

A Community of Respect

Title IX and Sexual Misconduct

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Before we begin...

- > **This is tough stuff.** If you are triggered by the topic, you are permitted to excuse yourself. The presentation should last 20-30 minutes.
- > If you have questions, **speak in generalities and hypotheticals.** Please don't share someone else's experience. We can discuss a specific situation by setting up a meeting.

Reminders:

- > “Sex” = biological sex; gender identity; sexual orientation; marital status; pregnancy or childbirth; etc.
- > *Sexual Misconduct Policy* **applies to everyone** in the SCAD community – students, employees, third parties.
- > **Anyone can harass anyone**, regardless of their identity or role.
- > Contact the Title IX Office with any concerns you may have. Remember if you report an incident to a professor, they will share that information with our office.

Prohibited Conduct

- > Unwanted conduct denying equal access
- > Quid-pro-quo harassment
- > Sexual assault (rape, fondling, incest, statutory rape)
- > Relationship violence (dating or domestic violence)
- > Stalking
- > False reporting
- > Retaliation

How to Report a Concern:

titleixcoordinator@scad.edu

<https://scad.guardianconduct.com/incident-reporting>

> select *Sexual Misconduct Incident Report* <

Professionalism on set:

- > Treat everyone *equitably*.
- > Film sets have an inherent hierarchy so those nearest the top need to be particularly professional and appropriate at all times.
- > Assistant directors, producers, production managers serve as an on-set resource. If something happens, they will be expected to intervene for the safety of the cast and crew.
- > If a possible Title IX or Student Conduct violation occurs on set, it is expected that the director and/or producer will report the incident to the appropriate office.

Flirting v Harassment:

- > **Does the context of the situation make advances inappropriate?**
- > How engaged is the other person – is it one-sided?
- > How are they responding to the advances? Positively, negatively, passively, quiet, avoidant?
- > Have they previously indicated that they are uninterested?
- > Are the advances an uninvited assessment of another person's attractiveness, body, or how they fit into social norms/expectations?
- > If advances are rejected, am I responding in an aggressive way?

Title VII:

- > Title VII is the equivalent to Title IX but in the workplace (15+ employees) and it also prohibits non-sexual conduct as well
- > Title VII holds organizations accountable so nearly all workplaces have policies and expectations for employees
- > Harassment is defined more broadly (“severe or pervasive”) and does not have to be obvious or explicit to be considered serious
- > 180 days to file a complaint