

Title IX & Sexual Harassment Training Module

Valparaiso University

2025

VALPARAISO UNIVERSITY

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Title IX

Title IX Coordinator- Claims of Sexual Harassment and Sexual Misconduct

The Title IX Coordinator is appointed by the President and is responsible for monitoring, advising, and overseeing all complaints involving discrimination, harassment, and sexual misconduct such as sexual harassment, sexual violence, dating violence, domestic violence, and stalking, as well as identifying and addressing any patterns or systemic problems that arise during the review or administration of any aforementioned complaints. The Title IX Coordinator is also responsible for assessing the campus climate, coordinating any remedial or interim measures, and providing

Confidential Support & Counseling Services

General Counsel

VUOCR

Bias Incident Report Form

Title IX Website

www.valpo.edu/titleix

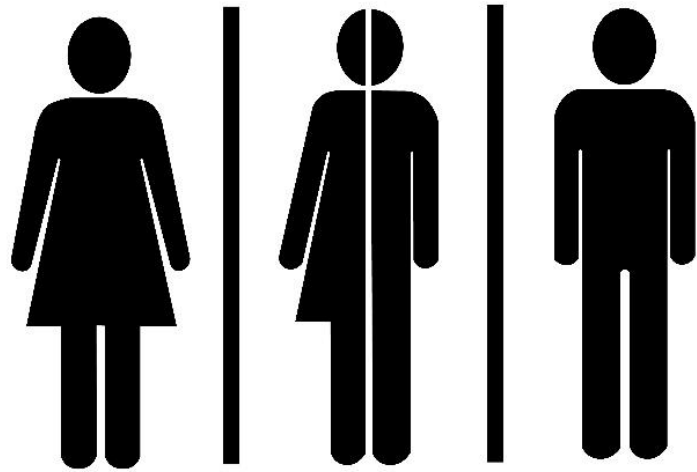
Title IX Contact Information

Tressa Jones, Title IX Coordinator & Assistant Director, OMP

Email: title9@valpo.edu

Phone: 219.464.6370

What is Title IX?



“[N]o 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.”

32 C.F.R. § 106.31



-
- University Police Department -219.464.5430
 - Northwest Health Porter Hospital
 - 219.983.8300 85 E U.S. Hwy 6, Valparaiso, IN 46383

Confidential Support Resources

- Counseling Center (students) – Located in Alumni Hall
 - 219.465.5002 or counseling.center@valpo.edu
- University Pastors (students and staff) – Located in Helge Center
 - 219.464.6514

- Student Health Center (students) – Located in Promenade East Ste 102
 - 219.464.5060 health.center@valpo.edu
- Prevention and Wellness - Located in Fitness Center
 - 219.464.6833
- Access and Accommodations Resource Center (students) - Located in CC Library
 - 219.464.5206
- National Sexual Assault Hotline – 800.656.HOPE

Non-Confidential Resources

- Title IX Coordinator
- Valparaiso University Police
- Student Life Division
- Faculty
- Instructors
- Resident Assistants
- All staff and contractors

If you report an incident of discrimination, harassment, or misconduct to a non-confidential party, the non-confidential party will protect your privacy by limiting the people with whom he or she shares what you tell them. However, non-confidential resources cannot guarantee **complete confidentiality**, as they **must promptly** notify the University's Title IX Coordinator about the basic facts of discrimination, harassment, or sexual misconduct incidents. University employees may notify the Title IX Coordinator of such incidents by completing the [Title IX Formal Complaint Form](#).

Reporting Requirements

- **Underage Minors - Sexual Assault, Sexual Harassment, Sexual Misconduct etc MUST be reported to VUPD prior to Title IX.**
- **Faculty, staff, administrators and contractors- Mandated reporters!**
- **Residential Life Staff- Report up to RLC. RLC's report to VUPD and Title IX.**

A criminal complaint and investigation will not relieve the University of its obligation to respond to an incident of sexual misconduct. You may choose to file a University complaint, a criminal complaint, both or neither. If you choose to file a criminal complaint through the Valparaiso City Police, Valparaiso University Police will provide you with support throughout the process.

Sexual Harassment
&

Sexual Assault

Valpo Harassment and Sexual Misconduct Policy

- Valparaiso prohibits sexual harassment that occurs within its education programs and activities consistent with the U.S. Department of Education's implementing regulations for Title IX of the Education Amendments of 1972, 34 C.F.R. § 106 et seq.
- The University will provide persons who have experienced sexual harassment ongoing remedies as reasonably necessary to restore or preserve access to the University's education programs and activities.
- The University does not condone and will not tolerate sexual harassment and is committed to providing programs, activities, and an educational environment free from sexual harassment.
- The University will promptly and thoroughly investigate all reports of sexual harassment in accordance with the procedures specified in this policy.

Sexual Misconduct Prohibited Under Valpo Policies

- **Sexual Harassment:** Unwelcome gender-based comments or behavior.
- **Sexual Assault:** Non-consensual touching of intimate areas.
- **Sexual Violence:** Any act of violence driven by sexual intent.
- **Dating/Domestic Violence:** Abuse or violence within current or former dating relationships.
- **Stalking:** Continual unwanted contact

Does the
Harassment
and Sexual
Misconduct
Policy and
Title IX
prohibit
retaliation?

- YES!
- Valparaiso's Harassment and Sexual Misconduct Policy and Title IX prohibit intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX and its implementing regulations or because an individual has made a report or complaint, testified, assisted, participated in or refused to participate in any manner in an investigation, proceeding, or hearing under Valparaiso's policy.

What is consent?

- **Consent is an agreement between participants to engage in sexual activity.**
- **In order to give effective consent, a person must be of legal age.**
- **A person who is incapacitated is not capable of giving consent**
- Consent must be given voluntarily
- It cannot be procured through physical violence, threats, blackmail, or other unreasonable pressure for sexual activity.
- Consent to one type of sexual activity does not imply consent to any other. Past relationships or prior consent do not guarantee future consent.

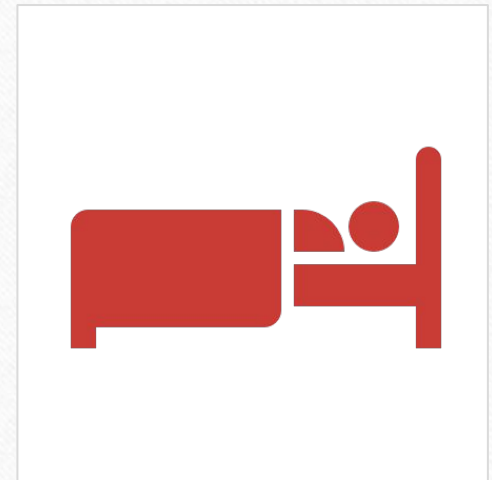
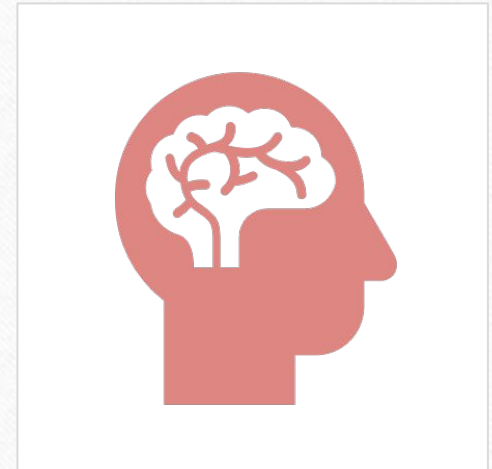
Was consent given?

- **Freely Given:** Giving consent freely, without pressure, force, or manipulation.
- **Reversible:** Either participant can withdraw consent at **ANY** time, even if they previously agreed.
- **Informed:** True consent occurs when you fully understand what you are agreeing to.
- **Enthusiastic:** You should do something because you genuinely want to, not because you feel obligated or expected to participate.
- **Specific:** Agreeing to one thing does not mean agreeing to everything else.

What is incapacity?

Incapacity refers to the physical and or mental inability to make informed, rational judgements and decisions.

- Drugs
- Alcohol consumption
- Medical condition or disability
- State of unconsciousness or sleep



What is sexual harassment under the policy?

Conduct on the basis of sex that is:

Quid pro
quo
harassment

Hostile
environment
harassment

Sexual assault

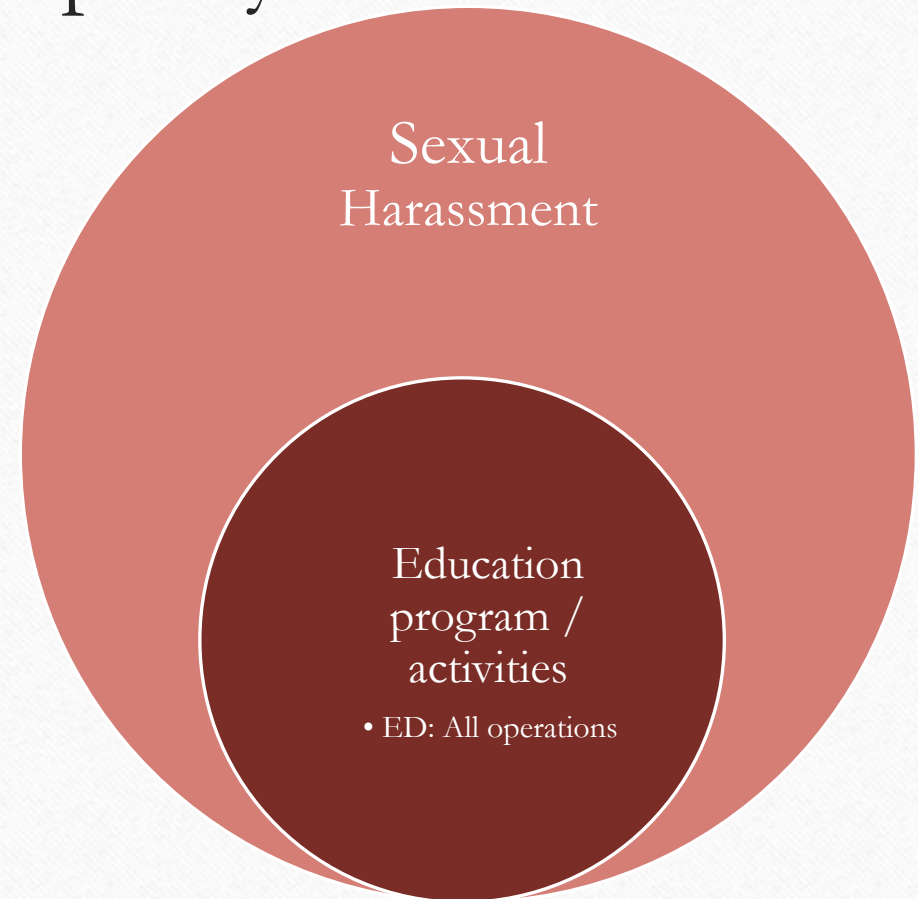
Dating
violence

Domestic
violence

Stalking

What sexual harassment does Title IX apply to and fall under the sexual harassment policy?

- Applies to sexual harassment in the “education program or activity” of the University and that is committed by a member of the University Community in the United States
 - Title IX defines “education program or activity” to include the “operations” of educational institutions
- Title IX does not apply to private conduct occurring in private location that is not part of education program/activity



What are examples of education programs and activities?

Admissions

Hiring

Workplace

Academic instruction

Residence life

Amenities on campus

Sports teams

Work-study

Games, concerts, and speeches on-campus

Off-campus trips or experiences organized by the institution

Sponsored organization activities

Anything else that happens on-campus

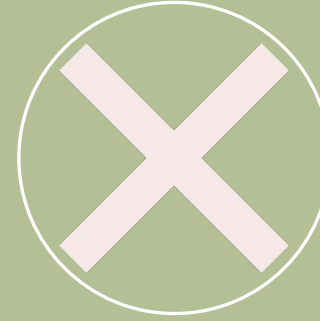
Does Title IX apply to off-campus sexual harassment?



Yes, if the conduct at issue occurs in the context of an education program or activity



Yes, if the conduct at issue occurs in a house owned or controlled by a student organization



No, if it occurs in a private location and is not part of an institution's education program or activity

What is sexual assault?

Title IX regulations define “sexual assault” as incorporating the following classes of conduct:

Rape

Sodomy

Sexual assault
with an object

Fondling

Incest

Institutional Response to Sexual Harassment


What are supportive measures?


- Non-disciplinary, non-punitive supports and accommodations designed to preserve access to education programs and activities
- Reasonably available without fee or charge
- Without unreasonably burdening the other party



Examples of supportive measures

 Counseling- Students

 Academic accommodations - Students

 Housing accommodations - Students

 Security escorts to confidential resources, if available - VUPD

 Leave of absence - Faculty/Staff

 Increased security or monitoring of campus areas - VUPD

 Modified work schedules

 Mutual no-contact order where implicated by facts

Informal or Formal Resolution

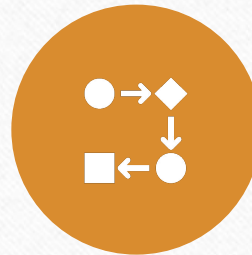
What is Informal resolution?

A voluntary process to resolve formal complaints of sexual harassment through a mechanism other than the default investigation and hearing. Informal resolutions are not an admittance of guilt. It is an agreement between both parties (complainant and respondent) created to resolve a disagreement.

What are the key concepts of informal resolution?



A Formal Complaint must first have been filed and written notice given to the parties



The parties must be apprised in writing of how the informal resolution process will work and the consequences of participating in it



The parties must voluntarily agree to participate in writing



The parties must be allowed to withdraw from informal resolution up until the point it is final

What is Formal Resolution?

A voluntary process to resolve formal complaints of sexual harassment through an investigation and judicial board hearing.

What general principles govern the grievance process?

Equitable treatment of complainants and respondents

No stereotypes based on a party's status as complainant or respondent

Presumption respondent did not violate policy unless and until a determination is made after hearing

Conflict and bias-free institutional participants

How long is the Title IX process ?

Informal resolution
should be reasonably
prompt

Typically has the effect of
suspending any default
investigation and hearing
process

If informal resolution fails
or appears futile,
institution should
promptly resume default
investigation and hearing
process

Does Valparaiso have other policies that might apply?

- YES!
- Sexual harassment that does not fall under the scope of the Harassment and Sexual Misconduct Policy may be prohibited by and investigated in accordance with:
 - Student Handbook if committed by a student,
 - Faculty Handbook if committed by a faculty member, or
 - Staff Employee Handbook if committed by an employee

Thank you!