



# Title IX Training Ferrum College

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A Guide To Student  
Empowerment Facilitated By:

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Title IX Coordinator

# Agenda

- Welcome and Introductions
- Understanding the Basics of Title IX
- Understanding YOUR role
- Q&A

# Purpose Statement

- The Office of Student Life and Engagement at Ferrum College advocates for the rights of students by setting standards of expectations for civility, respect, and honesty. We provide student support through development and implementation of campus-wide policies, procedures, and administration of the student code of conduct. Moreover, we are committed to creating a more culturally inclusive society by providing education around social justice, health, and wellness.

# Learning Outcomes

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01

Students will learn basic concepts, theories, and definitions about Title IX and sexual misconduct.

02

Students will be informed about the College's responsibility to create an environment free from sexual discrimination.

03

Students will be educated on their individual responsibility to report sexual assault.

# Title IX of the Education Amendments of 1972

“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 educational program or activity receiving financial assistance.”

## What Title IX Covers:

- Sexual and other harassment
- Sexual and intimate (domestic) violence
- Dating violence
- Stalking
- Discrimination (of any kind)
- Harassment (of any kind)

# Why Is This Information Important?

According to the US Bureau of Justice Statistics....

1. 1 in 5 women are survivors of completed or attempted sexual assault while in college.
2. Among the college women who experienced completed and/or attempted rape, the perpetrator (most commonly a classmate, friend, boyfriend, ex-boyfriend, or acquaintance) was known to the survivor in nearly 90% of cases.
3. 50% of sexual assaults upon college women involve the use of alcohol or other drugs by the perpetrator, survivor, or both.
4. 6.1% of men were survivors of completed or attempted sexual assault while in college.
5. Students who identify as LGBTQ experience higher rates of sexual assault.

# Title IX Prohibits Sexual Discrimination Against Students

## ONE

Sexual discrimination includes sexual harassment, sexual misconduct, and sexual violence.

## TWO

Both male and female students are protected from sexual harassment, regardless of the sex of the harasser.

## THREE

Title IX does not prohibit discrimination based on sexual orientation. However, gender-based harassment, including harassment based on sex stereotyping, can violate Title IX.

## FOUR

Colleges may not retaliate against someone for opposing an unlawful educational practice or policy, or participating in any complaint brought under Title IX.

# Programs and Activities Covered By Title IX

## ONE

Programs or activities include but are not limited to: recruitment, admissions, financial aid, academic programs, student services, education, recreation, physical education, and athletics.

## TWO

Title IX protects students in connection with all academic, educational, athletic, and other programs, whether they take place at Ferrum College facilities, or at a class or program the College sponsors.

## THREE

Title IX protects not only the Ferrum College students, but also third parties (e.g. a visiting student athlete, Ferrum College employees).

# Alcohol and Sexual Assault

**HALF OF ALL SEXUAL ASSAULT  
OFFENDERS ARE UNDER THE  
INFLUENCE OF ALCOHOL AT THE TIME  
OF THE ASSAULT.**

## Incapacitated Sexual Assault

- Voluntary ingestion of alcohol
- Offender may encourage heavy use
- Offender takes advantage of vulnerability

## Drug-Facilitated Sexual Assault

- Offender gives drug or alcohol to someone without their knowledge
- Goal is to incapacitate them and commit the assault

# Consent

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- Consent is knowing, voluntary, and clear permission by word or action, to engage in mutually agreed upon sexual activity.
- Just because a person did not verbally say “no” does not mean they inadvertently say “yes.”
- A person cannot give consent if:
  - Incapacitated Underage (under 17)
  - Mentally/Physically Disabled





# Survivor Centered and Trauma Informed Investigations

## ONE

Focuses on the needs and concerns of sexual violence.

## TWO

Ensures the compassionate and sensitive delivery of services in a nonjudgmental manner.

## THREE

Ensures an understanding of how trauma affects behavior.

## FOUR

Recognizes that a victim/survivor is not responsible for sexual violence.

# Students Requesting Confidentiality From The College

- If a student victim discloses an incident to a Responsible Employee but wishes to maintain confidentiality or requests that no investigation into a particular incident be conducted or disciplinary action taken, the College must weigh that request against the College's obligation to provide a safe, non-discriminatory environment for all students and employees, including the student victim.
- If the College honors the request for confidentiality, a student victim must understand that the College's ability to meaningfully investigate the incident and pursue disciplinary action against the alleged perpetrator(s) may be diminished.
- Confidentiality requests are evaluated by the Title IX Coordinator, Investigators, and the Chief of Police.

# What Ferrum College Is Required To Do

01

Raise  
awareness

02

Reduce risk

03

Train  
employees  
and students

04

Know how to  
react

# What Can We Do As Leader's On Campus?

## TRAIN

- Learn to recognize behaviors that are not acceptable. Students who have the education and empowerment to intervene are key to stopping situations before they go too far.

## LEARN

- Commit to educating yourself about sexual assault in higher education.

## BE PROACTIVE

- Students should feel empowered to speak up and intervene when necessary.

## KNOW

- Recognize that a victim/survivor is not responsible for sexual violence.

# How Do I Report A Sexual Assault?

**ONE** → Students are always welcome to report a sexual assault, in person, to the Title IX Coordinator.

**TWO** → Talk to Res Life or Campus Police. Describe what you know about the incident — what happened, where, when, etc. Include names, if possible, and note any known witnesses.

**THREE** → Submit a complaint/report online;  
<https://www.ferrum.edu/title-ix-information/submitting-a-complaintreport/#1535637934888-6f6fff0e-be76>

# What To Do If..... Someone Reports A Sexual Assault To You

Report to the Title IX Coordinator all relevant details about the alleged sexual violence shared by the student. Be sure to include your knowledge of what happened – including the names of the student(s) and alleged perpetrator(s), any witnesses, and any other relevant facts, including the date, time, and specific location of the alleged incident.

# Resources For Students

- Sexual Misconduct Policy found on Ferrum's website
- Title IX Coordinator
- Ferrum College Counselors
- Ferrum College Chaplain
- Campus Police

# Ferrum College Contact Resources

## Title IX Coordinator – Students

- Jill Adams, Dean of Campus Life
  - 540-365-4541 / 540-238-9598
  - [jadams@ferrum.edu](mailto:jadams@ferrum.edu)

## Human Resources – Employees

- Chris Chandler, Director of Human Resources
  - 540-365-4287/ [cchandler@ferrum.edu](mailto:cchandler@ferrum.edu)

## Counseling – Students

- Jessica Stallard, Campus Counselor
  - 540-365-4219/ [jstallard@ferrum.edu](mailto:jstallard@ferrum.edu)
- Laura Robinson, Campus Chaplain
  - 540-365-4285/ [lrobinson@ferrum.edu](mailto:lrobinson@ferrum.edu)

## Campus Police

- Jim Owens, Chief of Police
  - 540-365-4444/ 540-420-3027
  - [jfowens@ferrum.edu](mailto:jfowens@ferrum.edu)

# Summary

- Title IX prohibits discrimination on the basis of sex for all activities in any institution that receives federal funding of any kind.
- Ferrum College is required to raise awareness, reduce risk, and train employees and students on sexual misconduct and Title IX regulations.
- Students can prevent sexual assault by committing to training, education, and action!

# Questions?

- Thank you for your participation!

Please contact Jill Adams, Dean of Campus Life/Title IX Coordinator  
540-365-4541/540-238-9598 or [jadams@ferrum.edu](mailto:jadams@ferrum.edu)