



Clery & Title IX Compliance: How Identities Impact the Way We Manage Reports and Conduct Investigations

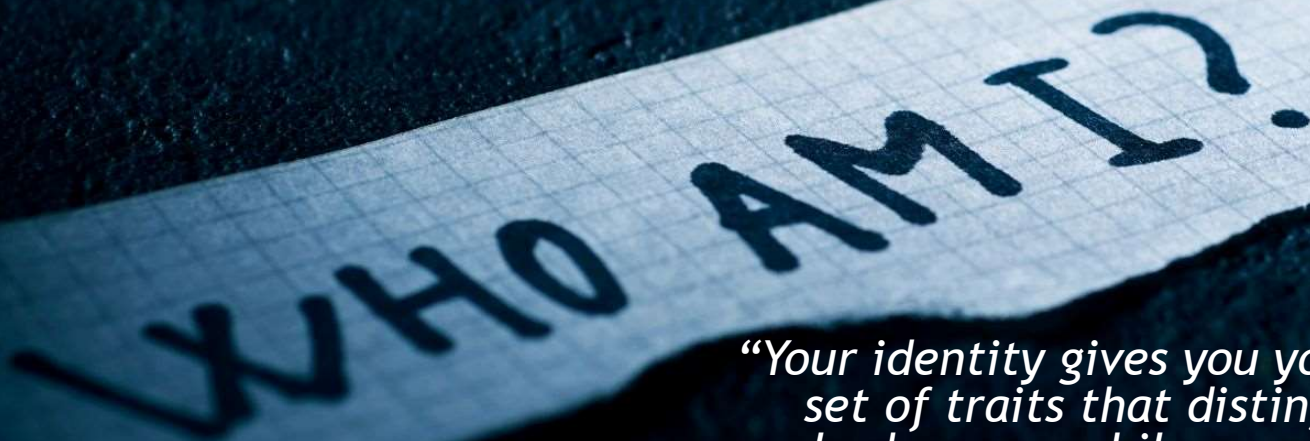
11th Annual NACCOP Conference

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Identity



WHO AM I?

“Your identity gives you your sense of self. It is a set of traits that distinguishes you from other people, because while you might have some things in common with others, no one else has the exact same combination of traits as you.”

(Gupta, 2023)

Personal and Social Identities



Personal
How you see yourself as
“different”



Social
How you are like others

The Big 8 Social Identities



Age

Race

Gender

Ability

Religion

Class

Immigration
Status

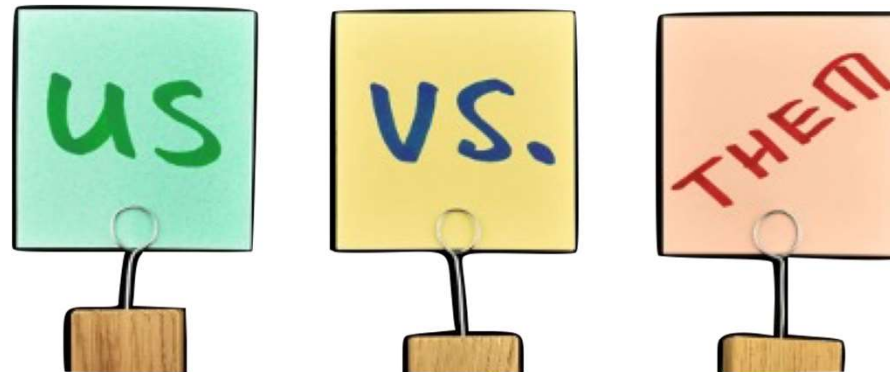
Sexual
Orientation

In-group

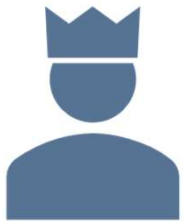
- A group that you identify as being a member
- Have positive views of each other
- Give preferential treatment

Out-group

- Anyone that doesn't belong to your group
- Viewed more negatively
- Seen as inferior to your group



The Role of Social Identities in the Perception of Others




Award power or deny access to power



Justify differences in outcomes and abilities



Once categorized into a particular group, it is nearly impossible to move



“People bring aspects of their lives from outside a situation with them, shaping how they see new situations and how they behave in them.”

(Cohen, 2022)



How may someone's social identities and experiences impact how they engage with you, given your role?

How may your social identities and experiences affect how you perceive respondents, complainants, and witnesses?

FUNDAMENTAL ATTRIBUTION ERROR



“an impulsive cognitive bias that leads us to see the behavior of others as emanating from some underlying essences – who the person is—rather than from the situation they are in.”

(Cohen, 2022)

- Overemphasize personal characteristics regardless of actual knowledge of the person’s character
- Ignore situational factors
- People do bad things because they are bad people
- We often rationalize our own unethical behavior by blaming the situation

(University of Texas, 2022)

STRATEGIES

2024 NACCOP 11TH ANNUAL CONFERENCE



Cultural Humility



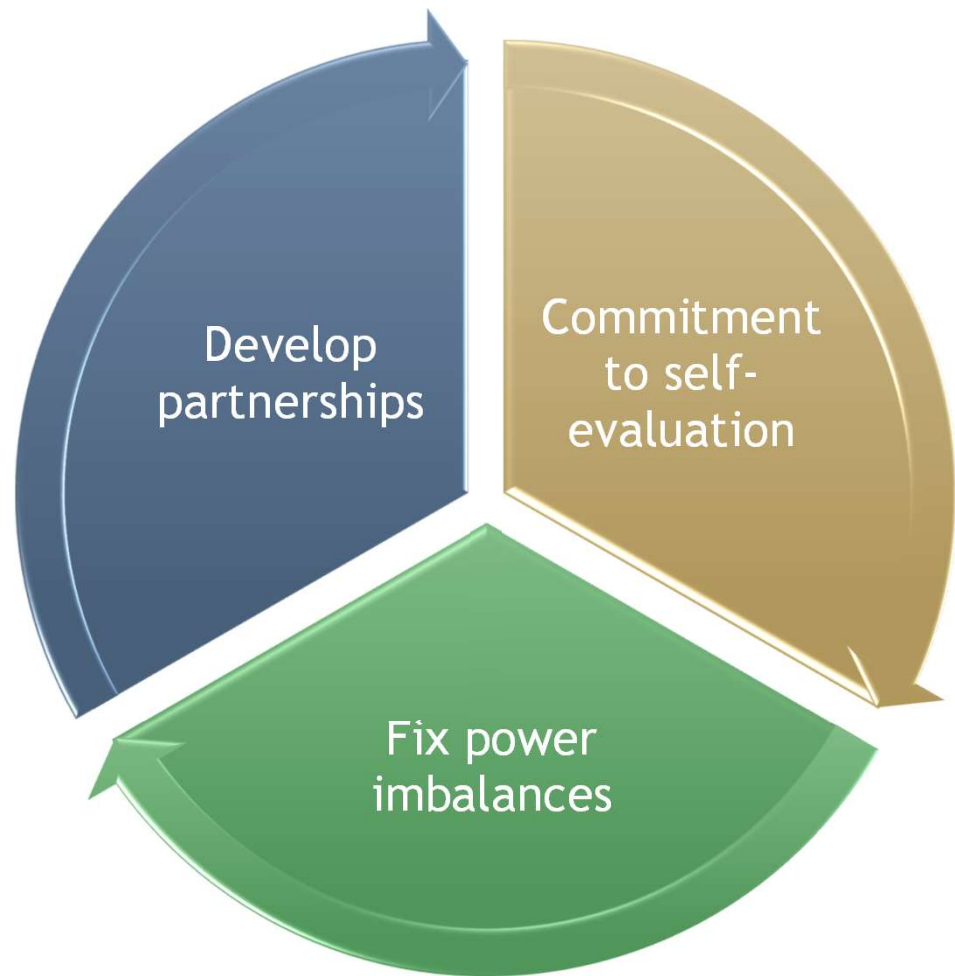
Cultural Humility



“the ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person]”

(Hook et al., 2013)

Three Aspects of Cultural Humility



- Never stop learning
- Be humble and flexible
- Look at yourself critically
- If you don't know, acknowledge it

“Willingness to act on the acknowledgment that we have not and will not arrive at a finish line is integral to this aspect of cultural humility as well. Understanding is only as powerful as the action that follows.”

(Waters, 2013)

Commitment to Self-Evaluation

- Fix power imbalances where none ought to exist
- Recognizing that each person brings something different to the situation helps us see the value of each person
- The party is the expert on their life
- You bring a body of knowledge; the party has an understanding outside of your scope of knowledge

“Both people must collaborate and learn from each other for the best outcomes. One holds power in scientific knowledge, the other holds power in personal history and preferences.” (Waters, 2013)

Fix Power Imbalances

- Develop partnerships with people and groups who support and advocate for others
- Break down silos

“Cultural humility, by definition, is larger than our individual selves – we must advocate for it systemically.” (Waters, 2013)

Develop Partnerships

Psychologically Attuned Communications

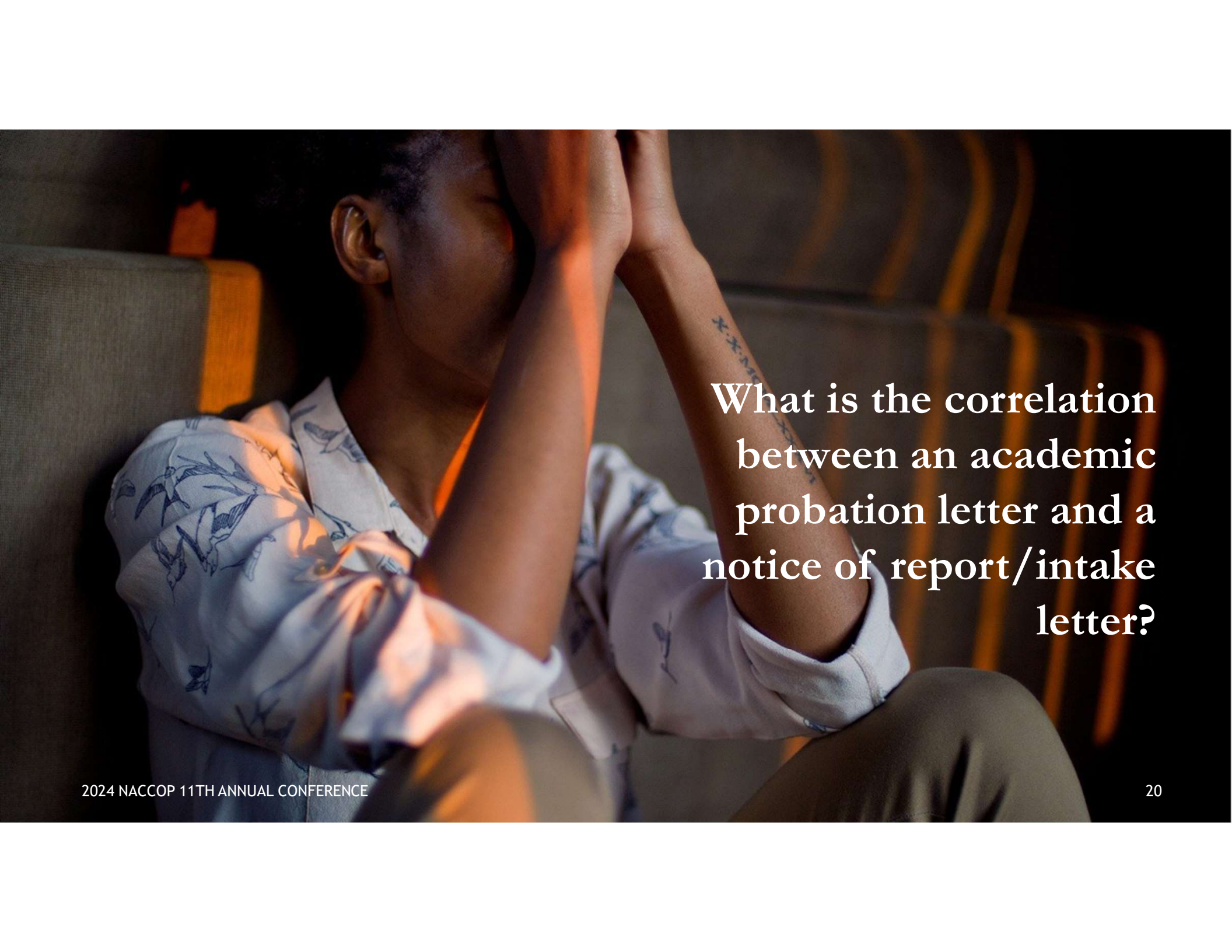


Brady's research on Academic Probation Letters



“Surveying student affairs officers at various colleges, she found that most of them want students to feel they belong on campus. But when [Shannon] Brady looked at the actual impact of the letters they sent to inform students that they were underperforming, she found that the students’ overwhelming reaction was shame. Shame is the bane of belonging. It makes people want to ‘sink into the floor and disappear,’ according to clinical psychologist June Tangney, and discourages people from seeking the help they need and from discovering that many others have ‘been there’ too.”

(Cohen, 2022)

A person is sitting on a couch, their hands covering their face in a gesture of distress or frustration. They are wearing a light-colored shirt with a blue pattern. The background is dark with some wooden elements.

What is the correlation
between an academic
probation letter and a
notice of report/intake
letter?

Website - Leading with legalese (Not PAC)



[Institution] complies with Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, and is an equal opportunity institution that does not discriminate on the basis of race, color, sex (including pregnancy), national origin, age (40 or older), disability, veteran status or genetic information.

Website - Leading with commitment (PAC)



Title IX and Violence Prevention



Rollins College is committed to creating and maintaining a safe, healthy, and respectful community in which students, faculty, and staff can work together in an atmosphere free from discrimination on the basis of sex, gender, gender identity, gender expression, sexual orientation, and pregnancy/pregnancy-related conditions.

Sexual harassment (which includes sexual assault, dating violence, domestic violence, and stalking) is a form of sex discrimination. Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination on the basis of sex in any federally funded education program or activity. Sexual harassment is also prohibited under Title VII of the Civil Rights Act of 1964, other applicable statutes, and College policy.

Title IX states that *"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."* Rollins does not discriminate on the basis of sex in its educational program or activity or in the context of employment.

The Office of Title IX leads Rollins' efforts to prevent and respond to discrimination on the basis of sex, including sexual harassment.

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Intake - Transactional (Not PAC)



Dear Betty:

This letter is to inform you that a Title IX report has been submitted identifying you as a victim. In compliance with Title IX, please call 999-999-9999 to schedule a meeting with the Title IX Coordinator to discuss the grievance procedures, supportive measures, and your rights and options.

Intake - Helping (PAC)



Dear Betty:

I am the Title IX Coordinator. I have received a report of an incident that may be a violation of [institution]'s [policy name]. The report indicated that you were the individual harmed. Therefore, I would like to meet with you to discuss supportive measures I can provide, the process for addressing such reports and your options for participating in the process.

I looked at your schedule to find a time that we may talk that does not interfere with your class schedule. Please come to my office, located at..., at 9:00 am on Tuesday, May 4, 2023.

I am including a link to our resources and policy so you can review it before our meeting.

You are welcome to bring a support person or advisor to the meeting. Please contact me if you need any accommodations or assistance during this meeting. This meeting is not an investigative interview. Instead, it is an opportunity for us to discuss your options and resources.

**What other ways can
you use Psychologically
Attuned
Communications with
Title IX and the Clery
Act?**



Closing Thoughts

KNOW

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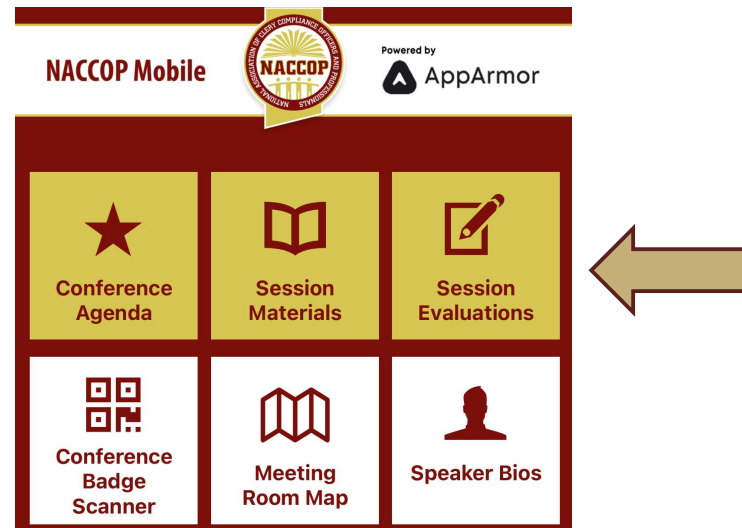


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