



# LONG BEACH COMMUNITY COLLEGE DISTRICT

Title IX Training: Awareness

*September 14, 2023*

Dr. Bill Boerner

Senior Solutions Specialist

# MEET YOUR FACILITATOR

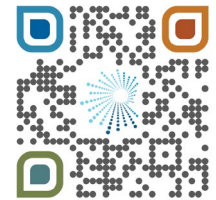


Title IX Coordinator & EEO  
Director Services, DEI

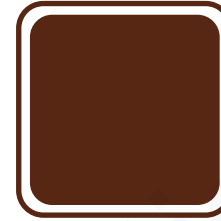
## Bill Boerner (he/him/his)

---

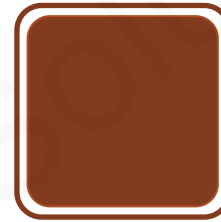
Dr. Bill Boerner serves as a Senior Solutions Specialist for Grand River Solutions. He previously served as the Interim Vice President and Associate Vice President of Diversity, Equity, and Inclusion and Title IX Coordinator at Hobart and William Smith Colleges. In his previous role, Dr. Boerner oversaw the Diversity, Equity, and Inclusion division, leading inclusion goals and visioning for the Colleges. As the Title IX Coordinator, he led sexual violence prevention and response, and maintained compliance training for all students, faculty, and staff. Dr. Boerner has experience leading training and workshops related to identity, DEI, Title IX, bystander intervention, social justice, inclusion, LGBTQ+, understanding bias, and navigating transitions.



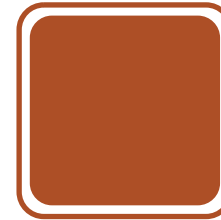
# SESSION AGENDA



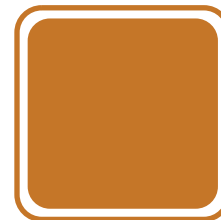
Check-in & Guidelines



Title IX, prohibited  
conduct, and policy



Reporting expectations  
and supportive  
measures



Navigating difficult  
conversations

# WHO IS HERE?



# GUIDELINES FOR TODAY'S SESSION:

Participate at your own comfort level

Share airtime

Personal stories are for their owners to share

Maintain respect for each other's values, beliefs, and backgrounds

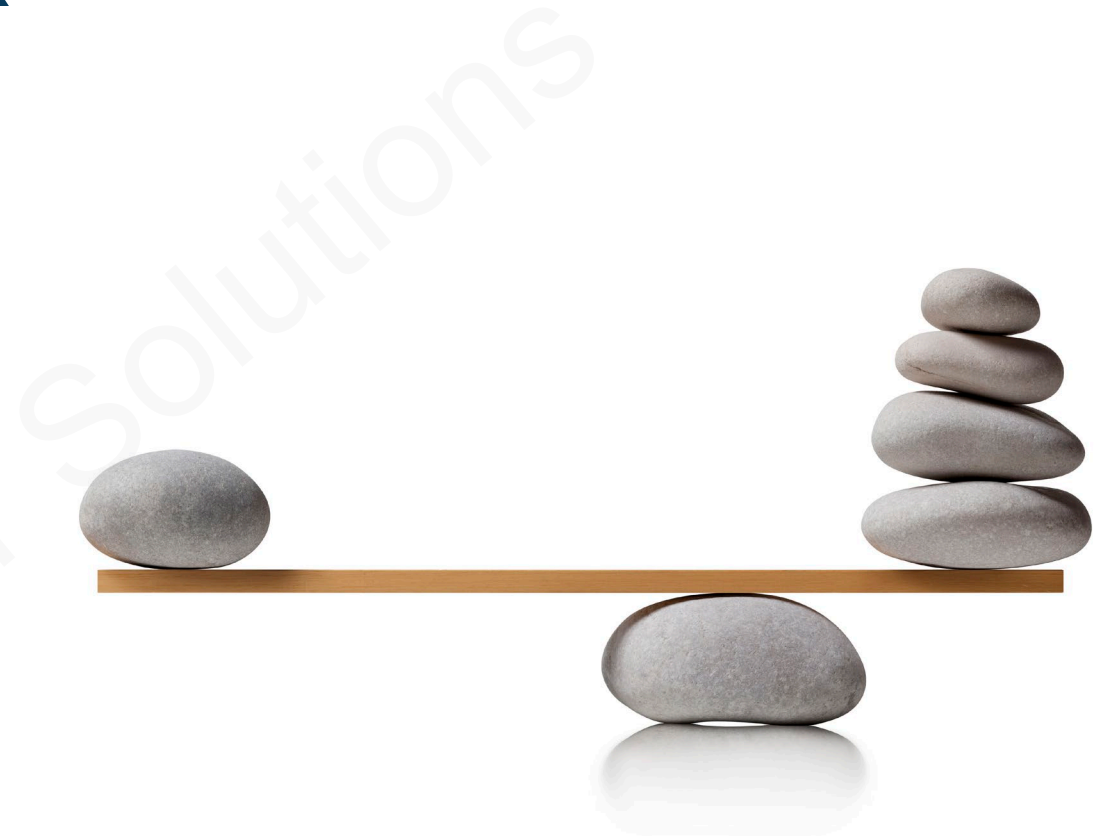
It's okay to be at different places in managing Title IX related matters

Anything else?

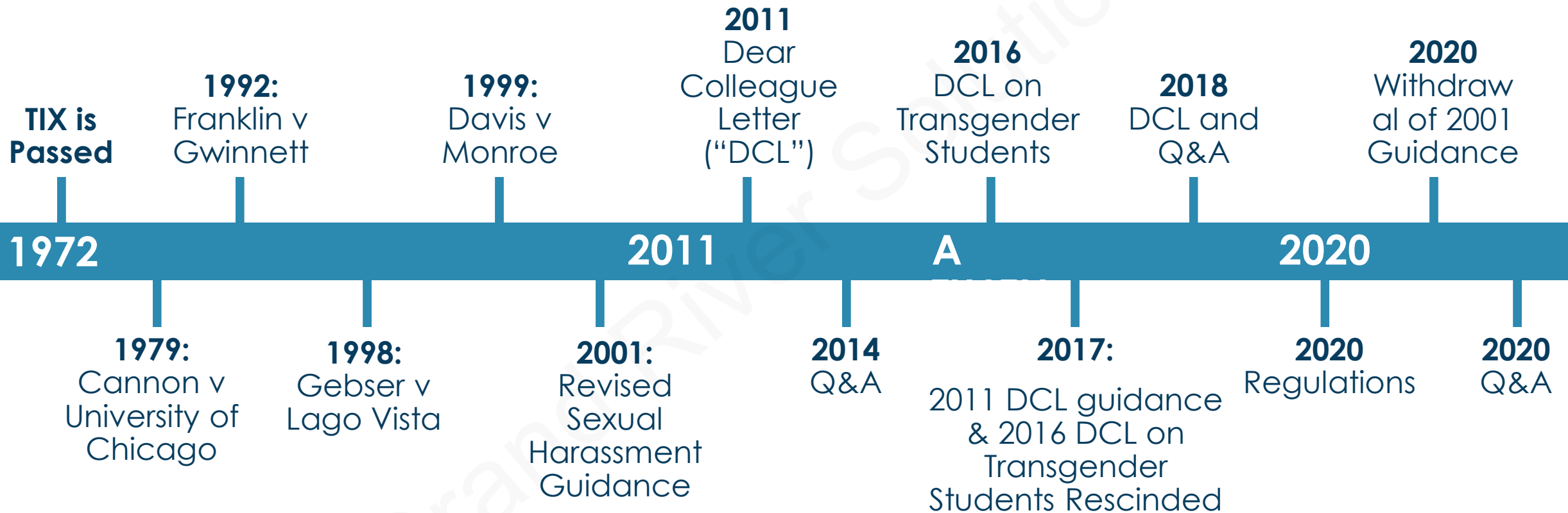
# UNDERSTANDING TITLE IX

- *“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.”*

- 20 USCA Sec. 1681



# THE HISTORY OF TITLE IX



# PROHIBITED CONDUCT: SEXUAL HARASSMENT UNDER TITLE IX

*Occurred in the US, Occurred on or after August 14, 2020, & Educational Program or Activity*

## Quid Pro Quo

A District employee conditions the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct

## Unwelcome Conduct

Determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity

## Sexual Assault

Includes: Sex Offenses, Rape, Sodomy, SA w/ object, Fondling, Incest, Statutory Rape.



# PROHIBITED CONDUCT: SEXUAL HARASSMENT UNDER TITLE IX

## Dating Violence

Violence against a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Relationship determined based on the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

## Domestic Violence

By current or former spouse or intimate partner of the victim, by a person whom the victim shares a child in common, cohabitating with, or has cohabited with.

## Stalking

Course of conduct directed at a specific person that would cause a reasonable person to fear for his/her/their safety or the safety of others or suffer substantial emotional distress.

# PROHIBITED CONDUCT: SB 493

"Sexual harassment" means unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the work or educational setting, under any of the following conditions

(a) Submission to the conduct is explicitly or implicitly made a term or a condition of an individual's employment, academic status, or progress.

(b) Submission to, or rejection of, the conduct by the individual is used as the basis of employment or academic decisions affecting the individual.

(c) The conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment.

(d) Submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the educational institution.

*Ca. Educ. Code § 212.5*

# PROHIBITED CONDUCT: SB 493

## Sexual violence

*Physical sexual acts perpetrated against a person without the person's affirmative consent, including:*

- **Rape** - defined as penetration, no matter how slight, of the vagina or anus with any part or object, or oral copulation of a sex organ by another person, without the consent of the victim.

- **Sexual battery** - means the intentional touching of another person's intimate parts without consent, intentionally causing a person to touch the intimate parts of another without consent or using a person's own intimate part to intentionally touch another person's body without consent.

# PROHIBITED CONDUCT: SB 493

## Sexual violence

*Physical sexual acts perpetrated against a person without the person's affirmative consent, including:*

- **Sexual exploitation** - means a person taking sexual advantage of another person for the benefit of anyone other than that person without that person's consent, including, but not limited to, any of the following acts:
  - (A) The prostituting of another person.
  - (B) The trafficking of another person.

(C) The recording of images, including video or photograph, or audio of another person's sexual activity or intimate parts, without that person's consent.

(D) The distribution of [such] images, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not consent to the disclosure.

(E) The viewing of another person's sexual activity or intimate parts, in a place where that other person would have a reasonable expectation of privacy, without that person's consent, for the purpose of arousing or gratifying sexual desire.

Complainant



A Complainant is an individual who alleges he/she/they is the victim of conduct that could constitute sexual harassment.

Respondent



A Respondent is an individual reported to be the perpetrator of conduct that could constitute sexual harassment.

# GENERAL DYNAMICS OF SEXUAL ASSAULT

- Many victims are reluctant to report
- Delays in reporting
- Wavering levels of participation
- Respondent known to victim.
- Little to no physical evidence.
- Emotionally charged situation.
- Adjudicator decisions often based on credibility.
- Demeanor - “perfect victim”
- Habits and Reflexes (Hopper)
- Victims questioning of events and actions.
- Effect of victim’s own misconceptions.

# POTENTIAL IMPACTS OF SEXUAL VIOLENCE

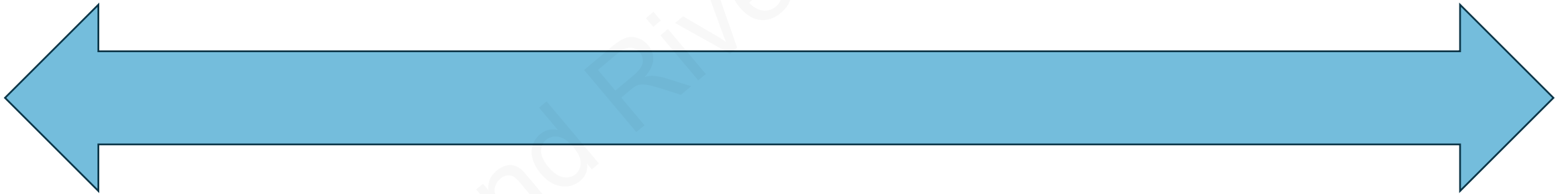
- Anxiety
- Depression
- Flashbacks
- Chronic Pain
- Substance Abuse
- Lower graduation rate



*Individuals responding to accusations of sexual misconduct may also experience similar impacts.*

**CONCERN #1...**

**Avoiding Conflict**





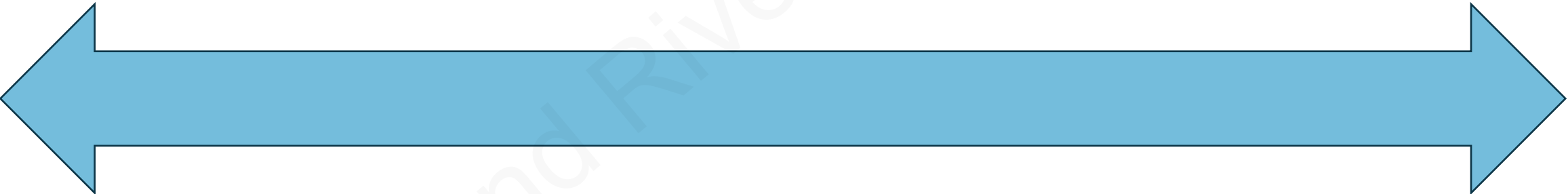
# CONCERN #2...



**Seeking Help**

# CONCERN #3...

## Understanding Consent



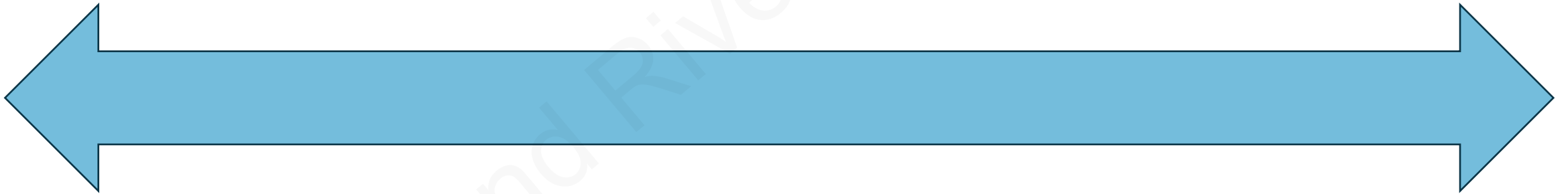
# CONCERN #4...

## Miscommunication



# CONCERN #5...

## Boundaries





GRAND RIVER | SOLUTIONS

# THINK, PAIR, SHARE

## An Opportunity To Chat With Your Neighbors

- **First**.....think about your identities.....
- **Second**.....Connect with a partner and discuss the following:
  - *Share at least one of your identities that you are most proud of and why*
  - *Discuss one or more of your identities that encourages others to talk about sensitive concerns, such as sexual assault (Open door)*
  - *Discuss one or more of your identities that discourages others to talk (Closed door)*
- **Third**.....share out with the larger group.



**READ BETWEEN  
THE LINES &  
ASSESS THE  
SITUATION**



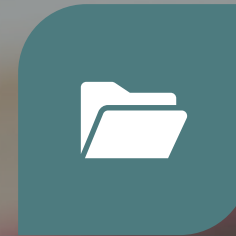
**BACK-POCKET  
PHRASE**



**SAFETY CHECK**



**LISTEN TO  
UNDERSTAND &  
CLARIFICATION**



**ACTION  
PLANNING &  
FOLLOW-UP**



# Employee Reporting Obligations

Grand River Solutions



# OPTIONS FOR THOSE EXPERIENCING SEXUAL VIOLENCE:

- **Path 1: Seeking Support**
  - ✓ Counseling, Advocacy, & Crisis Services
  - ✓ Interim measures
- **Path 2: Seeking Treatment**
  - ✓ Evidence collection
  - ✓ Emergency contraception
  - ✓ Physical/Emotional care
- **Path 3: Seeking to Disclose**
  - ✓ Anonymous disclosure
  - ✓ Directly to Title IX
  - ✓ Others

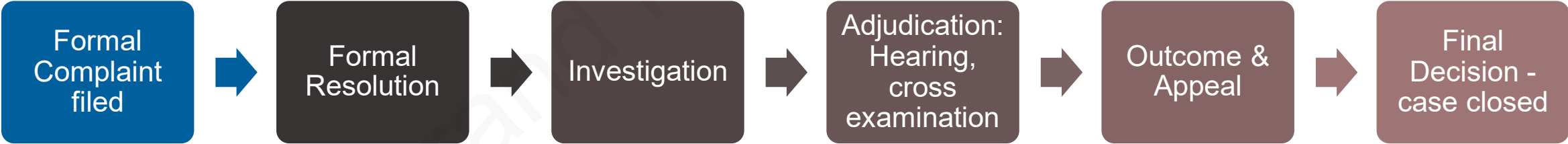
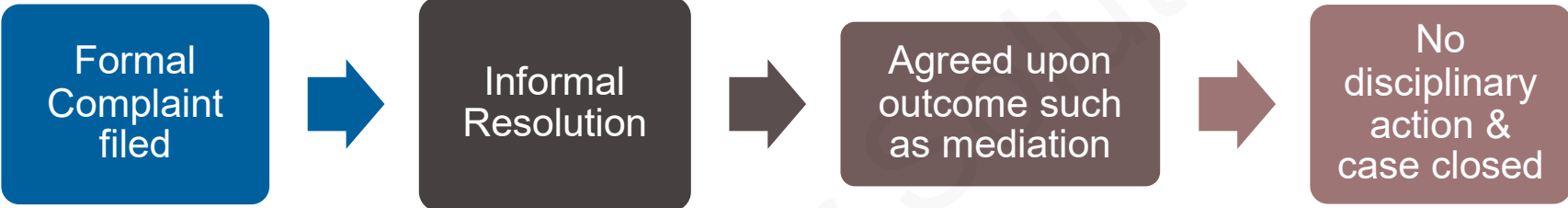


# OPTIONS FOR THOSE EXPERIENCING SEXUAL VIOLENCE: (CONTINUED)

- **Path 4: Seeking Action**
  - ✓ Policy Investigation
  - ✓ Criminal Investigation
- **Path 5: Exploring Options**



# FORMAL COMPLAINT PROCESS: *STUDENTS* *TITLE IX GRIEVANCE PROCESS\**



# SUPPORTIVE MEASURES

Extensions and  
Course related  
adjustments,  
Modification of  
schedules

No-Contact  
Orders and other  
restrictions

Safety Planning

Counseling  
Support



# COMMON CONCERNS

Pivot to remote

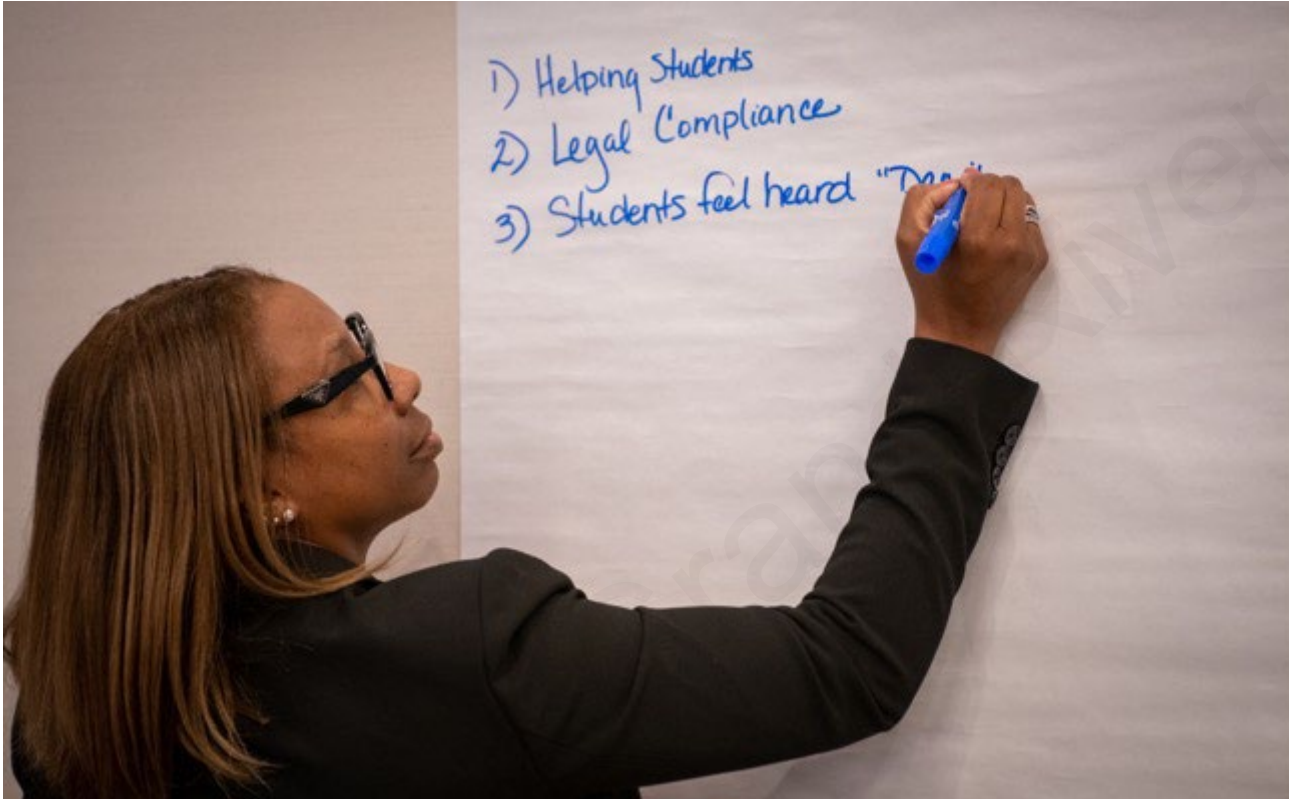
Punitive actions

Deadline management /adjustments

Modification of class/work schedules

Both parties in the same class/work environment

NCO modifications



# TAKEAWAYS

You are protected by and responsible to follow policy

Most are required to report to the Title IX Coordinator

You can help provide guidance and support

**WHAT'S COMING  
UP NEXT MONTH:**

**PREVENTION**







**ANSWER AND  
FILL IN THE REST  
OF THE  
SENTENCE:**

As I leave today, I feel.....

One thing I have learned today is.....

As a member of this community, I will.....

One question I have is.....

What I've appreciated about the group today is.....

# THANKS FOR JOINING US!

## CONNECT WITH US

---



[info@grandriversolutions.com](mailto:info@grandriversolutions.com)



[/Grand-River-Solutions](#)



[/GrandRiverSolutions](#)



[/GrandRiverSolutions](#)

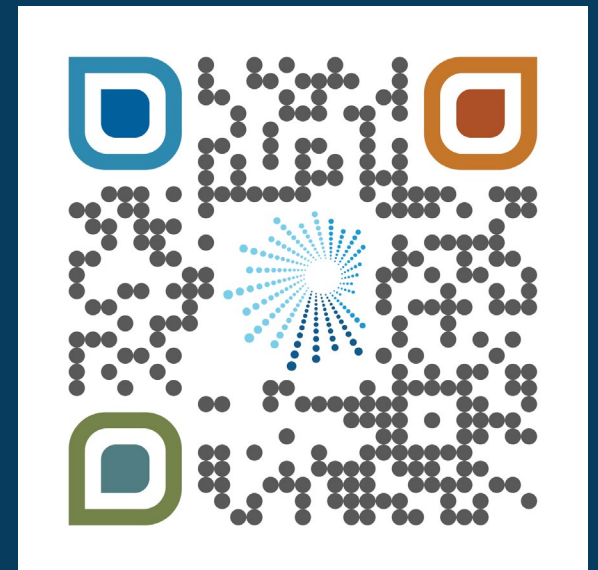


[Grandriversolutions.com](http://Grandriversolutions.com)

**GRAND RIVER | SOLUTIONS**

## WE LOVE FEEDBACK

Your Opinion Is Invaluable!



©Grand River Solutions, Inc., 2023. Copyrighted material. Express permission to post training materials for those who attended a training provided by Grand River Solutions is granted to comply with 34 C.F.R. § 106.45(b)(10)(i)(D). These training materials are intended for use by licensees only. Use of this material for any other reason without permission is prohibited.

