




**LOS ANGELES COMMUNITY COLLEGE DISTRICT**

CITY / EAST / HARBOR / MISSION / PIERCE / SOUTHWEST / TRADE-TECHNICAL / VALLEY / WEST

# Title IX

LACCD Student Orientation 2021-2022

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# About this Training

- ▶ In accordance with Title IX regulations, LACCD is offering this training to all students as part of student orientation.
- ▶ This training discusses topics relating to sexual harassment and sexual assault that may be difficult or triggering for some. Resources and assistance with reporting are available. To learn more, please contact us via [email](#) or visit [LACCD's Title IX Resource webpage](#).

# Training Objectives

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# Training Objectives

In this training, students will learn about:

- ▶ Title IX and related information, such as who is your Title IX Coordinator and available resources and supportive measures.
- ▶ LACCD policy, procedure, and options for reporting Title IX issues.
- ▶ The definition and basics of bystander intervention.



# What is Title IX?

What is it, who is my Title IX Coordinator, and what is their role?

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# What is Title IX?

- ▶ Title IX of the Education Amendments of 1972 states:
  - ▶ *"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."*
- ▶ Under Title IX, LACCD must:
  - ▶ Promptly address sex- and gender-based harassment, including Sexual Misconduct, Sexual Assault, Dating/Domestic Violence, and Stalking.

# What is Title IX?

- ▶ This means Title IX is NOT just about sex or athletics.
- ▶ Title IX includes:
  - ▶ Gender Equity issues
  - ▶ Sexual Misconduct
    - ▶ Including Sexual Harassment and Sexual Assault
  - ▶ Dating/Domestic Violence
  - ▶ Stalking
  - ▶ Gender-Based Discrimination
    - ▶ Including discrimination against transgender and gender non-conforming individuals and discrimination because of non-traditional representations of gender.

# Title IX Coordinators

► To address Title IX issues, LACCD has designated Deputy Title IX Coordinators who are specially trained to work with students who report gender-based discrimination or Sexual Misconduct and provide information about resources, support services, and procedural options. Please contact the Deputy Title IX Coordinator for your College for questions, resources, or to report an incident.

► **Genice Sarcedo-Magruder**

Deputy Title IX Coordinator for City, Harbor, Pierce, Southwest, and West

Email: [sarcedg@piercecollege.edu](mailto:sarcedg@piercecollege.edu)

► **Angelica Toledo**

Deputy Title IX Coordinator for East, Mission, Trade-Tech, and Valley

Email: [toledoa@elac.edu](mailto:toledoa@elac.edu)

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# Title IX Coordinators' Role

- ▶ The role of your College's Deputy Title IX Coordinator is to:
  - ▶ Provide information about available Campus and District options, including the LACCD complaint process.
  - ▶ Explore potential response or supportive measures, including campus-specific options, such as a Mutual No-Contact Order, academic adjustments, or workplace adjustments for student workers.
  - ▶ Help Parties contact the Campus Sheriff.
  - ▶ Help Parties file a complaint with LACCD to initiate an investigation.
  - ▶ Explore options for Early Resolution of complaints.
  - ▶ Connect Parties with resources, on and off campus.

For additional Title IX Coordinator information, please visit LACCD's [Title IX Coordinator webpage](#).

# Definitions

Useful terminology related to Title IX.

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# Definitions

- ▶ Sex/Gender Discrimination: Negative action taken against someone due to their sex or gender (actual or perceived).
- ▶ Gender-Based Harassment: Unwelcome verbal, nonverbal, or physical conduct against an individual based on their sex or gender where the conduct is severe or pervasive enough to create an academic/workplace environment that would be intimidating, hostile, or offensive to a reasonable person.
- ▶ Sexual Harassment: Unwelcome verbal, visual, or physical conduct against an individual that is of a sexual nature where the conduct is severe or pervasive enough to create an academic/workplace environment that would be intimidating, hostile, or offensive to a reasonable person.

# Definitions

- ▶ Affirmative Consent: An affirmative, conscious, and voluntary agreement to engage in sexual activity. Consent is never implied and cannot be assumed, even in the context of a relationship. See '[More about Affirmative Consent](#)' section beginning on slide 15 for additional information.
- ▶ Sexual Misconduct: Sexual activity where Affirmative Consent is absent. Sexual Misconduct also includes Sexual Harassment, Stalking, Dating Violence, and Domestic Violence (also referred to as 'Intimate Partner Violence').



# Definitions

- ▶ Dating Violence: Violence, on the basis of sex, committed by a person who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.
- ▶ Domestic Violence: Violence, on the basis of sex, committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, or by a person who currently is or has cohabitated with, the Complainant as a spouse or intimate partner, or by a person similarly situated to a spouse under CA domestic or family violence laws, or by any other person against a Complainant who is protected from that person's acts under CA domestic or family violence laws.

# Definitions

- ▶ Stalking: Engaging in a course of conduct on the basis of sex directed at a specific person, that would cause a reasonable person to fear for their safety, or the safety of others; or suffer substantial emotional distress.

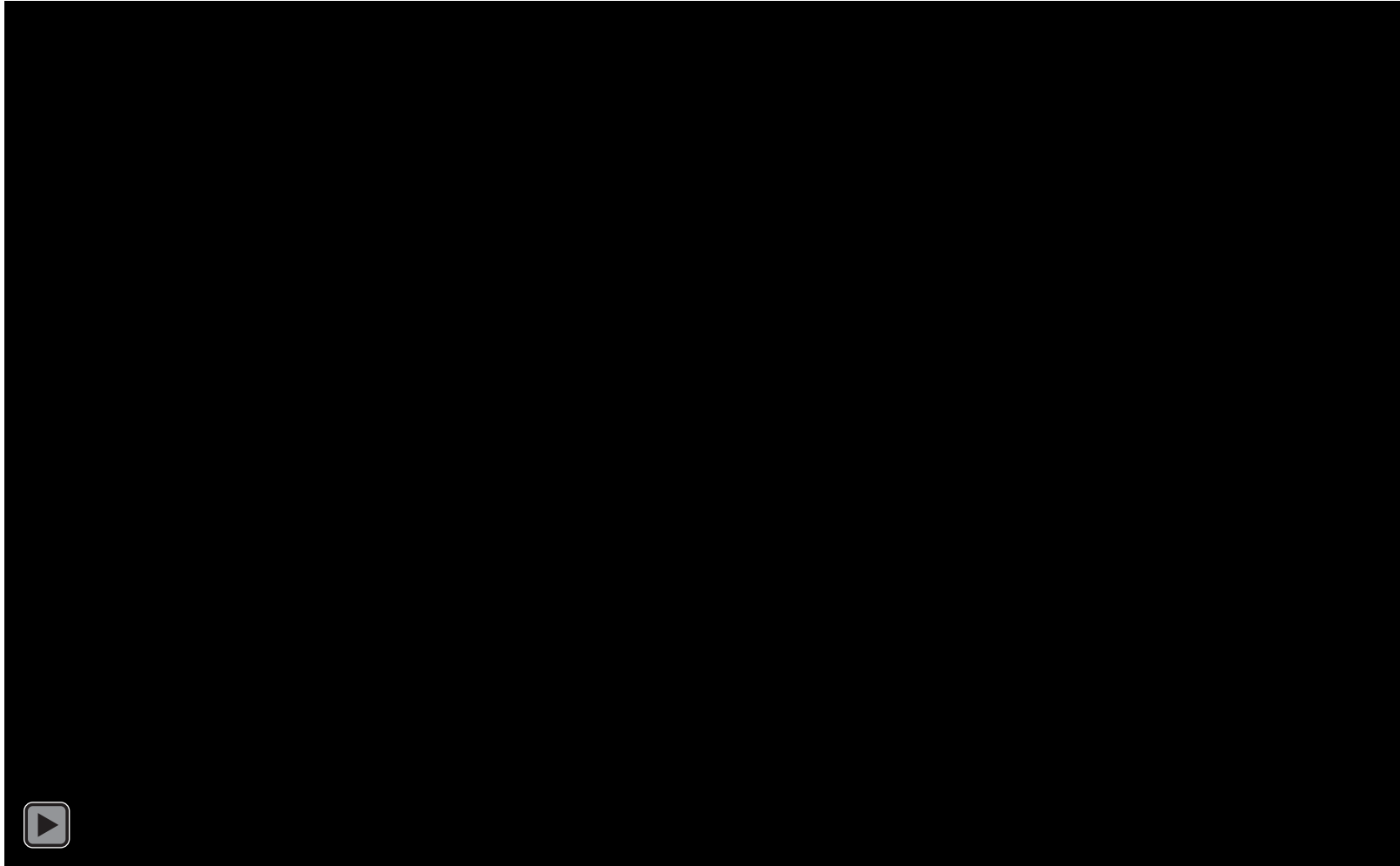
For the purposes of this definition, a course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third Parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

For additional definitions of related Title IX terminology, please visit our [Title IX Definitions webpage](#).

# More about Affirmative Consent

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# Video: What is (Affirmative) Consent?



Video courtesy of Campus Clarity, an Everfi product from Vector Solutions.

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# Affirmative Consent

- ▶ Affirmative Consent is never implied, cannot be assumed, even in the context of a relationship, and cannot be the result of force, violence, threats, intimidation, or coercion.
  - ▶ For example, the existence of a dating relationship between Parties, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.
- ▶ Affirmative Consent cannot be the result of incapacity related to use of drugs or alcohol, nor to sleep, mental or cognitive impairment, injury, or other condition, which was or should have been known to Parties.
  - ▶ Alcohol consumption doesn't cause Sexual Assault directly, but it is the most widely used substance that contributes to Sexual Misconduct because it can impair people to the point they cannot consent to sexual activity.

# Affirmative Consent

- ▶ It is the responsibility of each person involved in sexual activity to ensure that they have Affirmative Consent.
  - ▶ Being under the influence of alcohol or drugs does not absolve Parties of the need to obtain Affirmative Consent for and throughout sexual activity.
- ▶ Affirmative Consent must be ongoing throughout all sexual activity.
  - ▶ For it to be considered consensual, all Parties must affirmatively consent to each aspect of sexual activity.
- ▶ Affirmative Consent can be revoked at any time.

# Affirmative Consent

- ▶ The absence of “No” does not mean “Yes.” Only “Yes” means “Yes.”
  - ▶ While a verbal “yes” is ideal, enthusiastic participation, nodding, and other forms of non-verbal communication can mean consent.
  - ▶ Consent must be ongoing, so open communication and checking in can help to ensure there is no misunderstanding about consent.
- ▶ Lack of protest or resistance does not mean consent, nor does silence mean consent.
- ▶ In California, a minor (meaning a person under the age of 18) cannot consent to sexual activity.

# Title IX Policy & Procedure

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# Federal Title IX Regulations

- ▶ In August 2020, new Title IX regulations issued by the US Department of Education went into effect. These regulations, known as the 'Final Rule,' mandate how colleges that receive federal funding must respond to Sexual Harassment and Sexual Misconduct under Title IX.
  - ▶ The Final Rule changed the definition of Sexual Harassment. Under Title IX, now
    - ▶ Sexual Assault is defined by the Clery Act.
    - ▶ Dating/Domestic Violence and Stalking are defined by the Violence Against Women Act (VAWA).

# Federal Title IX Regulations

## ▶ Clery Act

- ▶ The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the Clery Act) is a federal law and accompanying regulations that require colleges to disclose certain timely information about campus crime, and security and safety policies annually.
- ▶ Compliance with the Clery Act is a condition for colleges that participate in the federal student aid program.
- ▶ As a part of its Clery program, LACCD collects and publishes statistical information on crimes occurring on and around LACCD campuses, as well as relevant crime and safety information annually.
  - ▶ This information is available on your College's website.

# Federal Title IX Regulations

- ▶ Violence Against Women Act (VAWA)
  - ▶ Originally passed in 1994, VAWA is federal legislation to combat violence against women. It was reauthorized in 2000, 2005, and 2013.
  - ▶ Under VAWA, higher education institutions are required to do the following:
    - ▶ Report Domestic Violence, Dating Violence, and Stalking (beyond crime categories the Clery Act already mandates).
    - ▶ Adopt certain student disciplinary procedures, such as procedures for notifying purported victims of their rights.

# LACCD Title IX Policy & Procedure

- ▶ [Chapter XV of the Board Rules](#) is the LACCD Prohibited Discrimination and Harassment Policy, which covers Sexual Harassment and Title IX issues.
- ▶ Additionally, LACCD currently has 2 Administrative Regulations that address complaints of gender-based discrimination.
  - ▶ [Administrative Regulation C-14](#): *"Policy Procedures for Prohibited Discrimination, Unlawful Harassment, and Sexual Misconduct Complaints"*
  - ▶ [Administrative Regulation C-15](#): *"Responding to Harassment Based on Sex under Title IX"*

For additional information about the District's policies, contact your [Deputy Title IX Coordinator](#).

# LACCD Title IX Policy & Procedure

- ▶ Both C-14 and C-15 use the 'Preponderance of Evidence' evidentiary standard for complaints.
  - ▶ Preponderance of Evidence means that the evidence on one side outweighs, preponderates over or is more than, the evidence on the other side (e.g. more likely than not).
- ▶ Besides gender-based discrimination, C-14 also covers other forms of Discrimination, Harassment, and Retaliation based on a protected class.

# Complaint Process Overview

- ▶ After a report is received, generally, the following occurs:
  - ▶ Regional Equity & Title IX Officer conducts a preliminary assessment to determine if the conduct reported would be a violation of District policy.
  - ▶ Concerns determined to be within scope are then assigned for investigation.
  - ▶ General complaints of discrimination and harassment not based on a protected class are forwarded back to the Colleges to manage under the appropriate policy and procedure.
  - ▶ In an investigation, Parties are offered the opportunity to be interviewed, allowed to provide evidence, name witnesses, and review all information submitted.

# Complaint Process Overview

- ▶ At the conclusion of an investigation, the Investigator writes an investigative report.
- ▶ For cases addressed under C-14, the investigative report is provided to College Presidents for review and to make a final determination.
  - ▶ Once a final determination is made, cases where there is a finding of a violation of District policy go through the appropriate conduct process.
- ▶ For cases addressed under C-15, a live hearing is held to make the final determination and, if applicable, determine the appropriate disciplinary sanctions.

For more information about the LACCD Title IX complaint process, please contact your [Deputy Title IX Coordinator](#).

# LACCD Disciplinary Sanctions

- ▶ The District will take disciplinary action against a Respondent, or person responding to allegations, who is found to be in violation of District policy and any other remedial action it determines to be appropriate.
- ▶ Possible disciplinary sanctions for student Respondents found to be in violation of District policy include, but are not limited to:
  - ▶ written or verbal reprimand
  - ▶ required training or counseling
  - ▶ non-academic probation
  - ▶ suspension
  - ▶ expulsion



# Reporting Options

Where and how to report potential violations of the District's Title IX policy.

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# LACCD Reporting Options

- ▶ To make a report about a specific incident or get more information about available resources and options, please contact the [Deputy Title IX Coordinator](#) assigned to your College.
- ▶ You can also contact the [Office for Diversity, Equity, and Inclusion](#) (ODEI) to file a complaint.

# Law Enforcement Reporting Options

- ▶ Students also have the right to file a report with law enforcement.
- ▶ Investigations by law enforcement and the District can happen concurrently.
- ▶ Students can also file a report with law enforcement in the jurisdiction of the incident if it did not occur on or near campus.

## Sheriff Offices

- ▶ [City](#)
- ▶ [East](#)
- ▶ [Harbor](#)
- ▶ [Mission](#)
- ▶ [Pierce](#)
- ▶ [Southwest](#)
- ▶ [Trade-Tech](#)
- ▶ [Valley](#)
- ▶ [West](#)

# Reporting to External Agencies

- ▶ Students have the right to file a Title IX complaint with external agencies.
- ▶ The [Office of Civil Rights](#) enforces several Federal civil rights laws, such as Title IX, that prohibit discrimination in programs or activities that receive federal financial assistance from the Department of Education.
- ▶ Students can file an [OCR civil rights complaint](#) online.

# Confidential Reporting Options

- ▶ Students can confidentially report Title IX issues to medical providers and mental health professionals.
- ▶ Under California law, communication with some individuals, such as mental health professionals or medical providers at Student Health Centers, is confidential. Please note other campus employees are obligated to report potential Title IX cases to the Deputy Title IX Coordinators.

## Student Health Centers

- ▶ [City](#)
- ▶ [East](#)
- ▶ [Harbor](#)
- ▶ [Mission](#)
- ▶ [Pierce](#)
- ▶ [Southwest](#)
- ▶ [Trade-Tech](#)
- ▶ [Valley](#)
- ▶ [West](#)

# Preserving Evidence

- ▶ LACCD recognizes making the decision to report Sexual Misconduct often takes time. Nevertheless, pending the decision to report, individuals are strongly encouraged to take immediate steps to preserve all evidence that might support a future report or an investigation by law enforcement or LACCD. Such as:
  - ▶ Saving any clothing, sheets or other materials containing bodily fluids in a cardboard box or paper bag.
  - ▶ Completing a forensic sexual assault examination at a hospital or the [Santa Monica UCLA Rape Treatment Center](#).
  - ▶ Keeping electronic exchanges (e.g., text messages, emails, and social media posts), photos, voicemails, etc. to the extent that they can be captured or preserved. If you don't want to keep these, send them to a trusted friend for safe storage before deleting them.

# Trauma & Title IX

- ▶ Trauma related to a Title IX incident can impact every part of a person's life and everyone reacts to trauma differently and on their own timeline.
- ▶ A traumatic experience can prompt reactions like a fight, flight, or freeze response.
- ▶ Trauma affects memory so stories may be non-linear, may take several conversations, and may remain incomplete.
- ▶ Your Deputy Title IX Coordinators have been trained to work with Parties involved in Title IX complaints who may have experienced trauma.

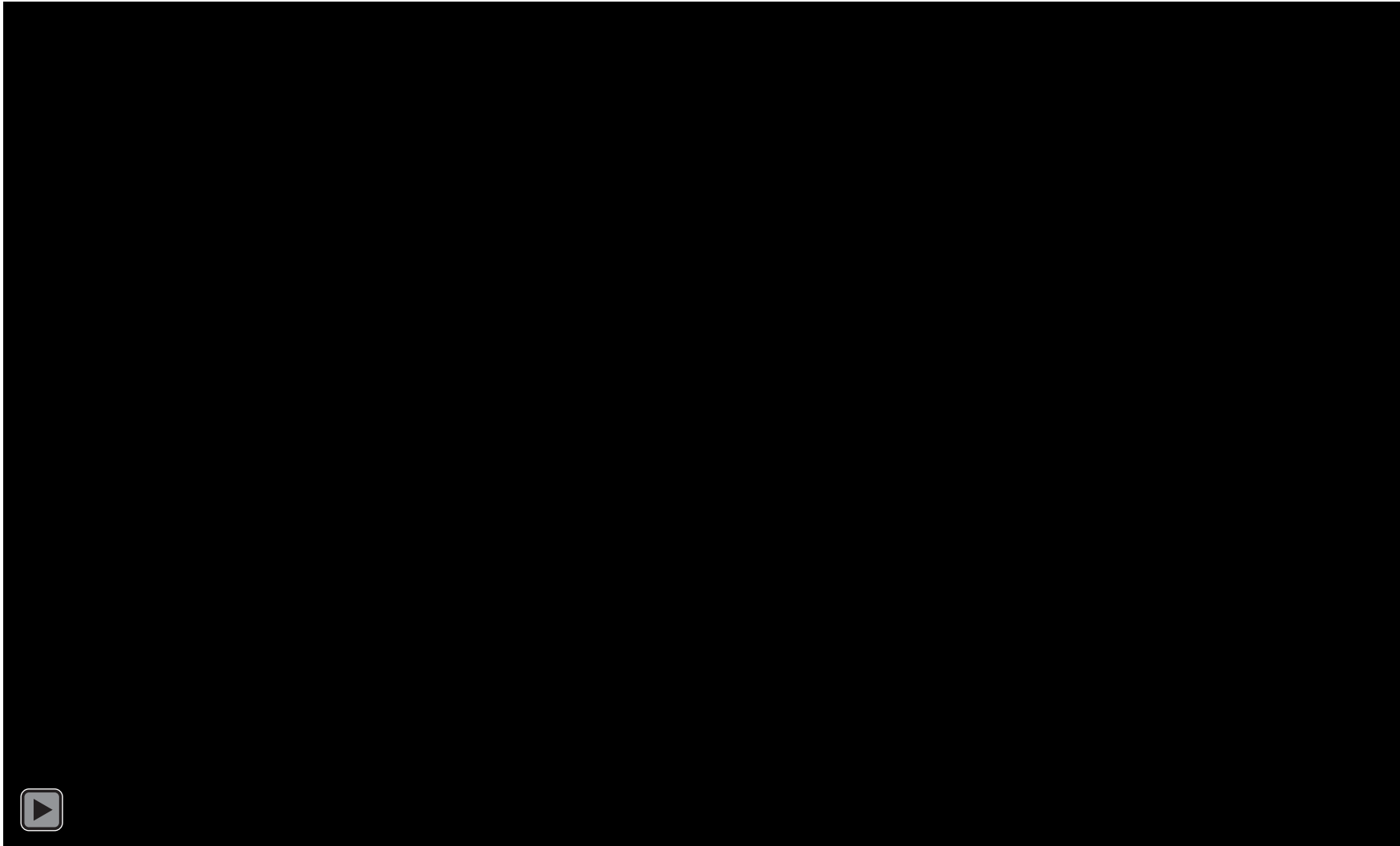
# Bystander Intervention

See something...Say something...Do something.

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# Video: Bystander Intervention



Video courtesy of Equality and Diversity at the University of Bath.

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# What is 'Bystander Intervention'?

- ▶ Bystander intervention is a philosophy and strategy for prevention of harassing behavior that seeks to use a community-based approach to enable those not directly involved in a situation to step in and take an active role in preventing or interrupting unsafe, harmful, and/or problematic interactions (where there appears to be a risk of Dating/Domestic Violence, Sexual Misconduct, or Stalking).
- ▶ The goal of bystander intervention is to change the outcome by identifying and facilitating safe and effective intervention options that may be carried out by a bystander without placing them in harm's way.

# Bystander Intervention

- ▶ There are several ways you can help to intervene in situations where you notice harassment or other inappropriate behavior.
- ▶ A popular approach to Bystander Intervention is referred to as the “5 D’s of Bystander Intervention.” The 5 D’s are:
  1. Distract
  2. Delegate
  3. Delay
  4. Document
  5. Direct

# The 5 D's of Bystander Intervention

## 1. DISTRACT

- Take an indirect approach to shift the focus to something else and make the harasser stop.

## 2. DELEGATE

- Get help from someone else if you don't feel comfortable intervening yourself—usually someone in a position of authority.

## 3. DELAY

- After the incident is over, check in with the person who experienced the behavior, ask how they're feeling and if they need anything.

## 4. DOCUMENT

- If someone is already helping, document the incident. Ask the targeted person what they want to do, as it's not up to you.

## 5. DIRECT

- Respond to the harassment by naming or questioning what is happening.

For more information about Bystander Intervention, please contact your [Deputy Title IX Coordinator](#).

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# Resources

Campus, District, community, and national resources related to Title IX and gender-based discrimination.

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# Campus Resources

## Campus Specific Options

- ▶ Each campus has specific contacts and resources available to those impacted by Title IX concerns.
- ▶ Click on your campus name to see your Rights and Options flyer.

## Rights & Options Flyers

- ▶ [City](#)
- ▶ [East](#)
- ▶ [Harbor](#)
- ▶ [Mission](#)
- ▶ [Pierce](#)
- ▶ [Southwest](#)
- ▶ [Trade-Tech](#)
- ▶ [Valley](#)
- ▶ [West](#)

# Campus Resources

## Confidential Support Options

- ▶ Each campus has a Student Health Center that can provide confidential support to students impacted by Title IX concerns.
- ▶ Click on your campus name for more information about your Student Health Center.

## Student Health Centers

- ▶ [City](#)
- ▶ [East](#)
- ▶ [Harbor](#)
- ▶ [Mission](#)
- ▶ [Pierce](#)
- ▶ [Southwest](#)
- ▶ [Trade-Tech](#)
- ▶ [Valley](#)
- ▶ [West](#)

# Campus Resources

## Law Enforcement

- ▶ Each campus has a Sheriff's Department that can take reports related to potential criminal activity that occurs on LACCD property, including incidents that may be covered by Title IX.
- ▶ Click on your campus name to see contact information for your Sheriff's Department.

## Sheriff's Offices

- ▶ [City](#)
- ▶ [East](#)
- ▶ [Harbor](#)
- ▶ [Mission](#)
- ▶ [Pierce](#)
- ▶ [Southwest](#)
- ▶ [Trade-Tech](#)
- ▶ [Valley](#)
- ▶ [West](#)



# District Resources

▶ Each campus is assigned a Deputy Title IX Coordinator who can provide information about resources, support services, and procedural options, assist with filing a complaint, and answer questions.

▶ **Genice Sarcedo-Magruder**

City, Harbor, Pierce, Southwest, and West

Email: [sarcedg@piercecollege.edu](mailto:sarcedg@piercecollege.edu)

Phone: (213) 891-2315

▶ **Angelica Toledo**

East, Mission, Trade-Tech, and Valley

Email: [toledoa@elac.edu](mailto:toledoa@elac.edu)

Phone: (213) 891-2315

# District Resources

▶ Your Deputy Title IX Coordinators work in conjunction with the LACCD Office for Diversity, Equity, and Inclusion (ODEI). Complaints can also be submitted to ODEI directly.

▶ Office for Diversity, Equity, and Inclusion

Email: [titleix@email.laccd.edu](mailto:titleix@email.laccd.edu)

Phone: (213) 981-2315

Address: 770 Wilshire Blvd.

Attn: Office for Diversity, Equity, and Inclusion  
Los Angeles, CA 90017

# Community Resources

## ▶ Santa Monica UCLA Rape Treatment Center

Confidential 24-hour specialized emergency medical care, forensic services, counseling, transportation, and advocacy services.

▶ Phone: (424) 259-7208

## ▶ East Los Angeles Women's Center

Confidential 24-hour bilingual assistance for survivors of sexual and domestic violence.

▶ 24/7 Hotline: (800) 585-6231

## ▶ Strengths United

Confidential 24-hour assistance for sexual assault and domestic violence.

▶ Phone: (818) 886-0453 or (661) 253-0258

# Community Resources

## ▶ Peace Over Violence

Confidential sexual and domestic violence, stalking, child abuse and youth violence prevention center.

- ▶ Central Los Angeles: (213) 626-3393
- ▶ South Los Angeles: (310) 392-8381
- ▶ West San Gabriel Valley: (626) 793-3385

## ▶ YWCA-Greater LA

Confidential sexual assault crisis services.

- ▶ 24/7 Hotline: 877-Y-HELPS-U (877-943-5778)

# National Resources

- ▶ [Rape, Abuse, & Incest National Network \(RAINN\)](#)

The nation's largest anti-sexual violence organization.

- ▶ Hotline: (800) 656-HOPE (4673)

- ▶ [National Domestic Violence Hotline](#)

24/7 resources and support for domestic violence.

- ▶ Hotline: (800) 799-SAFE (7233)

For additional campus, community, confidential, or national resources related to Title IX, please contact your [Deputy Title IX Coordinator](#) or visit LACCD's [Title IX Resources webpage](#).

# Contact Information

How to contact your Deputy Title IX Coordinators.

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# Contact Info

- ▶ Genice Sarcedo-Magruder  
Deputy Title IX Coordinator; Regional Equity & Title IX Officer  
City | ESC | Harbor | Pierce | Southwest | West  
Email: [sarcedg@piercecollege.edu](mailto:sarcedg@piercecollege.edu)
- ▶ Angelica Toledo  
Deputy Title IX Coordinator; Regional Equity & Title IX Officer  
East | Mission | Trade-Tech | Valley  
Email: [toledoa@elac.edu](mailto:toledoa@elac.edu)
- ▶ Both Deputy Title IX Coordinators can also be contacted at the  
Office for Diversity, Equity, and Inclusion (ODEI)  
Email: [titleix@email.laccd.edu](mailto:titleix@email.laccd.edu)  
Phone: (213) 981-2315  
Address: 770 Wilshire Blvd.  
Attn: Office for Diversity, Equity, and Inclusion  
Los Angeles, CA 90017

# Congratulations and thank you for completing Title IX training!

Click on the trophy to email us confirming you have completed Title IX training for the 2021-2022 academic year. Fill in your name, student ID number, and home campus in the message.



Contact your [Deputy Title IX Coordinator](#) or the [Office for Diversity, Equity, and Inclusion](#) for additional information or resources related to Title IX and gender-based discrimination.