



# TITLE IX STUDENT TRAINING



**M<sup>°</sup>CLENNAN**  
COMMUNITY COLLEGE

# TRAINING OVERVIEW



# Overview

Title IX (pronounced nine) applies to all students and employees (as well as individuals who are attempting to become a student or employee) at institutions receiving federal assistance regardless of their sex, sexual orientation, gender identity, part- or full-time enrollment status, disability, race or national origin in all aspects of educational programs and activities.

# Training

This Title IX training includes information required for both state and federal compliance. Participants will review the following:

- Prevention and Awareness
- Title IX Overview
- McLennan Community College Policies
- Reporting Options and Confidentiality
- Resources and Remedies
- Definitions
- Sanctions

# PREVENTION & AWARENESS



# Violence Against Women's Act

The Violence Against Women's Act (VAWA Section 304) requires primary prevention and awareness training for incoming students and new employees on the following:

- dating violence,
- domestic violence,
- sexual assault,
- stalking,
- consent,
- bystander intervention, and
- risk reduction

# House Bill 1735

House Bill 1735 of the 86<sup>th</sup> Texas Legislature requires all undergraduate transfer students and new freshman receive an orientation on the following:

- MCC's policy on sexual harassment, sexual assault, dating violence, and stalking
- Preservation of evidence and/or medical examination
- Right to report

# Prevention

1. Each fall, spring, and summer semester a notification on Title IX and other health and safety measures is distributed to MCC students, faculty, and staff to official McLennan Community College email accounts.
2. “What is Love?” programming occurs each spring virtually and in person on topics of dating/domestic violence, stalking, consent, sexual harassment, sexual assault and human trafficking.
3. Additional training and workshops such as One Love and bystander intervention are available upon request.



# TITLE IX OVERVIEW



# What is 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 subjected to discrimination under any education program or activity receiving Federal financial assistance."

Title IX of the Education Amendments of 1972

# Contact Information

## **Title IX Coordinator**

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# MCC POLICIES



# Compliance

To ensure compliance with federal, state, and local civil rights laws and regulations, and to affirm our commitment to promoting the goals of fairness and equity in all aspects of the education program or activity, McLennan Community College has developed policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of a protected characteristic, and for allegations of retaliation.

# Non-Discrimination

McLennan Community College is dedicated to providing equal opportunities to all individuals and does not discriminate against any individual regardless of race, color, religion, national or ethnic origin, gender, disability, age, veteran status, genetic information, sexual orientation, gender identity, pregnancy, or other legally protected category in its educational programs, activities, or employment as required by Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Educational Amendments Act of 1972, and the Age Discrimination Act of 1978.

(Policies and Procedures: E-XXXIV)

# Sexual Misconduct Policy

Title IX of the Education Amendments of 1972 is a Federal civil rights law that prohibits discrimination on the basis of sex in educational programs and activities that receive Federal funds. Examples of discrimination prohibited under Title IX include discrimination on the basis of sex including gender discrimination, pregnant and parenting discrimination, sexual harassment, or sexual violence such as rape, dating violence, domestic violence, stalking, sexual assault, sexual battery, and sexual coercion. In accordance with the requirements of the Title IX Education Amendments of 1972, MCC's designated acting Title IX Coordinator, Claudette Jackson - Director, Accommodations & Title IX shall be responsible for coordinating the College's effort to comply with and carry out its responsibilities under Title IX.

(Policies and Procedures: E-XXVIII-a)

# MCC PROCEDURES





# Discrimination Resolution Process

Sex-based discrimination and other reports of alleged misconduct or discrimination claims shall be administered using the Discrimination Resolution Process (Policy F-V-s).

**REPORTING**



# Reporting an Incident

If you experience sex or gender based discrimination such as sexual harassment or other forms of sexual misconduct or are aware of an incident on campus, you are encouraged to immediately report the incident by emailing [titleix@mclennan.edu](mailto:titleix@mclennan.edu).

Any student may report alleged sexual misconduct or harassment anonymously through [Lighthouse Reporting](#).

**CONFIDENTIALITY**



# Mandatory Reporting

In order to make informed choices, it is important to be aware of confidentiality and mandatory reporting requirements.

All McLennan Community College employees with the exception of the MCC Counseling Center staff are required to report actual or suspected discrimination, harassment, and/or retaliation immediately to the Title IX Coordinator.

# Reporting Confidentially

Individuals who wish to speak with a confidential resource may contact Student Counseling Services at MCC by calling 254-299-8210.

Personnel accepting reports within the MCC Counseling department are under no obligation to report personal of alleged sexual misconduct to the Title IX Coordinator.

These employees will advise the reporting party about preserving evidence and can offer assistance in making a formal allegation.

# Confidentiality Protection

McLennan Community College will protect confidentiality of the reporting and responding party, to the fullest extent permissible by the law in accordance with the Family Educational Rights and Privacy Act (FERPA).

# SUPPORTIVE MEASURES & RESOURCES





# Supportive Measures

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate and as reasonably available, to the parties to restore or preserve access to the MCC's education program or activity.

This may include measures designed to protect the safety of all parties and MCC's educational environment. Supportive measures may also be implemented to deter harassment, discrimination, and/or retaliation.

# On Campus Resources

## **MCC Police Department**

Student Services Building, First Floor

254-299-8644

## **Counseling Services**

Wellness and Fitness, Room 101

254-299-8210

Community Resources can be accessed from the [Title IX Resources](#) page.

**CONSENT**



# Consent Defined

Defined as: knowing, voluntary, and clear permission by word or action to engage in mutually agreed upon sexual activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has consented before engaging in the activity.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Consent can be withdrawn once given, if the withdrawal is clearly communicated.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous dating relationship is not sufficient to constitute consent.

The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred and any similar previous patterns that may be evidenced.

# Consent Continued

Consent cannot be given by an individual who is:

- asleep;
- mentally or physically incapacitated, either through the effect of drugs, or alcohol, or for any other reason;
- or, under duress, threat, coercion, or force.

Consent cannot be assumed or inferred under circumstances in which consent is not clear, including but not limited to:

- the absence of “no” or “stop”;
- or the existence of a prior or current relationship or sexual activity.

# DEFINITIONS



# Additional Definitions

- **Sexual harassment** is any form of unwelcome conduct determined by a reasonable person to be so severe, persuasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity.
- **Sexual assault** means any offense that meets the definition of rape, fondling, incest, or statutory rape.
- **Rape** is penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling** is the touching of the private body parts of another person for the purpose of sexual gratification without consent of the victim.
- **Incest** is non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory rape** is non-forcible sexual intercourse with a person who is under the statutory age of consent.
- **Dating violence** is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

# Additional Definitions Continued

- **Domestic violence** is violence committed by a person who is or has been a current or former spouse of the victim, person with whom the victim shares a child in common, or person who is cohabitating or have cohabitated with the victim as a spouse.
- **Stalking** is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. The victim is usually selected, stalked, groomed and victimized. The 6 steps in the grooming process are: target the victim, gain the victim's trust, fill a need for the victim, isolate the victim, sexual exploitation and maintaining control.
- **Quid pro quo** is harassment that occurs when a school employee causes a student to believe that he or she must submit to unwelcome sexual conduct in order to participate in a school program or activity. It can also occur when an employee causes a student to believe that the employee will make an educational decision based on whether or not the student submits to unwelcome sexual conduct.
- **Hostile environment** is when harassment occurs when unwelcome conduct of a sexual nature is so severe, persistent, or pervasive that it affects a student's ability to participate in or benefit from an education program or activity, or creates an intimidating, threatening or abusive educational environment. A hostile environment can be created by a school employee, another student, or even someone visiting the school, such as a student or employee from another school.



# STUDENT AGREEMENT



# Instructions for Completing the Student Agreement & Acknowledgement

Note: Students who do not complete the student agreement and acknowledgement properly may not be able to register for classes or request a transcript.

1. Click on the Student Agreement and Acknowledgement link available on the last page of this training.
2. Enter your MCC Username (The first initial of your first name, the first initial of your last name, and your seven-digit MCC ID number) and Password and select 'Login'
3. The top of the page will say 'Reporting Form'
4. Report Type is already selected as 'Title IX Training Acknowledgement'
5. Enter today's date in the Date section
6. Leave 'Individual' selected
7. In the Name section, enter your 7-digit MCC Student ID Number or First and Last Name. Do Not Press Enter. Your name will populate in the drop-down list. Select your name from the drop-down list.
8. In the Role section, click on the drop-down arrow and select Title IX Training Student.
9. Select Signature by Sign and using your mouse, stylus, or finger, sign your name in the box below Or Select Signature by Type and type your name in the box below.
10. Click Save
11. Click Submit Report

**Holds do not automatically get removed after completing the training. They are manually removed throughout the business day.**

# Student Agreement & Acknowledgement

I have read the information provided in the Title IX Online Training. I am aware of McLennan Community College's resources that are available to me. I understand the MCC Sexual Misconduct Policy regarding Title IX and agree to abide by the terms of the Policy.

**Click the link below to acknowledge the student agreement and confirm that you have completed MCC's Online Title IX Training. You will need to sign in using your MCC Username and Password.**

**STUDENT AGREEMENT & ACKNOWLEDGEMENT**