Title IX
Faculty Development Week

NEW MEXICO TECH
SCIENCE • ENGINEERING • RESEARCH UNIVERSITY

Lynn Arthur, 8/17
Title IX

What is Title IX?

Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities.
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.

Title IX of the Education Amendments of 1972
Title IX

What does this mean for Tech students & employees?

The university has a duty to promptly respond to complaints of sexual harassment and sexual violence in a way that limits its effects and prevents its recurrence.
What is Sexual Violence?

**Sexual violence:** Physical sexual acts perpetrated without consent.

- Consent is clear, unambiguous, and voluntary agreement between the participants to engage in specific sexual activity.

Examples:
- Conduct commonly known as rape
- Sexual assault
- Sexual coercion
What is Consent?

As currently defined by New Mexico Tech, Consent is:
“*The affirmative, unambiguous, and voluntary agreement to engage in a specific sexual activity during a sexual encounter.*”

Under this definition, an individual who was asleep, or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason, or who was under duress, threat, coercion, or force, would not be able to consent. Further, one would not be able to infer consent under circumstances in which consent was not clear, including but not limited to the absence of “no” or “stop,” or the existence of a prior or current relationship or sexual activity.
What is Sexual Harassment?

**Sexual harassment** is unwelcome conduct of a sexual nature that may be:
- sufficiently severe
- Persistent or so pervasive that it unreasonable interferes with, denies, or limits someone’s ability to participate in or benefit from an institutional program or activity.

Examples & Information:
- Requests for sexual favors
- Unwelcome advances
- Sexist comments
- May occur in a single episode or be persistent behavior
- What other examples of Sexual Harassment can you think of?
Victims of sexual harassment or sexual violence might be faculty, staff, students, or third parties.

Similarly, the accused may be from any of those groups.

Victims and alleged perpetrators can be male or female.

Sexual misconduct can take place between two individuals of the same sex.
What should I report?

- Any observed, experienced, or known sex discrimination, including sexual harassment and sexual violence.

- It doesn’t matter if it occurred on-campus, off-campus, on spring break in Mexico, last week, or two years ago.
Who reports?

- **Anyone** who experiences, observes, or hears about an incident of sexual harassment or sex discrimination should report it to the Title IX Coordinator as soon as possible.

- Most NMT employees, including all faculty members, are considered “Responsible Employees” according to guidance provided by Department of Education.
Who do I report to?

Please report to the Title IX Coordinator
Who is our Title IX Coordinator?

Lynn Arthur currently serves as the New Mexico Tech’s Interim Title IX Coordinator for Sexual Misconduct and matters related to student Title IX Offenses.

Lynn is available at:
260 Fidel, 575-835-5010 or
titleixcoordinator@nmt.edu

www.nmt.edu/titleix
Why Do I Report to the Title IX Coordinator?

- The University has a duty to promptly address complaints of sex discrimination, including sexual harassment and sexual violence, to limit the effects of the discrimination, and to prevent its recurrence.

- The best way to meet this requirement efficiently is to have a clear and functional reporting channel to the Title IX coordinator and to train the campus community about how to recognize sex discrimination and how to report it.

- Please keep in mind that reporting to Campus Police/law enforcement is a decision for the victim/survivor to make.
In Summary

The University must always attempt to:

- Promptly help victims/survivors.
- Eliminate future harm.

Always report observed or experienced sexual violence and discrimination to the Title IX Coordinator.
Responsible Employee Training Video
Questions?
If you haven’t done so already, please consider taking the It’s On Us Pledge!

http://www.itsonus.org/

http://www.itsonus.org/videos/

THANK YOU!