

# Title IX: Students Sexual Misconduct & Bystander Intervention Training

Title IX Office



University of Nebraska  
Medical Center™



# Disclosure Statement

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# Ground Rules



**What is said here stays here, what is learned here leaves.**



**If you take space, make space.**



**This is a practice space. We are not expecting perfection and experts.**



**Take care of yourself and the people around you.**



# What we are doing today

1

- Understand Title IX Policy, Consent, Sexual Misconduct, & Reporting

2

- Recognize relationship dynamics and understand effective bystander intervention

3

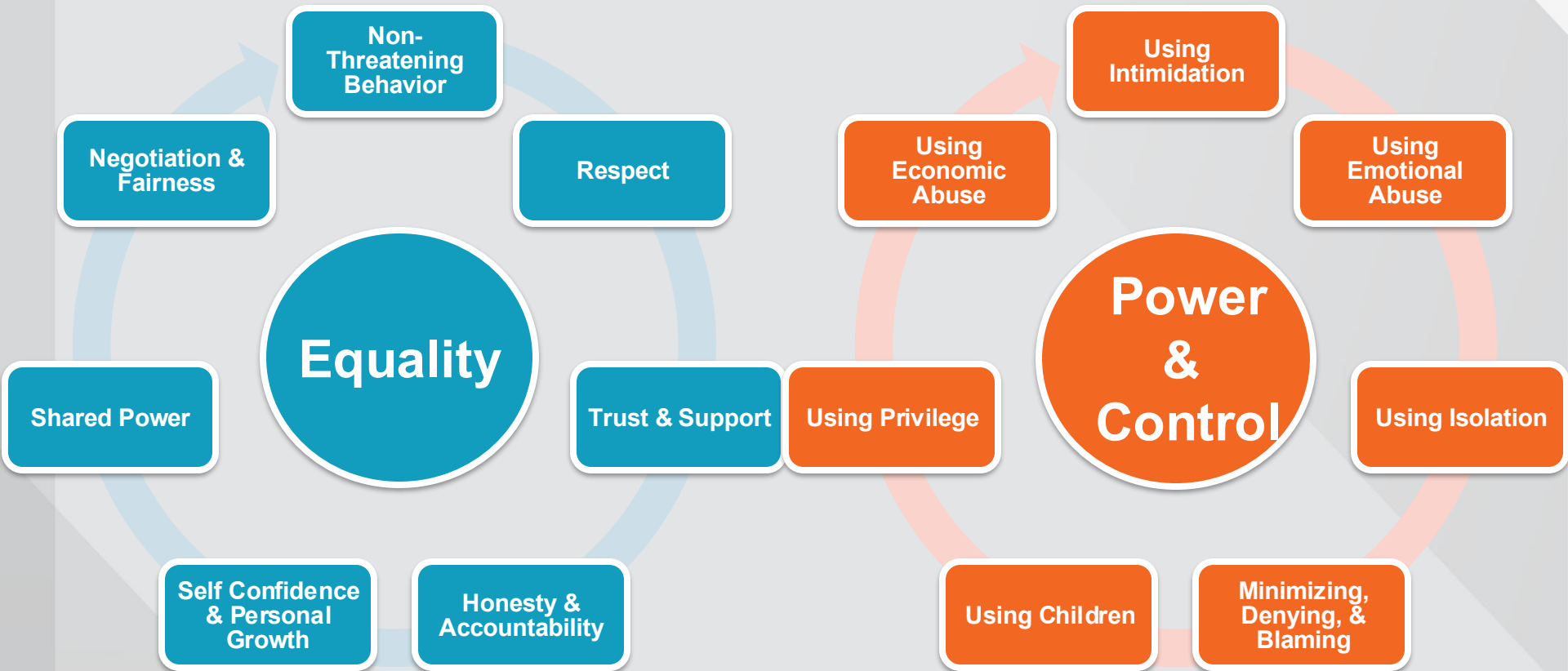
- List Interpersonal Violence Resources



# **Relationships of Equality vs. Relationships of Power & Control**



# Relationships





**Poll: Have you seen sexual harassment, sexual assault, dating violence, and/or stalking in a movie or TV show?**



**Poll: Do you know someone who  
has experienced sexual  
harassment, sexual assault,  
dating violence, and/or stalking?**

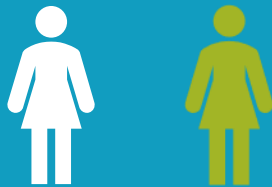




# Prevalence of Sexual Violence

Over **1 in 2**

women have experienced sexual violence involving physical contact during her lifetime.



Almost **1 in 3**

men have experienced sexual violence involving physical contact during his lifetime.





# **What is Title IX?**

# Title IX



Title IX of the Education Amendments of 1972 (20 U.S.C. .1681 et seq.) 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.”

**Title IX  
Coordinator**  
Carmen Sirizzotti  
(402) 559-2710  
[Csirizzotti@unmc.edu](mailto:Csirizzotti@unmc.edu)

## Protects:

Students  
Staff  
Faculty

- Sexual Harassment
- Pregnancy
- Student Parenting Rights



# Title IX & Pregnancy/Parenting (P&P)

1. Discrimination in education includes discrimination on the basis of past, potential, or current pregnancy or related conditions (childbirth, miscarriage, abortion, or related conditions, recovery and lactation.)
2. P&P is considered temporary accommodation under Americans with Disabilities Act (ADA).
3. The Department of Education (DOE) requires institutions to provide students with lactation space that they can use when needed. Grade must not be lowered due to taking lactation breaks.
4. Reasonable Modifications include but **are not limited to** (required to provide changes that are reasonable and not an undue hardship):

Ability to make up any work missed and able to get the information missed.

Attend when needed and possible classes via zoom, ability to review the recorded class.

Flexibility with assignments and tests due dates.

Change in clinical rotations schedule and/or location.

**Contact Title IX Coordinator, Carmen Sirizzotti, if you need reasonable modifications due to pregnancy or parenting.**



# **What is Sexual Misconduct?**

# UNMC Sexual Misconduct Policy



**Discrimination based on:**

A large red prohibition sign (a circle with a diagonal slash) is centered on the page. Inside the circle, the text 'Sex', 'Pregnancy', and 'Sexual Orientation' is listed vertically.

Sex  
Pregnancy  
Sexual Orientation

**Enforced By:**

UNMC School Policy  
Title VII  
Title IX

**Applies To:**

Students  
Staff and Faculty  
Education Programs/Activities

# UNMC Sexual Misconduct Policy



## Prohibited Conduct

- Domestic Violence
- Dating Violence
- Sexual Harrassment
- Sexual Assault
- Sexual Exploitation
- Stalking
- Retaliation



# Domestic Violence

**“Domestic Violence”** includes felony or misdemeanor crimes of violence committed by

A current or former spouse

An intimate partner of the victim

A person with whom the victim shares a child in common

A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner

A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies

Any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.





# Domestic Assault Definitions

Domestic violence includes domestic assault. Under Nebraska law, a person commits **“Domestic Assault”** if the person:

Intentionally and knowingly causes bodily injury to their intimate partner

Threatens an intimate partner with imminent bodily injury

Threatens an intimate partner in a menacing manner.



# Dating Violence Definitions

**“Dating Violence”** means violence committed by a person:

a. who is or has been in a social relationship of a romantic or intimate nature with the victim; and

b. where the existence of such a relationship shall be determined based on a consideration of the following factors:

- i. The length of the relationship;
- ii. The type of relationship; and
- iii. The frequency of interaction between the persons involved in the relationship.



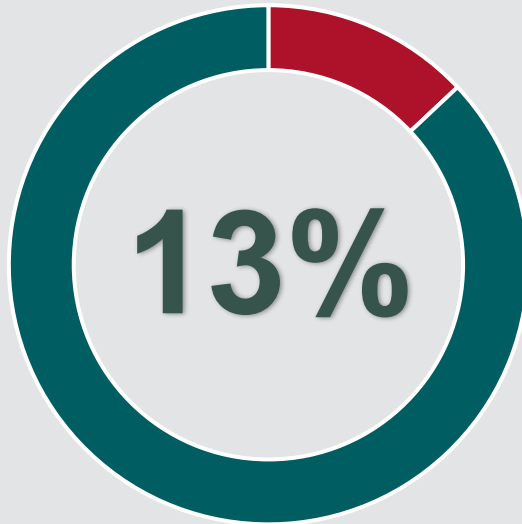
# Sexual Harassment

Under **TITLE IX**, sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

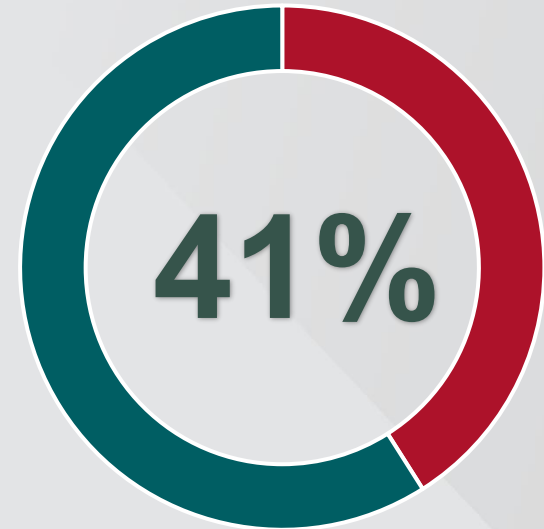
- An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or
- "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).



# 2019 DATA FROM THE ASSOCIATION OF AMERICAN UNIVERSITIES



**Of undergraduate and graduate  
students experienced nonconsensual  
sexual behavior.**



**Of undergraduate and graduate  
students experienced sexual harassing  
behavior.**



# Maria and Rory

Maria and Rory are medical students. Maria is concerned about Rory's behavior; Maria crosses paths with Rory on her way to class. When he sees her walk by Rory often says things in her direction, like:

- “I’d like to grab that ass”
- “Did you wear that dress just for me? I know you did”
- “She’s coming home with me tonight”

**Is this Sexual Harassment?**



# Mica and Luis



Mica and Luis work in the lab together and are often in close physical proximity to each other.

Mica does things like reach over Luis's shoulder and brush against him, nudge him out of the way with his hip, and touch his arm. Luis is extremely uncomfortable and tries to avoid Mica in the lab, which is challenging.

**Is this Sexual Harassment?**



# Sexual Assault

**“Sexual Assault”** means an offense that meets the definition of rape, fondling, incest or statutory rape as used in the FBI's Uniform Crime Reporting system.

## Rape

The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

## Fondling

The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of the victim's age or because of the victim's temporary or permanent mental incapacity.

## Incest

Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

## Statutory Rape

Sexual intercourse with a person who is under the statutory age of consent.

A sex offense is any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.



# Sexual Exploitation

**“Sexual Exploitation” includes, but is not limited to:**

Prostituting  
another person

Non-consensual visual  
or audio recording  
of sexual activity

Non-consensual  
display or distribution  
of photos

Images or information  
of an individual’s  
sexual activity or  
intimate body parts

Non-  
consensual voyeurism

Coercing someone  
against their will to  
engage in sexual  
activity

Knowingly transmitting  
sexually  
transmitted disease  
(STD) without  
disclosing STD status





# Tony and Kia



Tony secretly recorded him and Kia having sex and non-consensually shared the recording with his and Kia's friends.

**What type of sexual misconduct is displayed?**

Sexual Assault

Dating  
Violence

Incest

Stalking

Sexual  
Harassment

Sexual  
Exploitation

Retaliation



# Pablo and Jackson



Pablo and Jackson are UNMC employees. Jackson is Pablo's boss.

Pablo is uncomfortable at work; Jackson offered him a promotion in exchange for having sex with him. Pablo does not want to have sex with Jackson and doesn't know what to do.

**What type of sexual misconduct is displayed?**

Sexual Assault

Dating  
Violence

Incest

Stalking

Sexual  
Harassment

Sexual  
Exploitation

Retaliation



# Stalking

**“Stalking”** means engaging in a course of conduct 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



# **What is Consent?**



# Consent

Freely and affirmatively communicated **willingness** to participate in particular sexual activity or behavior that is **expressed either by words or clear, unambiguous actions.**

Tea and  
Consent -  
YouTube



# Consent

Women and men have equal consent rights



Consent **can be withdrawn** at any time



Cannot be **coerced or compelled** by force, threat, deception, or intimidation



Someone who is **incapacitated** or **does not have legal capacity** to consent cannot give consent



Consent cannot be assumed based on:

Silence

The absence of “no” or “stop”

Prior or current relationship

Prior sexual activity



# Reporting



# Reporting Sexual Misconduct

**Anonymous**

**Non-  
Anonymous**

**EthicsPoint**

Hotline/Online Form  
By Phone: 1-844-348-9584

**Title IX Coordinator**

[csirizzotti@unmc.edu](mailto:csirizzotti@unmc.edu)  
By Phone: 402-559-2710





# Anonymous Reporting

**EthicsPoint** Hotline/Online Form

By Phone: 1.844.348.9584



Anyone can submit

Anonymity

Phone or Form



Possible Limited  
Response



# Formal Complaint

The Complainant may file, or the Title IX Coordinator may sign a formal complaint

Preliminary  
Review

Investigation

Hearing

Appeal  
Opportunity

**Informal resolution** may be asked by  
either party or the University

# Formal Complaint - Sexual Misconduct



If a respondent is found responsible, sanctions may be imposed

- Students: warning to expulsion
- Employees: warning to termination

Dismissal of complaint may occur if:

- Respondent no longer a student or employee at UNMC
- Complaint not within scope of the University's policy
- Conduct did not occur in the University's education program or activity

**Complaint Dismissal  $\neq$  Other Disciplinary Action**

# Reporting: Supportive Measures



Housing  
Change

Work  
Location

Work  
Schedule

Course  
Support

No  
Contact  
Order



# Shania and Mitch



Shania accused Mitch of raping her and filed a Formal Complaint of sexual harassment with UNMC. Mitch threatened Shania, saying he would hurt her family if she did not withdraw the Formal Complaint.

**What type of Sexual Misconduct is displayed?**

Sexual Assault

Dating  
Violence

Incest

Stalking

Sexual  
Harassment

Sexual  
Exploitation

Retaliation



# Warning Signs



**Warning Signs  
that someone is  
experiencing  
sexual assault,  
intimate partner  
violence, or  
stalking.**

Isolation

Going out more

Mood changes

Physical Marks

Change in Attendance

Change in Performance



# **Bystander Intervention Basics**





**What makes intervention  
important?**



**What stops people from  
intervening?**



# What stops people from intervening

## Social Influence

- No One is Doing Anything

## Pluralistic Ignorance

- No One Else Cares

## Diffusion of Responsibility

- Someone Else Will Help

Embarrassment

Retaliation

Berkowitz, A. D. (2009). *Response ability: A complete guide to bystander intervention*. Beck & Co.



# **The 5 Ds of Bystander Intervention Upstander Skills**

# Upstander Tool Kit



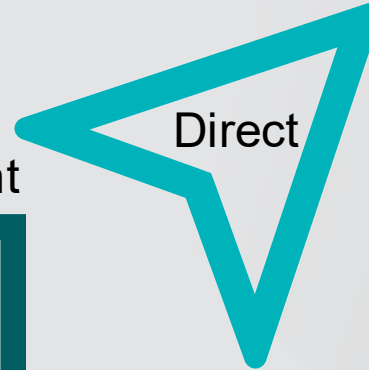
## You Choose the Tool

- Stay Safe
- Early Intervention is Best
- Employ Effective Helping

Document



Direct



Distract



Delay



Delegate



# DIRECT



Cut it out, that's disrespectful!

\*Whistles\* slow down let me look longer!



Assess your safety, skills, and surroundings. If you are safe, with confidence, directly intervene or interject to stop the harassment.

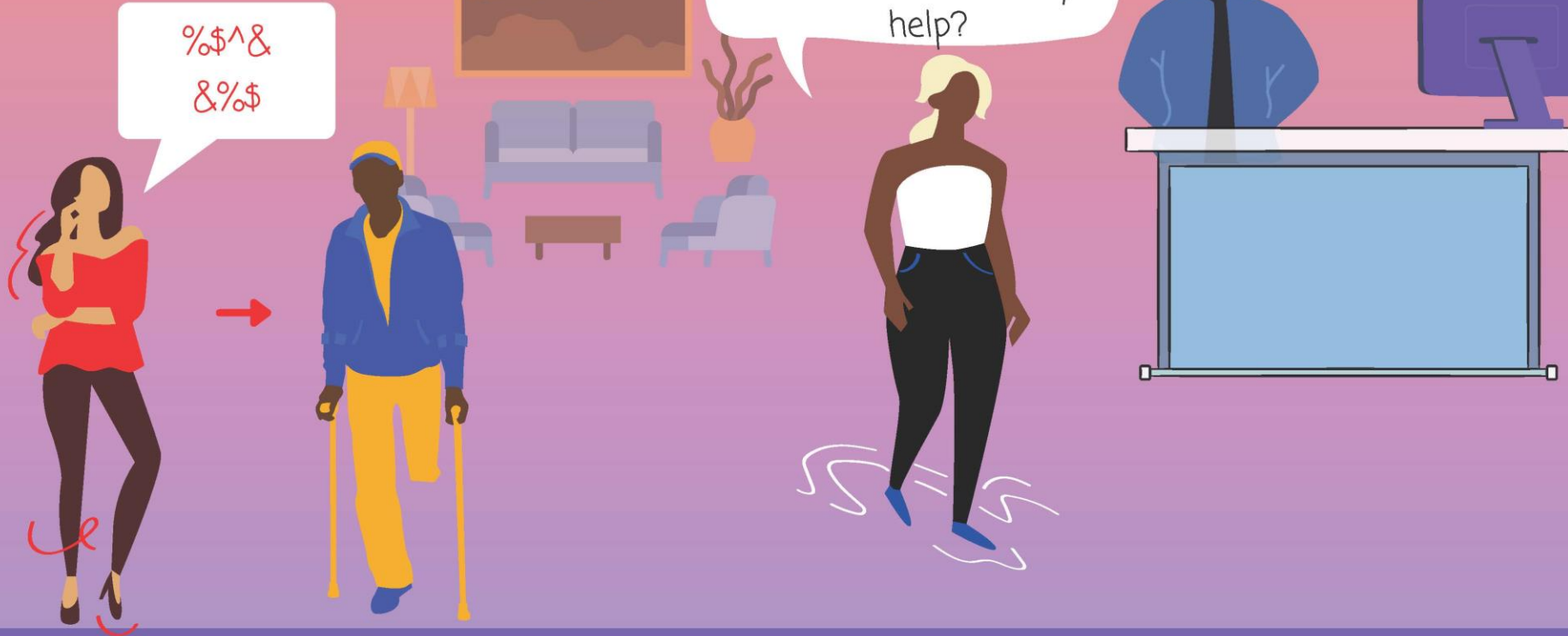
# DISTRACT



Assess your safety, skills, and surroundings. If you are not safe to directly intervene, indirectly de-escalate through distraction.



# DELEGATE



Assess your safety, skills, and surroundings. If you are not safe or do not have the skills to intervene, get help.





# DELAY



@#%\$.  
Get out  
of the park!



Hey are  
you okay?



Assess your safety, skills, and surroundings. If you are not safe or do not have the skills to intervene, after the incident occurs check in with the person.



# DOCUMENT



I just saw what happened. I took a video. What do you want me to do with it?



Assess your safety, skills, and surroundings. If you are not safe, do not have the skills to intervene, and there's others helping, record or take pictures of the incident.



# Key Takeaways

Safe Responding

Early Intervention

Effective Helping



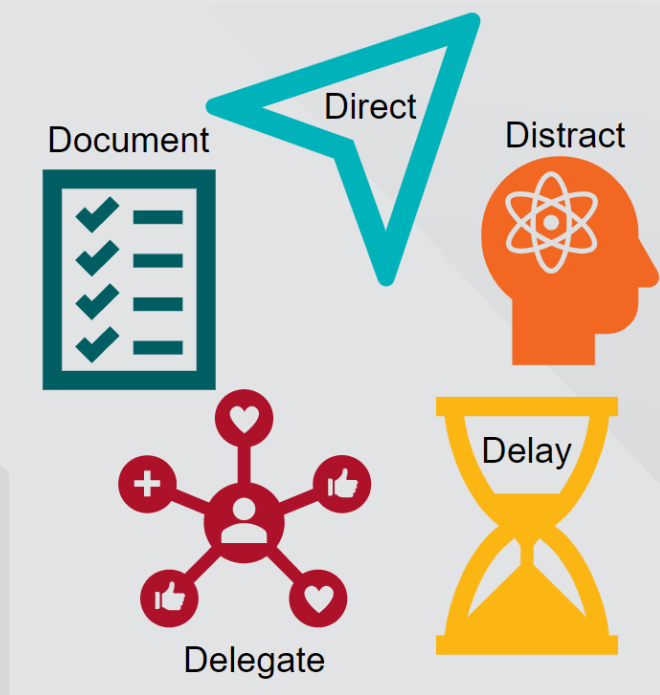
# Scenarios

- What form of violence is shown in this scenario?
- What are barriers to responding?
- As an upstander, how would you intervene?



# Info to Help Guide Discussions

- What form of violence is shown in this scenario?
- What are barriers to responding?
- As an upstander, how would you intervene?



Sexual Assault    Dating Violence    Incest    Stalking    Sexual Harassment    Sexual Exploitation    Retaliation



# Scenarios

# Scenario One

Juliet (she/her) is the intern on your team that just started last month. You notice that she has a different way than many of her peers of doing things as she attended medical school out of state. While she is away one day you hear your attending and senior resident refer to her as a GDFR. You have never heard the term before and decide to ask one of the other residents on the team what it means. He explains that the term means “gosh darn female resident”.

- What form of violence is shown in this scenario?
- What are barriers to responding?
- As an upstander, how would you intervene?





# Scenario Two

Anya (she/her) is a graduate student working in a cancer research lab led by an accomplished researcher in the field. He is known for producing several published works each year in prominent journals, and Anya has been working hard to get her own work in the lab published. She and her professor are the last ones in the lab one evening. He is complimentary of her work and even tells her that her data is likely strong enough for a major publication. She is elated, launching into a line of questions about her project. He stops her mid-sentence, putting his hand on her upper thigh – “we can talk about this later, Anya, it’s just the two of us here... we shouldn’t waste this time...” Anya rejects his advances, abruptly getting up to leave.

Anya tells no one, deciding she has made too much progress to risk anything. Over the coming days and weeks, the professor stops providing her mentorship. When she presents her manuscript draft to him, he turns it down, telling her it’s far below any journal’s standards for publication.

- What form of violence is shown in this scenario?
- What are barriers to responding?
- As an upstander, how would you intervene?





# Scenario Three

Your friend, Skylar, is telling you about their gym crush, Devon. Skylar pulls up Devon's Instagram to show you a picture. Skylar proceeds to show you a few more pictures. You ask Skylar if they have ever chatted with Devon, and Skylar says no but they have seen Devon at the gym and try to go at the same time. Through social media sleuthing they have even learned some of Devon's favorite spots around town, hoping to have a "meet cute." You laugh, not sure if Skylar is exaggerating as they proceed to show you more pictures.

- What form of violence is shown in this scenario?
- What are barriers to responding?
- As an upstander, how would you intervene?





# Scenario Four

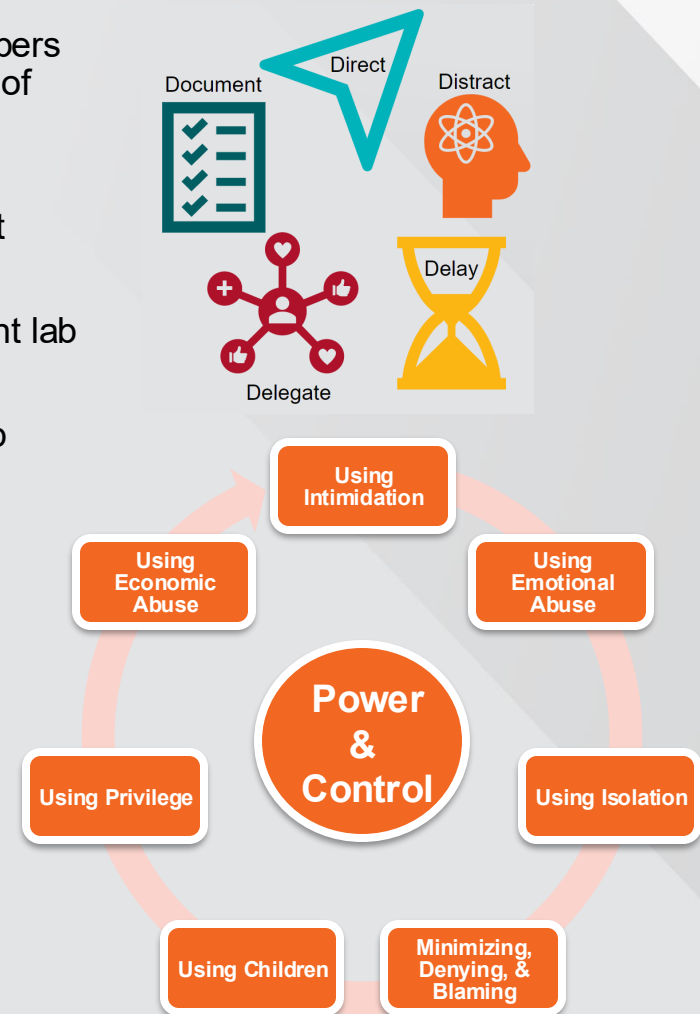
While working in your lab, you overhear some of your fellow lab members making sexually disparaging comments about Cameron, another one of your lab members.

“Do you think Cameron is hooking up with our lab supervisor? Maybe that’s how they got into the lab. I doubt they would’ve made it on merit alone.”

“I hope not! I was hoping to have something happen during a late-night lab session.”

“Don’t worry. Cameron seems like such a slut, I’m sure they’d hook up with any of us just to stay in the lab.”

- What form of violence is shown in this scenario?
- What are barriers to responding?
- As an upstander, how would you intervene?



# Scenario Five

You are in a new city for a clinical rotation. You are excited to learn, make new connections, and explore a new city. While at lunch with Jordan, another student, they begin discussing an issue they were having with a patient's family member. Jordan mentions that whenever they go into the patient's room, their family member makes comments such as,

"If I had a doctor with an ass like that, I'd never want to get well."

"You're so beautiful, there's no way you're smart enough to be a med student."

"You know, I'm starting to not feel so well myself, I might need some one-on-one attention."

Your friend is having a tough time focusing when working with the patient and has begun to dread coming to the hospital. Their clinic rotation is up in another two weeks, they are unsure if it is worth saying anything.

- What form of violence is shown in this scenario?
- What are barriers to responding?
- As an upstander, how would you intervene?





# Believe. Listen. Act.

- Be supportive and listen patiently
- Understand the person's feelings
- Connect the person to campus and community resources
- Explain that abuse is NEVER acceptable
- Focus on the person, not on the person who harmed them



# Resources



# Omaha Campus

## Campus:

Safety – 402-559-5111

EthicsPoint

Title IX Coordinator

## Confidential:

Title IX Advocate: Kelly Blecha

[kblecha@unmc.edu](mailto:kblecha@unmc.edu)

Student Health – 402-559-7204

Counseling and Psychological  
Services – 402-559-7276

Victim & Survivor Advocacy and  
Resources - 402-559-7276

## Off-Campus:

Women's Center for Advancement  
402-345-7273 24/7 Hotline  
Nebraska Coalition to End Sexual and  
DV - 402-476-6256

Catholic Charities - 402-558-  
5700; [catholiccharities@ccomaha.org](mailto:catholiccharities@ccomaha.org)

Heartland Family DV/SA Services -  
800-523-3666

OPD - 402-444-5825; 911

Nebraska Med ED - 402.559.6637  
4350 Dewey Ave, Omaha

Methodist ED and SART/SANE  
Program - 402-354-4424; 8303 Dodge  
St. Omaha, NE; 717 N. 190th Plaza,  
Omaha, NE



# Lincoln Campus

## **Campus:**

UNL Police – 402-472-222

[EthicsPoint](#)

Title IX Coordinator

## **Confidential:**

Title IX Advocate: Kelly Blecha

[kblecha@unmc.edu](mailto:kblecha@unmc.edu)

Center for Advocacy, Response,  
and Education - 402-472-3553

University Health Center – 402-  
472-5000, [www.health.unl.edu](http://www.health.unl.edu)

Counseling and Psychological  
Services – 402-472-7450,  
[www.caps.unl.edu](http://www.caps.unl.edu)

## **Off-Campus:**

Voices of Hope – 402-475-7273

Friendship Home - 402-437-9302  
(Crisis); 402-434-6353 (Office)

Lincoln Anonymous Reporting -  
402-441-3866

Lincoln PD - 402-441-6000; 911

Bryan Health Hospital West - 402-  
481-1111; 2300 S 16th St

CHI Health St. Elizabeth - 402-219-  
8000; 555 S 70th St



# Kearney Campus

## Campus:

UNK Police – 308-865-8911

EthicsPoint

Title IX Coordinator

## Confidential:

Title IX Advocate: Kelly Blecha

[kblecha@unmc.edu](mailto:kblecha@unmc.edu)

Victim & Survivor Advocacy and  
Resources - 402-559-7276

Student Health – 308-865-8218

Student Counseling – 308-865-  
8248

## Off-Campus:

S.A.F.E. Center – 308-237-  
2599; 620 E. 25th Suite 14

Kearny PD – 308-237-2104; 911

Family Advocacy Network - 308-  
865-7492; 507 E. 26th Street

Kearney Regional Medical Center -  
855-404-5762; 804 22nd Avenue

Good Samaritan Hospital - 308-  
865-7100; 10 East 31st Street





# Norfolk Campus

## **Campus:**

Security – 402-841-5163

[EthicsPoint](#)

Title IX Coordinator

## **Confidential:**

Title IX Advocate: Kelly Blecha

[kblecha@unmc.edu](mailto:kblecha@unmc.edu)

Student Health Services – 402-472-5000

Counseling and Psychological Services – 402-472-7276,

[www.caps.unl.edu](http://www.caps.unl.edu)

Northeast Community College Counseling - 402-844-7277

## **Off-Campus:**

Bright Horizons - 402-379-2026  
(Office); 402-379-3798 (Crisis)

Faith Regional Health Services -  
402-371-4880; 2700 W. Norfolk  
Ave

Sunny Meadow Medical Clinic -  
402-370-4100; 305 N. 37th St

Police Department - 402-644-8700;  
911



# Scottsbluff Campus

## **Campus:**

Campus PD – 308-632-7176

EthicsPoint

Title IX Coordinator

## **Confidential:**

Title IX Advocate: Kelly Blecha

[kblecha@unmc.edu](mailto:kblecha@unmc.edu)

Victim & Survivor Advocacy and  
Resources - 402-559-7276

Urgent Care – 308-632-2215

Counseling Services – 402-559-  
7276

## **Off-Campus:**

The Doves Program – 308-436-  
4357

Scottsbluff PD - 308-632-7176; 911

Regional West Medical Center  
Emergency – 308-635-3711; 4021  
Avenue B



# National Resources

## National Hotlines:

National Sexual Assault - 1.800.656.HOPE (4673)  
National Domestic Violence - 1.800.799.SAFE (7233)

## National Websites:

RAINN (Rape, Abuse, & Incest National Network) - [www.rainn.org](http://www.rainn.org)  
Male Survivors of Sexual Trauma – [www.malesurvivor.org](http://www.malesurvivor.org)  
U.S. DOJ Office on Violence Against Women - [www.justice.gov/ovw](http://www.justice.gov/ovw)  
Nebraska Coalition to end Sexual and Dating Violence -  
[www.nebraskacoalition.org](http://www.nebraskacoalition.org)  
OneLove: Relationship Violence Prevention - [www.joinonelove.org](http://www.joinonelove.org)

## Nebraska State Resources:

Legal Aid Nebraska - 1-877-250-  
2016 <https://www.legalaidofnebraska.org/>



# You've completed the Sexual Misconduct & Bystander Intervention Training, now what?



**Incorporate bystander tips and practice into meetings, events, and classrooms.**



**Have resources for support services openly displayed and readily available if needed.**



**When you see someone intervene, provide encouragement.**



# Contact & Questions

**Rita Laughlin, M.S.**

**Education Manager**

**Title IX Office**



[rlaughlin@unmc.edu](mailto:rlaughlin@unmc.edu)



402-559-6871

**Carmen Sirizzotti, MBA**

**Title IX Coordinator**

**Title IX Office**



[csriizzotti@unmc.edu](mailto:csriizzotti@unmc.edu)



402-559-2710



# UNMC Post Training Survey

**<https://forms.office.com/r/vNLBSmLXhZ>**