

# Supporting Our Students

April 13, 2015



# Overview

- Title IX Overview
- MIT Updates
- Next Steps
- VPR: Supporting Survivors and Resources

# Title IX

## 1972

- Part of the Education Act of 1972 which amended the 1964 Civil Rights Act
- “No person in the United States shall, **on the basis of sex**, be excluded from participation in, be denied benefits of, or be subjected to **discrimination** under **any education program or activity receiving Federal financial assistance.**” 20 U.S.C. §§ 1681(a)

# Title IX

Related to gender equity and discrimination

- gender-based bullying/ disparaging comments
- sexual misconduct/ hostile environment
- pregnancy and nursing accommodations
- Other inequities: clubs, sports, academic opportunities...

# April 2011

## *Dear Colleague Letter*

How the school responds

- Required to investigate all cases when “on notice”
- Tracking patterns to address systemic concerns:  
Centralized information

Extensive training requirements

Crimes are not location specific

Requires name and known information be reported to Title IX Office by ‘responsible employees’

# Who are ‘responsible employees?’

## Confidential Resources

*“I want to think through my situation with someone who can keep my information as confidential as possible.”*

Violence Prevention and Response (VPR)  
617-253-2300  
24-hr support & information line

Mental Health and Counseling

MIT Chaplaincy

MIT Medical

Ombuds Office

Peers and Peer Groups

*These offices adhere to strict standards of confidentiality.*

## Private Resources

*“I need to confide in someone and it is okay if that person needs to tell the Title IX Coordinator.”*

EVERYONE ELSE

Title IX Coordinator/Investigator

Student Life Staff | Residential Life Staff

Academic Adviser | Faculty | Coaches

Student Support Services, S3

ODGE | DUE

*These offices will keep your information as private as possible, but will need to disclose what you tell them to designated administrators who are responsible for community safety.*

# *Your response is important*

- Thank them for sharing with you
- When appropriate, let them know MIT takes these situations seriously and you have a duty to report to the office dedicated to handling these issues. If they want to continue...
- Let them know that someone will follow up with information and options (email from Sarah)
- Notify the Title IX Office ([titleix@mit.edu](mailto:titleix@mit.edu)) or visit [titleix.mit.edu](http://titleix.mit.edu) for online reporting form

Hi

I'm reaching out because I've been made aware of a concerning experience you raised recently.

I just wanted to follow up and see if you would be interested in meeting. I'd like to make sure you understand your options and rights, know about resources, and answer any questions or concerns you might have.

If you are interested in meeting, please send me some good times and we'll get something scheduled as soon as possible.

If you choose to not meet at this time, please know you can change your mind in the future. There's a lot of information on our website, <http://titleix.mit.edu/>, including MIT's policies, procedures, and resources. Our ability to address the situation is limited without talking with you. However, as I said, you can do that at any point should things change.

Best,  
Sarah



# titleix.mit.edu

The screenshot shows a web browser window with the URL [www.inkd.net/dl/mit/title\\_xi/FINAL/MIT\\_title\\_xi\\_final\\_revised.html](http://www.inkd.net/dl/mit/title_xi/FINAL/MIT_title_xi_final_revised.html). The page header features the text "Title IX Preventing and Addressing Sexual Misconduct at MIT" in a serif font, a search bar with a "Go" button, and the MIT logo. Below the header is a large photograph of a building with pink flowers. A left sidebar contains a navigation menu with the following items: "Title IX Coordinators", "Resources", "Policies", "Reporting Options", "Procedures", "What to Do", "MIT Action Steps", and "FAQs". At the bottom of the sidebar is the address: "Massachusetts Institute of Technology, 77 Massachusetts Ave, W20-507, Cambridge, MA 02139" and a "Contact us" link. The main content area contains the following text:

**MIT is committed to creating and providing a learning, living and working environment free from discrimination including sexual harassment and sexual violence.** This website describes MIT's resources for preventing and addressing sexual misconduct and MIT's policies and procedures for reporting and investigating complaints of sexual harassment, sexual violence and sexual misconduct.

MIT complies with applicable state and federal statutes, including Title IX of the federal Higher Education Amendment of 1972, which prohibits discrimination on the basis of sex under any education program or activity receiving federal financial aid. Sexual assault and sexual harassment is a form of sex discrimination prohibited by Title IX.

Gender based discrimination, including sexual misconduct and sexual harassment, committed by MIT students, staff or faculty will not be tolerated. This applies to academic, educational, athletic, residential and other institute operated programs. MIT encourages individuals who believe they have been sexually harassed, assaulted or subjected to sexual misconduct by an MIT student or employee to seek assistance. MIT provides a variety of options available to an individual, so that each person may choose a path for response best suited to his or her particular situation. MIT procedures are intended to protect the rights of the complaining party ("the complainant"), the accused ("the respondent") and other participants in investigations of complaints.

The browser's taskbar at the bottom shows icons for Windows, File Explorer, Internet Explorer, Google Chrome, and PowerPoint. The system tray on the right indicates the time is 11:13 AM on 8/13/2014.

# Investigations

- “Remedies-based” Investigations:
  - Complainant does not want to make a formal complaint
  - Minimal information is known
- Formal Investigations:
  - Concern for community safety
  - Committee on Discipline (COD)

# Campus Updates

# 2014-15 Summary

- President Reif sends a letter to the community in response to The Tech's anonymous letter, "Breaking Silence"
- Chancellor Barnhart makes sexual misconduct a priority and is asked to deliver a report to the President
  - Comprehensive Sexual Assault Survey
  - Series of "Conversations with Cindy"
- Online training is created for all new employees (including faculty)
- Online training is secured for all incoming graduate students
- Interpersonal Violence and Stalking Policies developed
- Formed a Student Title IX Working Group

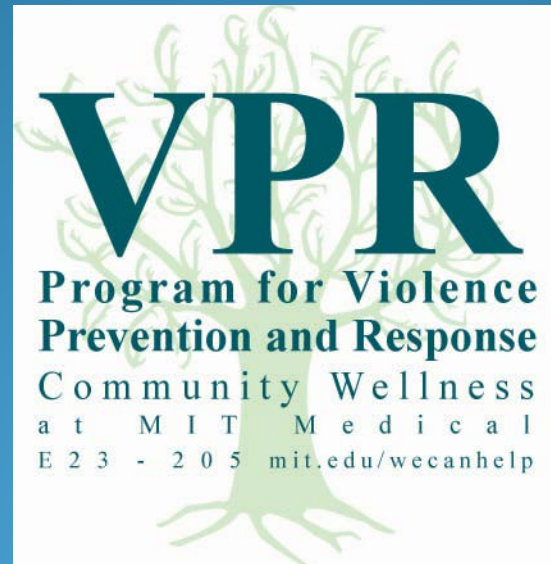
IT'S ON



# Moving Forward

- Chancellor appointed Task Forces:
  - Sexual Misconduct Adjudication (COD) review
  - Education and Prevention Efforts
- Group led by Institute Community and Equity Officer working on bystander intervention education efforts
- Institute Community and Equity Officer working on faculty education and other education and outreach
- Use the climate survey data to develop education and prevention messages and trainings

# Violence Prevention & Response



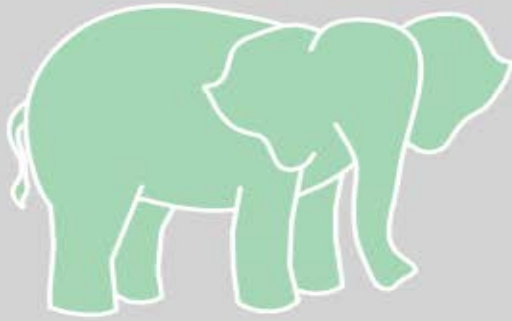
# History

- Received a VAWA grant in 2003 and again in 2009
- Partners across campus recognized need - students affected by interpersonal violence were on their own
- Violence Prevention & Response @ MIT Medical was born in 2008
- Victim advocate & prevention education
- 24-hour hotline, Spring 2011, staffed by VPR trained advocates  
**(617) 253-2300**



# Increasing Efforts

- Program Manager for peer education
- Education & Prevention Specialist for graduate community
- Victim Advocate
- Researcher, educator, advocate
- ½ time educator focused on men and men's programming
- Director
- Program Assistant
- New space on 4<sup>th</sup> floor of MIT Medical



# SEXUAL ASSAULT AWARENESS MONTH

elephant.mit.edu

- VPR's Open House 4/1
- It's On Us Team Challenge 4/3 & 4/4
- VPR Drop-in Hours, 4.6, 4.14, 4.22, 4.28
- Sex, Power & Negotiations 4/6
- Gaming & Relationships 4/7
- Relationships tips, Tricks & Troubles 4/9
- The Mask You Live In 4/10
- MIT Team Annual BARCC Walk
- Sex Basics & a Bit More 4/11
- More Than Just a Stat, Connecting Survivors 4/12
- Self-care Workshop 4/12
- How To Support a Friend in Need 4/23
- The Hunting Ground movie screening with Diane Rosenthal, 4/24
- Better Than Batman, Be an Active Bystander, 4/27
- Men's Discussion on Comment #171, 4/28
- Project DX/DT & Take Back the Night, 4/29
- SLUT: The Play, 5.1, 5.2, 5.3

# SLUT The Play

**Friday**

**May 1**

**Saturday**

**May 2**

**8:00 pm**

Wong Auditorium

@ MIT

2 Amherst Street

Cambridge, MA

**Sunday,**

**May 3**

**12:00 pm**

Kresge Auditorium

@ MIT

building W16



WRITTEN BY

**Katie Cappiello**

DIRECTED BY

**Katie Cappiello and Meg McInerney**

FEATURING

**The Arts Effect All-Girl Theater Company**

TICKETS AVAILABLE AT: [MIT.UNIVERSITYTICKETS.COM](http://MIT.UNIVERSITYTICKETS.COM)

# What Can You Do?

- Listen – not your job to fix it
- Believe – never doubt a persons’ story
- Acknowledge – “I appreciate your trusting in me”
- Empathize – show that you’re aware of and can understand how they are feeling
- Validate – “It sounds like you’re having a difficult time. How can I help?”
- Be sensitive – never pass judgment, just affirming

# Contact information

- Kate McCarthy, VPR  
[kmcc@med.mit.edu](mailto:kmcc@med.mit.edu)  
(617) 253-4420
- Sarah Rankin, Title IX Director  
[srankin@mit.edu](mailto:srankin@mit.edu)  
(617) 324-7526