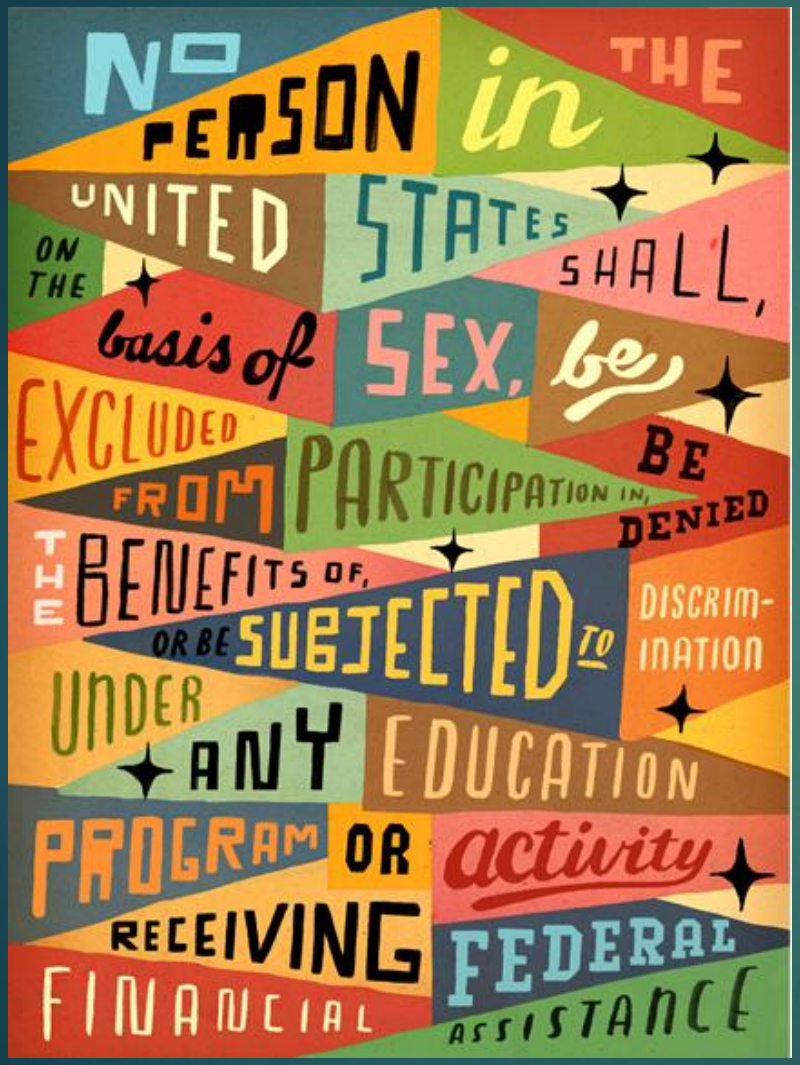
Title IX Resources at Bentley University

What does Title IX state?



Graphic from brianrea.com

"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."

Title IX of The Higher Education Amendments, 1972

Title IX protects all members of the Bentley community from:

- Sexual Harassment
  - Including quid pro quo and hostile environment
- Sexual Assault
- Sexual Exploitation
- Dating or domestic violence
- Stalking
- Harassment Based on Sexual Orientation, Gender, or Gender Identity
- Retaliation for reporting an incident

Tips for Supporting Individuals in Trauma

- Ask questions and provide options that will allow the individual to feel in control. For example:
  - "Do you feel safe?"
  - "Do you feel comfortable if we speak in this room?"
  - "Would you like me to call ____?"
- Allow the individual to tell their story at their own pace
  - Do not interrupt or ask the person to provide the "short version" of what happened
- Outline the various resources that are available on campus

Tips for Supporting Individuals in Trauma

- Avoid probing questions. These might include:
  - "Why were you at that party?"
  - "Why didn't you leave with your friends?"
  - "Why didn't you run away?"
- Remember that what you would do (and what you think the student should do) might not be helpful advice

Faculty and staff members on campus have different roles and responsibilities in reporting information should a student disclose an act of sexual misconduct. Please pay close attention to both confidential and responsible employees, as they have markedly different duties for reporting information. The list of responsible employees is up to date as of August 1, 2016.

Confidential Employees

- These staff members are **not required to report** any information about an incident without a student's permission.

Limited Reporters

- These staff members can generally talk to a student without revealing any personally-identifiable information about an incident. A student can seek assistance and support from these individuals without triggering a University investigation that would reveal the student's identity or the fact that the student has disclosed the incident.

Responsible Employees

- These employees **have the duty to report** incidents of sexual violence or other student misconduct. If a student tells a responsible employee about an incident of sexual violence, the student has the right to expect the University to take immediate and appropriate steps to investigate what happened and to resolve the matter promptly and equitably.
- A responsible employee must report all relevant details about the alleged sexual violence shared by the student, including the names of all students involved; the nature of the alleged incident; and the date, time, and specific location of the alleged incident.
- To the extent possible, information reported to a responsible employee will be shared only with people responsible for handling the University's response to the report. A responsible employee should not share information with law enforcement without the student's consent.

Responders

- These individuals, including most faculty and staff on campus, are encouraged to notify the University when a student reports an incident of sexual violence or misconduct, especially if there is cause for fear of a person's safety. These individuals consist of those without supervisory responsibility or authority to address sexual misconduct.
- *If you are unsure of someone's duties and ability to maintain your privacy, ask them before you talk to them.*

For more information regarding resources and support, please contact:

- Erin Kelley, Title IX Coordinator: 781-891-2329 | ekelley@bentley.edu
- Alex Hirs, Deputy Title IX Coordinator for Students: 781-891-2364 | ahirs@bentley.edu

Confidential Employees

- Staff members in the Counseling Center
- Clinicians, physicians, and nurses in the Center for Health and Wellness
- Ordained ministers, clergy members, and pastoral counselors in the Office of Spiritual Life

Limited Reporters

- Jessica Greher Traue, Center for Health and Wellness
- Brighid Courtney, Center for Health and Wellness
- Non-ordained ministers and lay administrators in the Office of Spiritual Life

Responsible Employees

- Athletics Professional Staff
- Center for International Students and Scholars (CISS)
- Equity Center educators (ECEs)
- Graduate Student and Academic Services
- The Multicultural Center
- The Office of Academic Services
- The Office of the Dean of Student Affairs
- The Residential Center
- Resident assistants (RAs)
- Student Programs & Engagement
- University Police

Responders

- Most faculty and staff members

For more information, visit www.bentley.edu/titleix

Title IX and Gender Equity Initiatives at Bentley

Leadership Opportunities

- PRIDE
- Students Advocating Gender Equality (SAGE)
- Equity Center Educators (ECEs)
- Equity Center Advisory Meetings

Programmatic Initiatives

- Documentary screenings and campus speakers
- White Ribbon Campaign
- Consent Day
- Walk a Mile in Her Shoes

Dialogue and Workshops

- Intergroup Dialogue (IGD) sections on gender and sexuality
- Escalation workshops focused on dating violence and healthy relationships