

TITLE IX TRAINING INCLUDING PREGNANCY & PARENTING

by

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TODAY'S AGENDA



Introduction



Definitions



Roles



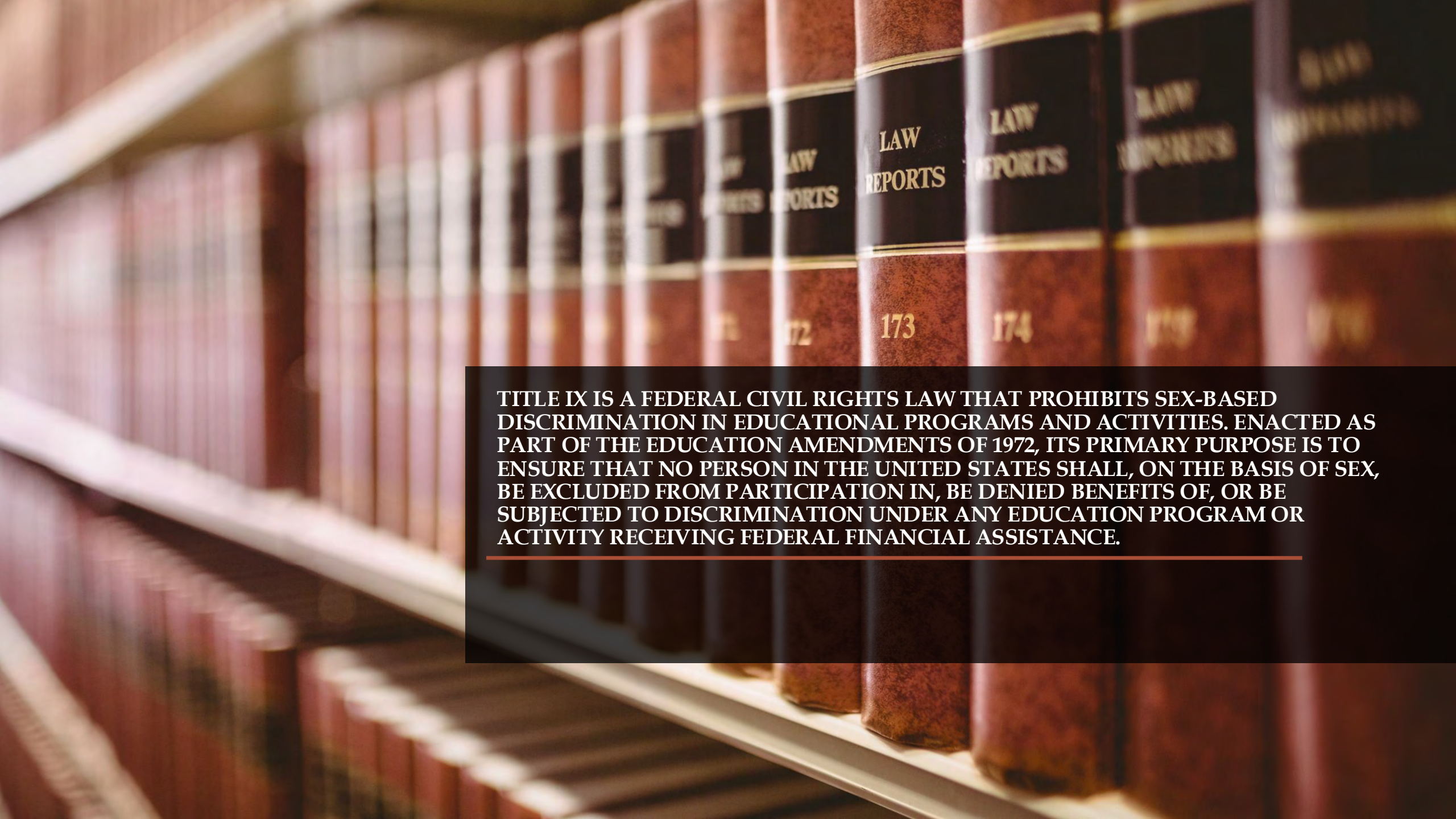
How to report and the Student Conduct Process



Pregnant & Parenting 2024



WHAT IS TITLE IX?



TITLE IX IS A FEDERAL CIVIL RIGHTS LAW THAT PROHIBITS SEX-BASED DISCRIMINATION IN EDUCATIONAL PROGRAMS AND ACTIVITIES. ENACTED AS PART OF THE EDUCATION AMENDMENTS OF 1972, ITS PRIMARY PURPOSE IS TO ENSURE THAT NO PERSON IN THE UNITED STATES SHALL, ON THE BASIS OF SEX, BE EXCLUDED FROM PARTICIPATION IN, BE DENIED BENEFITS OF, OR BE SUBJECTED TO DISCRIMINATION UNDER ANY EDUCATION PROGRAM OR ACTIVITY RECEIVING FEDERAL FINANCIAL ASSISTANCE.

What does Title IX include?

Sexual Harassment

Sexual Assault

Sexual Misconduct

Gender Equity In Athletics

Transgender And Gender Non-conforming Individuals

Pregnancy And Parenting

Retaliation



WHAT IS CONSENT AT TWU?

Consent means a voluntary, mutually understandable agreement that clearly indicates a willingness to engage in each instance of sexual activity. Consent to one act does not imply consent to another. Past consent does not imply future consent. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Consent can be withdrawn at any time. Any expression of an unwillingness to engage in any instance of sexual activity establishes a presumptive lack of consent.

- a. Consent is not effective if it results from: (a) the use of physical force, (b) a threat of physical force, (c) intimidation, (d) coercion, (e) incapacitation or (f) any other factor that would eliminate an individual's ability to exercise his or her own free will to choose whether or not to have sexual activity.
- b. A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, there must be a voluntary, mutually understandable agreement that clearly indicates a willingness to engage in each instance of sexual activity.



Understanding Title IX Violations

Sexual harassment: sexual harassment involves unwelcome conduct of a sexual nature that creates a hostile or intimidating environment, interfering with a person's educational program or athletic experience.

- Inappropriate comments: making explicit or offensive sexual comments or jokes about a person's appearance or body.
- Unwanted advances: repeatedly and unwarrantedly pursuing a romantic or sexual relationship after being told "no."
- Online harassment: sending explicit or suggestive messages, images, or videos without consent.





Understanding Title IX Violations

Sexual assault: sexual assault refers to any non-consensual sexual act or contact, including rape, attempted rape, unwanted touching, or any sexual activity without clear and voluntary consent.

Non-consensual touching: touching someone sexually without their explicit consent, even if it's not penetration.

Date rape: engaging in sexual activity with someone who is unable to give informed consent due to intoxication or incapacitation.

Forced sexual activity: using physical force or threats to coerce someone into engaging in sexual acts against their will.



Understanding Title IX Violations



Other violations covered by Title IX:

Stalking: repeated and unwanted attention or contact that causes fear or distress.

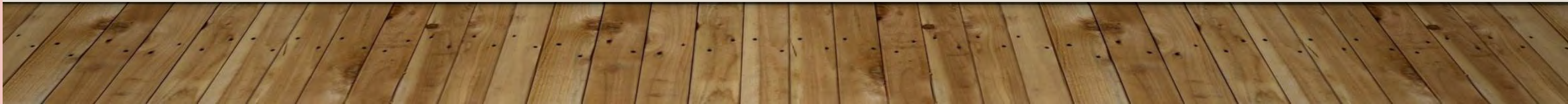
Dating violence: physical, emotional, or psychological abuse within a romantic or intimate relationship.

Domestic violence: physical, emotional, or psychological abuse between individuals in a domestic setting.



Role of the Title IX Coordinator

- *Policy Development
- *Education And Training
- *Monitoring And Reporting
- *Supporting Students
- *Conducting Investigations:
 - Fair And Impartial Process
 - Gathering Information
 - Resolution And Accountability



Role of the Graduate or Teaching Assistant

*Mandatory Reporter

*See or hear something; say something to TWU Police or Title IX

*Educate and share what bystander intervention is

*Lead by example

*Support someone with reporting:

-confidentially to CAPS or Student Health

-anonymously online

- WWW.TWU.EDU/CIVILITY

STUDENT CONDUCT PROCESS



1. Incident
2. Report
3. Investigation
4. Charges
5. Response
6. Adjudication
7. Appeal

CAMPUS POLICIES

- Regent Policy: B.20010 Sexual Misconduct Policy
- URP: 01.225 Prohibition of Sexual Misconduct
- URP: 01.235 Resolution Procedures for Complaints of Prohibited Conduct
- URP: 01.230 Consensual Relationships
- URP: 01.220 Title IX Policy

PREGNANT & PARENTING 2024



TEXAS REQUIREMENTS



Texas Education Code Section 51.982 aka Texas Senate Bill 412 88(R)

An institution of higher education may not require a pregnant or parenting student, solely because of the student's status as a pregnant or parenting student or due to issues related to the student's pregnancy or parenting to:

1. Take a leave of absence or withdraw from the student's degree or certificate programs
2. Limit the student's studies;
3. Participate in an alternative program;
4. Change the student's major, degree, or certificate program; or
5. Refrain from joining or cease participating in any course, activity, or program at the institution.

TEXAS

REQUIREMENTS

Texas Education Code Section 51.982 aka Texas Senate Bill 412 88(R)

An institution of higher education shall provide reasonable accommodations to a pregnant student, including accommodations that:

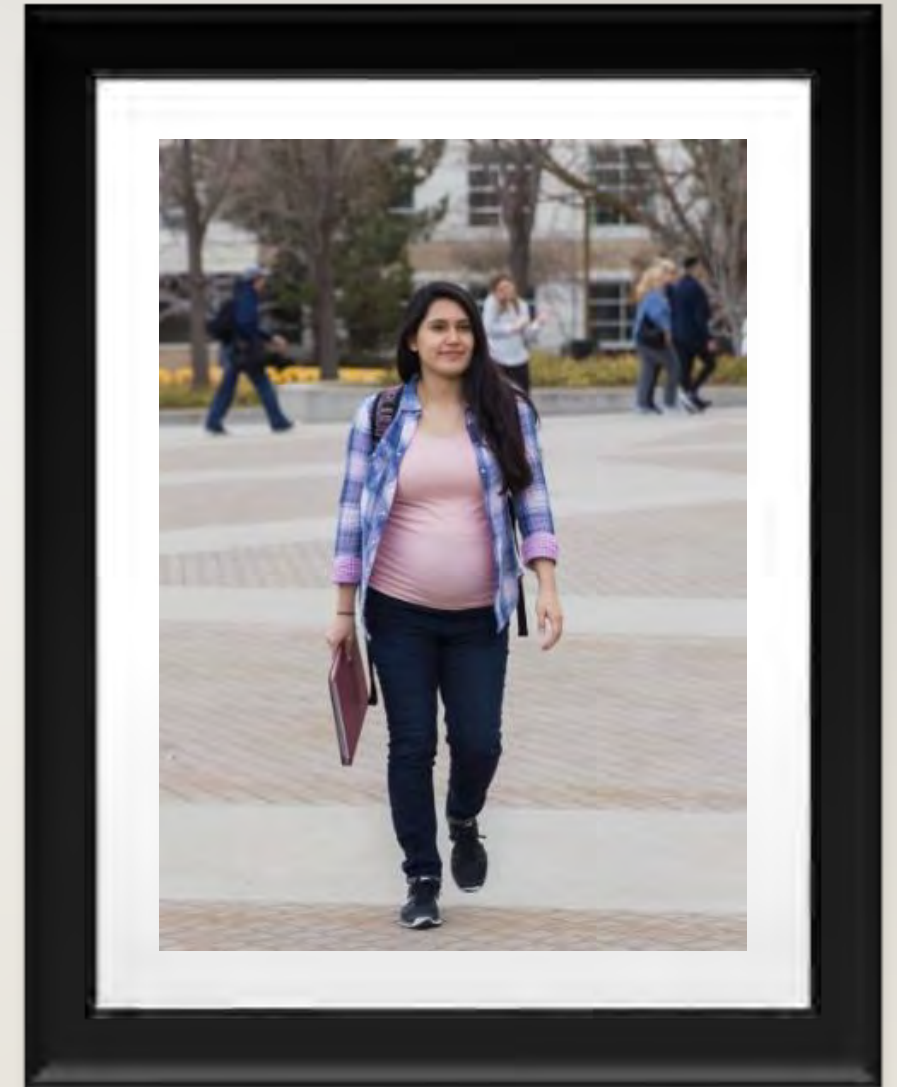
1. Would be provided to a student with a temporary medical condition; or
2. Are related to the health and safety of the student and the student's unborn child, such as allowing the student to maintain a safe distance from substances, areas, and activities known to be hazardous to pregnant women or unborn children.

TEXAS REQUIREMENTS

Texas Education Code Section 51.982 aka Texas Senate Bill 412 88(R)

An institution of higher education shall, for reasons related to a student's pregnancy, childbirth, or any resulting medical status or condition:

1. Excuse the student's absence
2. Allow the student to makeup missed assignments or assessments
3. Allow the student additional time to complete assignments in the same manner as the institution allows for a student with a temporary medical condition; and
4. Provide the student with access to instructional materials and video recordings of lectures for classes for which the student has an excused absence to the same extent that instructional materials and video recordings of lectures are made available to any other student with an excused absence.



TEXAS

REQUIREMENTS

Texas Education Code Section 51.982 aka Texas Senate Bill 412 88(R)

- An institution of higher education shall allow a pregnant or parenting student to:
 - ❖ 1. Take a leave of absence and
 - ❖ 2. If in good academic standing at the time the student takes a leave of absence, return to the student's degree or certificate program in good academic standing without being required to reapply for admission.

TEXAS REQUIREMENTS

Texas Education Code Section 51.983 aka Texas Senate Bill 459 88(R)

If an institution of higher education provides early registration for courses or programs at the institution for any group of students, the institution shall provide early registration for those courses or programs for parenting students in the same manner.

TEXAS REQUIREMENTS

Title IX prohibits discrimination against a student based on the student's current, potential, or past pregnancy or related conditions, including childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.

Title IX also prohibits a school, college, or university from adopting or implementing any policy, practice, or procedure concerning a student's current, potential, or past parental, family, or marital status that treats students differently on the basis of sex.



ADJUSTMENTS

- ❖ Excused absences
- ❖ Leave the room to access the restroom
- ❖ Change seats to a more comfortable space
- ❖ Extend assignment deadline

ACCOMMODATIONS

- ❖ Excused absences for care/recovery
- ❖ Change in exam dates
- ❖ Make-up work and/or assignment extensions
- ❖ Allowing drops and/or withdrawals
- ❖ Assignment of Incomplete grade (if eligible)



ACCOMMODATIONS

- ❖ It is important to be aware that there are some courses that require active or in-person participation in class activities (e.g., labs) or high levels of engagement throughout the course in order to meet course objectives.
- ❖ Accommodations that constitute undue hardship, including fundamentally altering the education program or activity, are not considered reasonable accommodations.



QUESTIONS?

ACCOMMODATIONS AND PARENTING RESOURCES CONTACT INFORMATION

For Accommodations:

Kendal Lou Dickson
Student Retention and Support
Specialist
940-898-3601



For Parenting Resources:

Mere Maddox, Student Parent
Liaison
Associate Director for CARE
940-898-2789

TITLE IX CONTACT INFORMATION

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