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’
### 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) or visit 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
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 Amendments 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.
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
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

VPR
Program for Violence Prevention and Response
Community Wellness at MIT Medical
E23 - 205 mit.edu/wecanhelp
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 4th floor of MIT Medical
SEXUAL ASSAULT AWARENESS MONTH

- 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
What Can You Do?

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

- Kate McCarthy, VPR
  kmcc@med.mit.edu
  (617) 253-4420

- Sarah Rankin, Title IX Director
  srankin@mit.edu
  (617) 324-7526