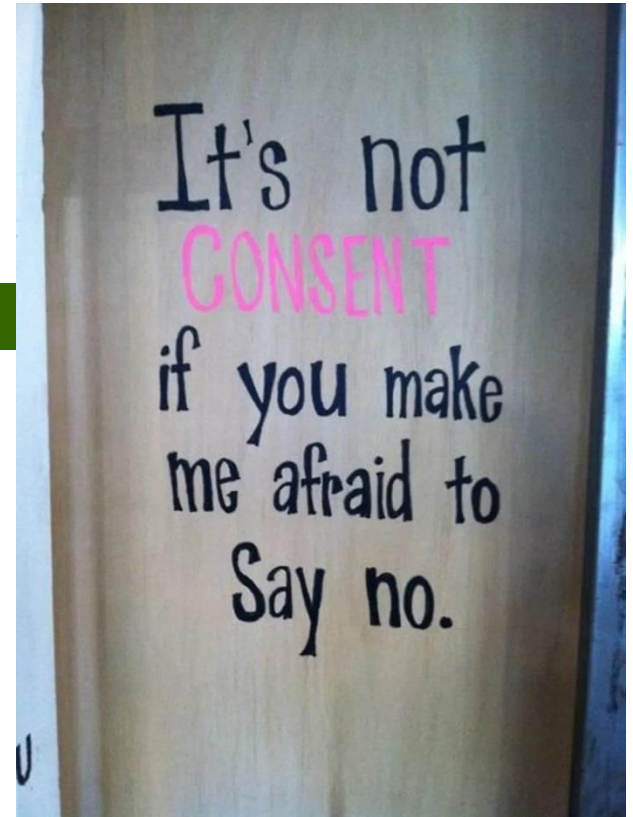
Affirmative Consent

“Yes” means “Yes”

- Historically, convictions of rape required proof the person raped fought back but that is no longer the case
- California requires:
 - Conscious, Knowing
 - Mutual, Cooperative
 - Ongoing, Voluntary
 - A person has the right to change their mind

Not Consent

- Force, coercion, intimidation
- Silence
- Unconscious or sleeping
- Lack of protest or resistance
- Minor (under 18)
- Unable to communicate due to a mental or physical condition
- Incapacitated due to alcohol, drugs, or medication
- Existing relationship or sexual history



Alcohol #1 rape weapon

What if we are both drunk?

Being drunk is not an excuse for committing sexual assault according to California Law. It is your responsibility to ensure you have your partner's consent for any and all sexual activity.

Part 2: Your Rights at SMC



Leadership - Utilize Your Strength

- You are a role model
 - Students will follow your example
- You know what hard work and sacrifice means
- You can start to make a difference right away
 - Take a stand against sexual assault
 - Do not tolerate unacceptable behavior
- Start the conversation about
 - Consent
 - Bystander participation
 - Alcohol's role in sexual assault

How you can help a survivor

- Believe them!
- Make sure they are in a safe place
- Listen but do not press for details
- Understand that trauma can interfere with memory and recall
- Encourage them to seek help and medical attention right away
- Educate others about affirmative consent

Your Rights



- To be safe on campus, off campus at a SMC related event
- To report an incident. Amnesty Law.
- To have that incident investigated
- To request interim measures
- To be protected from retaliation
- To know that its SMC obligation to stop, prevent, remedy

What Can You Do?

- Register for the Title IX Leadership Program
- Get Educated
- Know your Title IX

Part 3: SMC Resources



Who Can I Tell?

- Someone you trust
- Your Instructor, Coach, Counselor
- Lisa Winter, Compliance Administrator. Title IX Coordinator
(310) 434-4225
- Campus Police (310) 434-4300
- Title IX Deputies

SMC Confidential Resources

- Center for Wellness and Wellbeing

(310) 434-4503

- Health Services Center

(310) 434-4262

24/7 support (800) 691-6003

- Ombudsperson

(310) 434-3986



Confidential Hotline Resources

- Santa Monica Rape Treatment Center
- Peace over Violence
- RAINN National Sexual Assault Crisis Hotline
- Love and Respect – National Dating Abuse Hotline
- Sojourn – Domestic Violence support
- Center for the Pacific Asian Family

SMC Resources



We're Always Just a
Phone Call Away!



We're Always Just a
Phone Call Away!

***Have you been sexually assaulted, raped, stalked or a victim of domestic violence?
We are always just a phone call away!***

Confidential Resources
UCLA Santa Monica Rape Treatment Center:
This number is 24/7 (310) 319-4000 (WWW. 911Rape.org)
The SMC Center for Wellness & Well Being: (310) 434-4503
SMC Student Health Services: (310) 434-4262
SMC Ombudsperson: (310) 434-3986

**For immediate safety or crime related concerns 24 hours a day:
SMC Campus Police: (310) 434-4300 or 911**

Title IX Information or Concerns: (310) 434-4415

In Training and Workshops



BEYOND SEX TOOLBOX SERIES

Santa Monica College Fall 2020



Title IX Student Leadership Program*

Orientation

Date: Thursday, Sept. 10, 2020
 Time: 11:15 a.m. to 12:35 p.m.
 Location: [Click to register](#)

Workshop #1: Preventing Sexual Assault—Creating a Culture of Consent & Respect

Date: Friday, Sept. 18, 2020
 Time: 12:35 p.m.– 1:30 p.m.
 Location: [Click to register](#)

Workshop #2: Healthy Relationships—Consent is a Man's Issue, Too

Date: Friday, Sept. 18, 2020
 Time: 1:30 p.m. to 2:30 p.m.
 Location: [Click to register](#)

Workshop #3: Domestic & Dating Violence/ Stalking

Date: Friday, Sept. 25, 2020
 Time: 12:35 p.m.– 1:30 p.m.
 Location: [Click to register](#)

Workshop #4: Intersectionality Issues—LBGT & Marginalized Populations

Date: Friday, Sept. 25, 2020
 Time: 1:30 p.m. to 2:30 p.m.
 Location: [Click to register](#)

Unconscious Bias—Preventing Racial Hatred on Campus

Date: Thursday, Nov. 5, 2020
 Time: 11:15 a.m. to 12:35 p.m.
 Location: [Click to register](#)

SMC is committed to empowering all students to take action to eliminate discrimination, harassment, and abuse. Any form of sexual violence, harassment, or physical abuse occurring against an SMC student, on SMC property, or at an SMC event or activity is a VIOLATION of District policies and regulations.

Unlawful discrimination is conduct that denies or limits a person's full and equal access to participate in, or benefit from education and/or employment programs, services, or activities. Sexual harassment or misconduct is a form of sex discrimination and is also unlawful under Title IX federal regulations.

For more information on Title IX: www.smc.edu/titleix

For more information or to talk to someone:

Office of Human Resources
 2714 Pico Blvd., 2nd floor
 Hours: M-F 8:00am—5:00pm
 Tel: 310-434-4415
 Email: humanresources@smc.edu

Zoom details will be provided upon registration for each workshop.

*The Title IX Student Leadership Program includes the Orientation and Workshops #1-4 only

Title IX Leadership Program

4 workshops presented by experts in their field covering:

- Consent
- Sexual assault/Sexual battery
- Healthy relationships
- Stalking
- Domestic and Dating Violence
- Intersectionality – LGBTQ and other Marginalized populations



Helping SMC educate and empower our students about these key issues

What makes you right for this Program?

- Your strength as leader
- Your ability to start the conversation
- Your position as a role model
- Your ability to listen
- Your connection to the whole campus
- Students will trust you



What happens after completion of the Program ?

You will:

- Be ready to talk, listen and speak out
- Know what resources are available to help a student
- Be prepared to give back in some way
- Be ready to empower your peers
- Have the opportunity to become a peer educator
- Be aware of important truths and misconceptions



What else do you need to know?

- If you are committed you will need to sign up and attend all workshops
- Your contribution and commitment will be celebrated by the SMC community in a graduation hosted by the SMC Board of Trustees, preceded by a reception party!
- You will have a recognized certificate to add to your college application

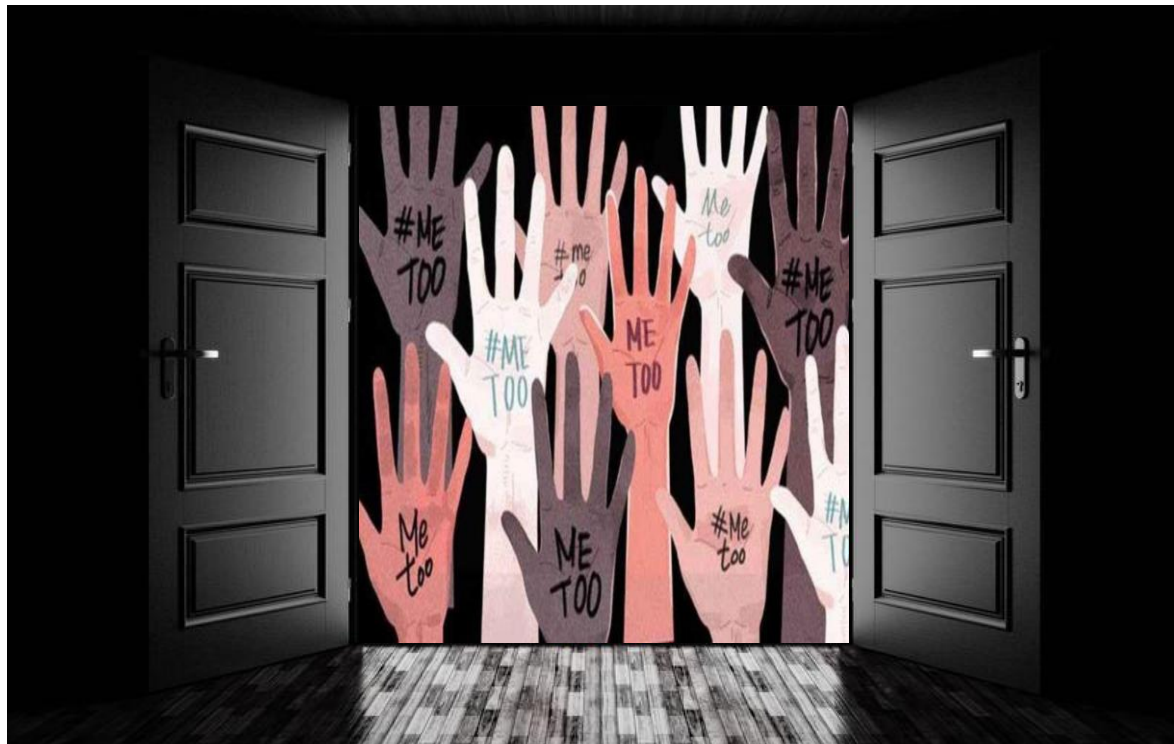




Celebrate Strong Leadership



Open the door to a better future



Resources

- <https://rainn.org/statistics>
- <http://www.wcsap.org/how-often-does-it-happen>
- <http://www.rccmsc.org/resources/get-the-facts.aspx>
- http://www.victimsofcrime.org/docs/src/stalking-fact-sheet_english.pdf
- <https://www.clevelandrapecrisis.org/resources/statistics/sexual-violence-on-college-campuses>
- <https://www.clevelandrapecrisis.org/resources/statistics/sexual-violence-on-college-campuses>
- <http://www.collegedrinkinglevention.gov/media/journal/118-abbey.pdf>
- <http://www.cdc.gov/mmwr/preview/mmwrhtml/ss6308a1.htm>
- <http://1in6.org/get-information/the-1-in-6-statistic/>
- Sexual Victimization and Intervention on the College Campus Everfi Publication 2015
- Amar, A. F., Sutherland, M., & Laughon, K. (2014). Gender differences in attitudes and beliefs associated with bystander behavior and sexual assault. *Journal of forensic nursing*, 10, 84-91.
- Langton, L. & Sinozich, S. (2014). Rape and sexual assault among college-age females, 1995-2013.
- Krebs, C. P., Lindquist, C. H., Warner, T. D., Fisher, B. S., & Martin, S. L. (2007). The campus sexual assault (CSA) study. Washington, DC: National Institute of Justice, US Department of Justice.
- Brown, A. L., Banyard, V. L., & Moynihan, M. M. (2014). The impact of perceived peer norms and gender, age, and race on bystander intentions and behaviors related to sexual violence. *Psychology of Women Quarterly*, 38, 350-362

Evaluation



<http://sgiz.mobi/s3/Title-5>