



FRESNO PACIFIC
UNIVERSITY

Student Leader Policy Review: Harassment and Discrimination Prevention & Title IX Training

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Agenda

1. Harassment & Discrimination

1.FPU's Policy: The Three Buckets Model

2.Reporting Obligations

3.Case Studies & Hypos

4. Q/A



Discrimination, Harassment, Sexual Misconduct & T9 Policy

Fresno Pacific University is governed by the Pacific District Conference of Mennonite Brethren Churches. The University is deeply and intentionally rooted in the Anabaptist Christian tradition. ...As a Christian university, FPU administers this policy in alignment with the University's Statement of Faith, the FPU Idea and applicable exemptions for religious institutions afforded by state and federal law. Nothing in this policy is intended to limit or otherwise conflict with the University's exercise of rights as a religious institution and/or under applicable religious exemptions.



Protected Classes

- ✓ *Race (including natural hairstyle or hair texture related thereto); color, national origin (including possessing a driver's license issued under Vehicle Code § 12801.9), or ancestry;*
- ✓ *Age (40 and over);*
- ✓ *Physical or mental disability, perceived disability or perceived potential disability;*
- ✓ *Sex or gender;*
- ✓ *Pregnancy or perceived pregnancy, childbirth, breastfeeding or medical conditions related to pregnancy, childbirth or breastfeeding;*
- ✓ *Medical or genetic condition (including cancer-related physical or mental health impairment or history of same);*
- ✓ *Citizenship, military and veteran status;*
- ✓ *Political affiliation.*

What is Harassment & Discrimination?

Discrimination v. Harassment

Discrimination: Excluding from participation, denying the benefits of, or otherwise subjecting an individual or group to different treatment based on a Protected Class.

Harassment : Unwelcome verbal, visual or physical conduct based on a Protected Class which creates an intimidating, offensive, or hostile work or educational environment that a reasonable person would find the conduct intimidating, hostile or offensive.


California Sexual Harassment Defined

1. *Unwanted;*
2. *Sexual in nature; and*
3. *Detrimental effect on working conditions/
creates an intimidating,
hostile, or offensive
environment.*

IT DOES NOT NEED TO BE
MOTIVATED BY SEXUAL
DESIRE.

INTENT DOES NOT MATTER.

California Sexual Harassment



1. Quid Pro Quo

2. Hostile Work Environment

California Hostile Environment



➤ Unwelcome comments or actions usually directed at the victim that are sexual or hostile to a protected class.

➤ Does not necessarily result in the loss of tangible job benefits.

➤ Harasser does not need to hold a position of authority.

California Hostile Environment

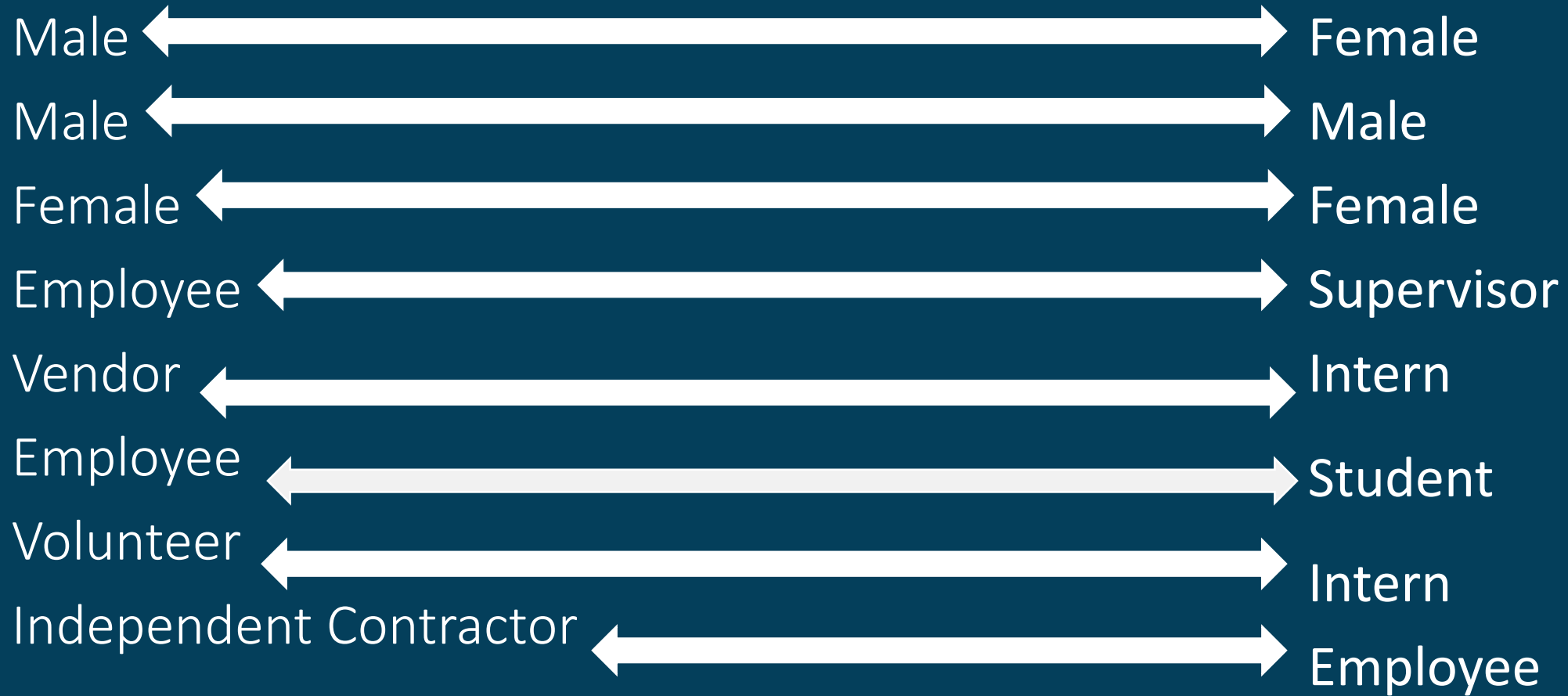


“Severe or Pervasive” Considerations

- The nature of the conduct.
- The frequency.
- The period of time.
- Physical threats or humiliating.
- Unreasonably interference with an employee’s work performance.

Two general models:
the slow burn, the crisis incident

Who Can be the Harasser?



Title IX: Protects In the Following Areas

1. Employment
2. Recruitment/admissions/counseling
3. Financial assistance
4. Athletics
5. Pregnant and parenting students
6. Discipline
7. Single-sex education
8. Sex-Based Misconduct

Protects **both** students and employees from:

- ✓ **Sexual Harassment**
- ✓ **Sexual assault**
- ✓ **Dating violence**
- ✓ **Domestic violence**
- ✓ **Stalking**
- ✓ **Other conduct which implicates sex or gender**

Retaliation: Threats, intimidation, reprisals, and/or adverse employment or educational actions against a person based on:

(a) their report of Title IX violations; (b) assisting with a report of Title IX violations; (c) participation in an investigation; (d) participation in remedial or disciplinary processes required under the Title IX policy.

Title IX Sexual Harassment

Conditioning an aid, benefit or service on unwelcome sexual conduct.

Quid Pro Quo



Unwelcome conduct that a reasonable person would consider severe, pervasive AND objectively offensive.

Denial of Equal Access



Sexual Assault
Dating Violence
Domestic Violence
Sex-Based Stalking

Clery & VAWA
Offenses



*“...Severe,
pervasive AND
objectively
offensive...”*



Program or Activity

✓ *Applicants for or students enrolled in a University academic programs;*

✓ *Applicants for employment or those employed by the University;*

✓ *Alumni of the University if they graduated from a program of the University and intend to either (a) apply to a different program offered by the University or (b) to remain involved with University's alumni programs and activities;*

✓ *A student who is on a leave of absence if they are still enrolled as a student of the University or if they intend to re-apply to the University after the leave of absence is concluded; or*

✓ *A student who has left the University because of Title IX Sexual Harassment, but who wants to reenroll if the University responds appropriately to the Title IX Sexual Harassment.*

Sexual Assault

Any sexual act directed against another person without consent or where the victim is incapable of giving consent. Includes rape, forced oral sex, sexual assault with an object and statutory rape.

Includes fondling: touching of a private body part, either clothed or unclothed, without consent or by force, for purposes of sexual gratification.

- 20% of college females
- 6% of college males
- 1 in 5 women, 1 in 38 men overall
- Colleges: Most of the time involving alcohol.

Sources: CDC; Journal of Sex Research 54(f):549-576).

**Consent: In California, yes means yes. Ed. Code § 67386.
Affirmative. Conscious. Voluntary. Revocable.**

California Standard of Proof – All Cases: Preponderance of the Evidence



More likely than not
to be true based on
totality of evidence.
E.g., 50.01%

FPU's Policy



FPU Discrimination, Harassment, Sexual Misconduct & T9 Policy

1. Comprehensive Single Policy Covering All Forms of Discrimination/Harassment

2. Covers Students & Employees

3. Covers applicants for admission or employment.

4. Protects Pregnant & Parenting Students



Discrimination, Harassment, Sexual Misconduct & T9 Policy

This Non-Discrimination Policy (“Policy”) prohibits the following conduct (“Prohibited Conduct”):

- 1. Harassment or discrimination, including, but not limited to, Sex-Based Misconduct against students, employees, and applicants for admission or employment based on membership in a Protected Class;**
- 2. Harassment or discrimination based on the perception that a person is a member of a Protected Class or is associated with a person who has, or is perceived to have, membership in a Protected Class;**
- 3. Any and all Retaliation against any person for submitting a report of violation of this Policy or for cooperating in the administration of this Policy, including participation in an investigation or adjudication process;**
- 4. Knowingly submitting a complaint under this Policy based on false allegations or to knowingly provide false information in connection with an investigation or adjudication of a complaint processed under this Policy;**
- 5. Any Responsible Employee who fails to report allegations of Prohibited Conduct, including, but not limited to, Sex-Based Misconduct or Title IX Sexual Harassment;**
- 6. Any person in a position of power or influence that intentionally deters or hinders another person from reporting allegations of conduct which, if true, would violate of this Policy;**
- 7. Any other violation of this Policy.**



Discrimination, Harassment, Sexual Misconduct & T9 Policy

Conduct alleged to be –

- ✓ *On University property;*
- ✓ *In connection with University activities, programs, or events;*
- ✓ *Online or off-campus where the conduct affects the learning or working environment, would violate other University Policies had it occurred on campus, or where the University determines it has a substantial interest.*

The Three Buckets

Bucket 0: Informal Resolution (limited cases, requires RA approval)

Bucket 1: Non-T9 Allegations of Harassment, Discrimination, Sexual Misconduct, Retaliation & Other T9

Bucket 2: T9 Sexual Harassment (New Regulations)

Responsible Administrators

Title IX Coordinator

- All gender-based or sex-based complaints, including cross-overs.

Highest Level Admin for HR

- All other complaints involving employees, including student-employees.

Highest Level Admin for Campus Life

- All other complaints involving only students.

Bucket 0: Nuts & Bolts

1. T9, HR, Campus Life Sign Off on Offer – Meets Compliance Criteria

2. If Formal T9, Written Complaint Filed

3. Respondent Must be a Student (Not Student Employee)

4. All Parties Agree – No Investigation or Adjudication

5. All Parties Get Written Notice of Informal Resolution Procedures & Voluntarily Sign Participation Agreement

Informal Resolution

✓ *Facilitated Restorative Justice*

OR

✓ *Facilitated Mediation*



Bucket 1: Nuts & Bolts

1. Support & Notice for All Parties

2. Investigation (If Required – 90 days)

3. Report Goes to Responsible Admin

4. Decision & Corrective Measures

5. Appeal (Paper Review If Requested)

Hearing Requirements

- ✓ *Students Only*
- ✓ *Upon Request After Decision*
- ✓ *Suspension/Expulsion Only*
- ✓ *Uses Student Judicial Board*



Bucket 2: Nuts & Bolts

Formal T9 Sexual Harassment

1. Support & Notice for All Parties

2. Investigation (90 days) – Includes Required Disclosure of Evidence

3. Report Completed, Opportunity to Respond & Hearing Notices Issued

4. Live Hearing with Cross Examination – Hearing Officer Issues Decision

5. Appeal (Paper Review)

Hearing Requirements

- ✓ *Students & Employees*
- ✓ *Mandatory – Requires Witnesses to Appear Including Complainant*
- ✓ *Any Level of Corrective Action*
- ✓ *Legalistic Process – Numerous Protocols Required*



Reporting Obligations: Policy Requirements

- *All employees (including student employees) are responsible for reporting complaints, concerns or allegations raised of policy violation.*
- *Few Exceptions: Campus Nurse, Campus Chaplain or Mental Health Counselors.*
- *Duty is to report – not to investigate, resolve, confront, or to be sure.*
- *Failure to report is a policy violation.*
- *<https://fresno.tfaforms.net/39>*



FRESNO PACIFIC
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FRESNO PACIFIC UNIVERSITY UNLAWFUL DISCRIMINATION, HARASSMENT AND SEXUAL MISCONDUCT REPORT FORM

FRESNO PACIFIC UNIVERSITY

Background Information

While anonymous reports are accepted, you are strongly encouraged to provide your name and contact information in order to allow us to most effectively provide appropriate supportive measures and resources, address the concerning behavior, and maintain safety on campus (Responsible Employees, who have knowledge of discrimination, harassment, sexual misconduct and Title IX misconduct are required to fill out the Name & Contact information), you are STRONGLY encouraged to provide your name and contact information in order to allow us to most effectively provide appropriate supportive measures and resources, address the concerning behavior, and maintain safety on campus.

Do you wish to provide your name?

☐ Yes ☐ No

Your position/title:

Your phone number

Case Studies & Hypotheticals



Hypotheticals

Julian is a student worker who tutors part-time for the University. After work, his supervisor, Jennifer, a University employee, asked if he wanted to stop off for a beer at the pub. Julian really likes Jennifer and agreed. They had three beers each at the pub. While the two were waiting for an Uber Jennifer was slurring her words. Julian leaned in and hugged Jennifer, letting his hands wander down to Jennifer's lower back, slightly touching her bottom for several seconds. Jennifer stumbled away, the Uber pulled up and she got in alone. On Monday Jennifer reports to T9 that she was assaulted by a student.

Did a policy violation occur?



Hypo Questions

1. Is this the University's educational program or activity?

2. Which bucket are we in?

3. Who is the responsible administrator?

4. Who is responsible to make a report?

Virtual Game Night

Mark is a freshman. Due to the pandemic, the entire semester is scheduled to be online. Mark joins a student organization that helps new students get acclimated to the college campus and meet new friends. The organization hosts a virtual game night on the first Friday of every month and the theme is "Casino Night."

Shortly after logging into the meeting, Mark realizes the group is playing strip poker. Uncomfortable with the situation, Mark immediately logs off. The next day, Mark receives an e-mail from the organization, stating that he is not a good fit for the group.

Later that day, Mark mentions what happened to his faculty mentor. The faculty mentor tells the Dean what happened via email.



Nursing Student Internship

Jenni is a nursing student and is assigned to a local Urgent Care facility as part of the internship requirements to complete her program. The Office Manager at the Urgent Care, Brian, routinely keeps Jenni after her shifts in his office asking her about her dating life. Brian tells Jenni she should dump her boyfriend and date an older man. Brian touches Jenni on the arm from time to time. Brian also makes comments about Jenni being Asian.

The program manager for nursing internships is doing routine check-ins with students to evaluate internship sites. During the routine check-in, the program manager speaks to Jenni. Jenni discloses the above situation.



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Thank You



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