

Title IX Annual Training

College Management Team

January 24, 2024



Student Services & Enrollment Management

Cecil College Title IX Team

- **Kim Joyce, Coordinator**
- **Cheryl Davis-Robinson, Deputy Coordinator (students)**
- **Lauren Fleck, Deputy Coordinator (employees)**
- **Gladys Ramirez-Wrease, Appeals Officer**
- **Walt Beaupre, Investigator**
- **Jessica Hartley, Investigator**
- **April Stern, Advisor**
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Sexual Harassment & Title IX

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Cecil College will not tolerate sexual harassment and discrimination by anyone —employees, students, contractors, or any person on campus or involved with College-related activities.

About Title IX

Title IX is a federal civil rights law that prohibits sexual discrimination in education programs and activities, including sexual harassment and sexual violence. No individual will be retaliated against for filing a complaint or participating in an investigation or adjudicatory proceeding of a Title IX complaint. The College will respond promptly and effectively to all Title IX complaints.

Title IX prohibits the following:

- Gender based discrimination, including [discrimination related to pregnancy or parental status](#)
- Sexual harassment
- Sexual violence, including but not limited to sexual assault, sexual exploitation, sexual intimidation, dating violence, and domestic violence

Cecil College encourages students to report incidents which violate Title IX to:

COLLEGE POLICY

See Cecil College's Sexual Discrimination and Harassment Policy and Procedures

[Title IX Complaints](#)



Sexual Harassment

Conduct on the basis of sex that is:

Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to a College education program or activity; or any instance of *quid pro quo* harassment where an employee of the College conditions the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct; or conduct that constitutes sexual assault, dating violence, domestic violence, or stalking, as described in this Policy.

Sexual Assault

Any sexual act directed against another person, without consent, including instances where the complainant is incapable of giving consent.

Sexual Assault includes Rape, Fondling, Statutory Rape and Incest.

Dating Violence

Violence or threat of violence on the basis of sex committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of the relationship, and the frequency of interaction between the persons involved in the relationship.

Domestic Violence

Violence committed by a current or former spouse or intimate partner, by a person with whom a child is shared in common, by a person who is cohabitating with or who has cohabitated with the complainant as a spouse or intimate partner, by a person similarly situated to a spouse, or by any other person against an adult or youth complainant protected from those acts by domestic or family violence laws of Maryland. Domestic violence includes threats or a pattern of abusive behavior of a physical or sexual nature by one partner intended to control, intimidate, manipulate, humiliate, frighten, coerce or injure the other.

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: a) fear for their safety or the safety of others; or b) suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts which the alleged stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.

Alarming Statistics on Sexual Violence

- According to the Federal Bureau of Investigation (FBI), a forcible rape occurs in the United States every 3.8 minutes
- 20% of women and 8% of men who have been sexually abused were under the age of 18
- One in four women and one in ten men will experience sexual harm or stalking in their lifespan
- Almost 50% of gender expansive people have experienced sexual harm in their lifetime
- Women employed in the military, who live and/or work in underprivileged environments, have a disability, identify as LGBTQ, **or are a student** are at a greater risk for sexual assault
- 1 in 71 men surveyed report being raped in their lifetime - this figure is significantly underestimated, as men who are sexually harmed often do not disclose or report these experiences due to shame and embarrassment
- Only about 36% of rapes and 34% of attempted rapes are reported to police
- Approximately 60% to 70% of adults that experienced childhood sexual abuse never reported the abuse as children, and only a few, approximately 10% to 18%, reported their abuse to officials in their lifetime

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WHAT IS STALKING?

While legal definitions of stalking vary between jurisdictions, a good working definition of stalking is: *a pattern of behavior directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.*



1000 Vermont Avenue NW, Suite 1010 | Washington, DC 20005 | (202) 558-0040 | stalkingawareness.org

Alarming Statistics on Stalking

- Nearly 1 in 3 women and 1 in 6 men have experienced stalking victimization at some point in their lifetime
- The vast majority of victims are stalked by someone they know: 40% by a current/former intimate partner, 42% by an acquaintance
- Weapons are used to harm or threaten victims in 1 out of 5 cases
- 69% of female and 80% of male stalking victims were threatened with physical harm
- Intimate partner stalkers are the most likely stalkers to approach, threaten, and harm their victims
- 2 in 3 of stalkers pursue their victims at least once per week, many daily, using more than one method
- People aged 18-24 experience the highest rate of stalking victimization (among adults)
- Almost half of stalking victims experience at least one unwanted contact per week
- 11% of stalking victims have been stalked for 5 years or more
- 1 in 7 stalking victims move as a result of their victimization
- More than twice as many victims are stalked with technology than without



Public Safety Report

This report is used to alert Public Safety of an incident or crime that may have occurred involving College property or community members. This report is also used if there is suspicious activity or a possible threat. If the report involves a current student, it is also copied to the Student Life Office for possible disciplinary action.

[SUBMIT A REPORT](#)

Sexual and Gender-Based Harassment and Violence (Title IX)

This report is used to alert the Title IX Coordinator that an incident needs to be investigated related to sexual misconduct, gender-based discrimination, sexual harassment, dating violence, domestic violence, sexual assault, or stalking behaviors. More information on Title IX can be found on the [Sexual Harassment & Title IX](#) page.

[SUBMIT A REPORT](#)

Student of Concern/Request for Resource Referral

This report is used to alert College support staff that there is a concern for a student's personal well-being including death of a family member or friend, injury/illness, mental health issues, misuse of alcohol and/or drugs, self-harm, unusual behavior, and/or financial concerns.

[SUBMIT A REQUEST](#)

Student Conduct Report

This report is used to alert the student life office that a student has engaged in disruptive behavior that could be a violation of the Student Code of Conduct. More information on the Student Code of Conduct can be found on the [Student Policies](#) page.

[SUBMIT A REPORT](#)

Request for Academic Support

This report is used to alert academic advising and/or accessibility services that a student would benefit from academic outreach and support in order to succeed and complete their courses. This form can be filled out by faculty referring students or by students themselves.

[SUBMIT A REQUEST](#)

Questions?