



PREVENTING SEXUAL MISCONDUCT

YOUR COMMITMENT TO COMMUNITY

Preventing Sexual Misconduct Training for Employees



Dear Employee:

In accordance with Title IX and other applicable law, Louisiana State University (LSU) Pennington Biomedical Research Center (Pennington Biomedical) is committed to providing a learning and working environment that promotes integrity, civility, and mutual respect in an environment free of discrimination on the basis of sex and sexual misconduct.

It is crucial, therefore, that every individual on campus is called to action. You play a crucial role in promoting and creating a safe environment for everyone – student, faculty, staff, and visitors.

Sharon Y. Hebert

Title IX Coordinator

Director, Human Resource Management



COURSE MENU

Section 1: Preventing Sexual Misconduct

Section 2: Reporting Offenses

Section 3: Campus Policies & Resources

Course Assessment



SECTION ONE

Pennington Biomedical employees and the Pennington Biomedical Community play a part in preventing sexual misconduct and discrimination at the center. In this first section, we will take a closer look at sexual misconduct in order to learn how to identify, report, and prevent these behaviors on campus.

- **WHAT IS TITLE IX?**
- **WHAT IS SEXUAL MISCONDUCT?**
- **UNDERSTANDING CONSENT**
- **UNDERSTANDING SEXUAL HARASSMENT**



INTRODUCTION

WHAT IS TITLE IX?

Title IX mandates that colleges and universities must guarantee ALL students an education and learning **free from sexual misconduct and harassment.**

Preventing sexual violence and discrimination on college campuses began in 1972 with the establishment of Title IX.

DID YOU KNOW?

- Title IX prevents discrimination on the basis of **pregnancy.**
- Title IX also prevents sexual discrimination against **employees** not just students.
- Title IX **does not apply** to only female students.
- Department of Education's Office of Civil Rights provides oversight and conducts investigations of Title IX violations.

Preventing Sexual Misconduct Training for Employees

1990 – Clery Act

Clery Act was named in memory of slain college student, Jeanne Clery. The Act amended federal financial aid laws to require all participating post secondary institutions to disclose campus crime statistics and security information.

2011 – Dear Colleague Letter

Dear Colleague Letter of 2011 reminded college campuses that Title IX is broader than simply looking at equity in Athletics. The Office of Civil Rights (OCR) reiterated that Title IX guarantees all students an education free from sexual harassment and violence. They also recommended that all schools implement preventative education programs for the student, faculty, and staff.

2015 – Louisiana Board of Regents

In 2015, the Louisiana Board of Regents adopted its amended uniform policy on Sexual Misconduct.

1972



1972 – Title IX

Title IX of the Education Amendments of 1972 revised federal funding laws to prohibit sex-based discrimination in higher education.

1990



1994 - VAWA

VAWA – The Violence Against Woman Act established federal legal definitions for sexual assault, domestic violence, dating violence, and stalking.

1994



2011



2013 – Campus SaVE Act

The Campus SaVE Act was implemented as an amendment to the Clery Act. This Act mandates extensive primary prevention and awareness programs regarding sexual misconduct and related offenses.

2013



2015



2017 – Updated Federal Guidance

U.S. Secretary of Education, Betsy DeVos, issues guidance on Title IX & campus sexual misconduct.

2017



SEXUAL MISCONDUCT

Sexual Misconduct can be a range of behaviors including, but not limited to forms of sexual harassment, stalking, sexual discrimination, sexual violence, sexual exploitation, and any other conduct of a sexual nature that has the purpose or effect of threatening, intimidating, or coercing a person.

Sexual Misconduct Can Also Include

- Sexual assault
- Sexual abuse
- Violence of a sexual nature
- Non-consensual sexual intercourse
- Contact of a sexual nature with an object
- Dating violence
- Domestic violence
- Hostile environment

SEXUAL HARASSMENT

Sexual Harassment is any unwelcome conduct or speech of a sexual nature that...

- Creates an intimidating, hostile, or offensive working or learning environment and has no legitimate relationship to the subject matter of a course or academic research.
- Used as the basis for a decision affecting that person's employment or education or is, either explicitly or implicitly, made a term or condition of a person's employment or education.
- Discriminates against a person because of their sex and/or gender, including non-sexual harassment and discrimination, such as harassment based on the person's non-conformity with gender stereotypes.

DID YOU KNOW?

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.

STALKING

Stalking is the intentional and repeated following or harassing of another person over a period of time, however short, that would cause a reasonable person to feel alarmed or emotionally distress.

Stalking can include...

- Video voyeurism
- Conducting surveillance

Stalking Can Also Include Repeated, Uninvited, and Intentional

- Presence at another person's home, school, or workplace.
- Verbal or behaviorally implied threats of death, injury, assault, or kidnapping
- Patterns of sending phone calls, emails, messages via third party, letters, or pictures.
- Verbal or non-verbal behavior.

SEXUAL DISCRIMINATION

Sexual Discrimination includes behaviors and actions that deny or limit a person's ability to benefit from and/or fully participate in the educational programs, activities, and services because of a person's gender or sex.

Title IX also prevents discrimination on the basis of:

- Pregnancy
- Childbirth
- False pregnancy
- Termination of pregnancy
- Recovery from any of these conditions

And You Also Need to Know That

Under Title IX, it is **ILLEGAL** for schools to exclude a pregnant student from participating in any part of an educational program. This could include advanced placement or honors classes, extracurricular programs, interscholastic sports, honor societies, and opportunities for student leadership among other activities.

Additionally, any special services provided to students who have temporary medical conditions must also be provided to a pregnant student.

SEXUAL ASSAULT

Sexual Violence. Any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Includes but is not limited to, forced sexual intercourse, sexual touching, and any sexual acts against people who are unable to consent due to age or incapacitation.

Dating Violence. Violence by a person who is or has been in a relationship of a romantic or intimate nature with the victim; it can include sexual or physical abuse or threat of such abuse.

Domestic Violence. Violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, or by a person who is cohabiting with or has cohabitated with the victim as a spouse or intimate partner.

Coercion. The use of expressed or implied threats, intimidation, or physical force which places an individual in fear of immediate harm or physical injury or causes a person to engage in unwelcomed sexual activity. Also includes administration of toxic substance to impair person's ability to consent.

Remember, there are many forms of sexual assault. We are simply defining the most common forms on campuses:

- Sexual Violence
- Dating Violence
- Domestic Violence
- Coercion

SEXUAL EXPLOITATION

Sexual exploitation is any act attempted or committed by a person for sexual gratification, financial gain, or other advancement through the abuse or exploitation of another person's sexuality.

Sexual Exploitation can include...

- Obtaining, posting, or disclosing intimate descriptions, photos, or videos without the expressed consent of the other person.
- Non-consensual observation or individuals who are undressed or engaging in sexual acts.
- Non-consensual audio or videotaping of sexual activity.

Examples Also Include

- Prostituting another person.
- Allowing others to observe a personal consensual sexual act without the knowledge or consent of all involved parties.
- Knowingly exposing an individual to a sexually transmitted infection without that person's knowledge.

WHAT IS CONSENT?

Consent is the affirmative and voluntary agreement to engage in a specific sexual activity during a sexual encounter. It cannot be obtained by threat, coercion, or force. It also cannot be obtained from someone who is sleeping, or otherwise mentally or physically incapacitated, whether due to alcohol, drugs, or some other reason.

CONSENT MAY NOT BE OBTAINED:

- Through silence or the absence of no.
- From the consent of a past sexual activity.
- If given by a person who is not of a legal age.
- If during sexual activity, the person is no longer capable of giving consent.

CONSENT MAY NOT BE OBTAINED:

- Through mutually understandable words or actions.
- From the beginning to the end of each instance of sexual activity.
- Through the responsibility of the person who is initiating the sexual activity.

WHAT IS NON-CONSENSUAL SEXUAL CONTACT?

- Any intentional or attempted sexual touching, without consent.

WHAT IS NON-CONSENSUAL SEXUAL INTERCOURSE?

- Having or attempting to have any type of relations, without consent

DID YOU KNOW?

- Consent cannot be inferred from the absence of a “no.” A clear “yes,” verbal or otherwise is necessary.
- Consent must be ongoing throughout a sexual encounter and can be revoked at any time.
- Silence in and of itself cannot be interpreted as consent.

UNDERSTANDING SEXUAL HARASSMENT

It's important to understand the meaning behind the term **Sexual Harassment**, a common form of sexual misconduct in the workplace. Interactions and situations can be confusing – how can you tell if a situation constitutes Sexual Harassment?

The following slides will identify the correct meaning and definition of Sexual Harassment.



UNDERSTANDING SEXUAL HARASSMENT

- Sexual harassment includes **speech of a sexually discriminatory nature**; such as repeated references to a person's physical attributes, telling explicit jokes, or using derogatory terms.



- For speech to be considered sexual harassment, **the speech and/or conduct must be discriminating against one's gender or sex.**

Unprofessional speech and conduct stemming from personality differences is not considered sexual harassment.

UNDERSTANDING SEXUAL HARASSMENT

- In addition to speech, sexual harassment can also be **conduct**, such as unwelcomed touching, that is **neither welcomed, encouraged, mutual, or consensual** with all parties involved.



- It's not enough that the individual in question is offended but must also show that a reasonable and prudent person would also have been offended.

SEXUAL HARASSMENT

There are five main types of sexual harassment we are going to discuss in this training.

- **Quid Pro Quo**
- **Creating a Hostile Environment**
- **Gender Stereotyping**
- **3rd Party Harassment**
- **Online Sexual Harassment**



QUID PRO QUO

Quid pro quo sexual harassment occurs when a person in a position of power over an employee (like a supervisor or manager) pressures the employee to consent to sexual activity in return for a job-related reward or to avoid a job-related threat.

Quid pro quo is a Latin phrase which means **'this for that'**. Essentially, it is an implied bargain involving sexual activity or favors.

Quid pro quo usually involves

Relationships such as a supervisor and subordinates, employees and job applicants, and any other relationship in which one person has the potential to reward or penalize another in regard to his or her employment role.

EXAMPLE

A co-worker you've been working on a project with threatens to complain to your boss and get you in trouble unless you agree to go on a dinner date with him/her.

HOSTILE ENVIRONMENT

A **hostile environment** exists if unwelcome verbal or physical conduct of a sexual nature creates an intimidating, offensive, or hostile environment that interferes with an employee's work, affects an employee's work performance, and/or makes the employee feel intimidated, degraded, or abused.

A key point to remember

Behavior that creates an offensive or hostile environment must be behavior of a sexual nature.

- A supervisor's reprimand or counseling of an employee for poor work performance is not considered sexual harassment.
- Normal workplace friction is not sexual harassment.

EXAMPLE

Susan's supervisor, Mark, often looks over her shoulder to see what she's working on. Although Susan always offers to email her work or print it out, Mark says it will only take a minute, then leans over her.

Susan feels uncomfortable when Mark does this, as he invades her personal space, and often touches her on her back, shoulders, or arm.

Mark's unwanted physical contact creates a hostile environment and is considered sexually harassing.

GENDER STEREOTYPING

In this type of harassment, an employee may be subjected to derogatory comments, slurs, or offensive jokes based on **arbitrary standards of masculinity or femininity**. Or they may not be offered a job because their appearance is not considered to be masculine or feminine enough for the job.

Gender stereotyping and the law

A recent court case about gender stereotyping involved a woman who was not given a promotion in her company because the manager thought she didn't wear enough makeup or clothes that were feminine enough. The court ruled in the employee's favor.

A KEY POINT TO REMEMBER

Avoid judging others and making comments or slurs based on arbitrary stereotypes. Remember that what is important is the employee's performance on the job.

EXAMPLE

A male employee who is told he is not man enough or is called derogatory gender-based terms such as "pretty boy" or "sissy" may be a victim of sexual harassment based on gender stereotypes.

3rd PARTY HARASSMENT

In this type of harassment, the victim does not have to be the person from whom the harassment was intended, but could be anyone affected by the offensive conduct.

To avoid 3rd party harassment, refrain from:

- Displaying sexually suggestive objects or pictures.
- Sending sexually suggestive jokes or pictures.
- Making sexually suggestive, derogatory or offensive comments.
- Playing music with sexually explicit lyrics or offensive DJ's.

If you have any doubt that what you say, write, or post could offend another, then don't do it!

EXAMPLE

A group of co-workers discuss every woman in the office, commenting on their appearance and speculating about their sexuality.

Although they pretend to keep their comments to themselves, they are often overheard by Lucy who finds the conversations offensive.

While the comments were not directed at Lucy, she may still find the comments offensive and humiliating.

ONLINE SEXUAL HARASSMENT

In this type of harassment, unwanted sexual attention on the Internet occurs when a harasser uses direct personal communication to harass another person.

Social media sites have blurred the lines between work and private life for Faculty and Staff, particularly when colleagues at work are also “friends” on social media.

To avoid online sexual harassment

- Keep your personal and professional life separate. Use your work email for business only, and your personal email for everything else.
- Monitor your social media. Be mindful of your contact with subordinates on social media outlets.
- Report suspicious or uncomfortable sightings. Your awareness may prevent the behavior from happening to someone else.



SCENARIOS ON SEXUAL HARASSMENT

As you've probably realized by now, sexual harassment is a very important concept. But understanding and identifying the different types of harassments can be tricky.

Use what you've learned about each type of Sexual Harassment so far to identify the correct responses.



SCENARIOS ON SEXUAL HARASSMENT

Wade is a foreman. Wade and his crew travel to different buildings on campus to complete renovation projects. They just started a new project last week.

Wade's coworkers have notice that the building receptionist has been very friendly to Wade. They have been teasing him about the receptionist and making remarks of sexual nature. Although the comments embarrass and upset Wade, and he's asked his coworkers to stop, they haven't.

Q1: Could Wade's coworkers be sexually harassing Wade?

Q2: Assuming Wade's colleagues are men, is their behavior an example of same sex sexual harassment?

SCENARIOS ON SEXUAL HARASSMENT

Q1: Could Wade's Coworkers be sexually harassing Wade?

- YES! Their comments are inappropriate and could be considered sexual harassment. The comments are based on gender and make Wade feel embarrassed and uncomfortable.**

Q2: Assuming Wade's colleagues are men, is their behavior an example of same sex sexual harassment?

- YES, IT IS! When people sexually harass other people of the same gender, it is referred to as same sexual harassment.**



SCENARIOS ON SEXUAL HARASSMENT

Alice is a post-doctoral researcher. She enjoys her job, including the challenging technical work. Some of Alice's male coworkers tease her that she is "too pretty" to be a post-doctoral researcher and that she must have "flirted" her way through college to get here.

Sometimes, her coworkers don't let her perform basic work tasks, telling her that she's not smart enough to do it, or that the work is "men's work".

Q: Have Alice's coworkers behaved in a way that could be sexually harassing?

- Yes, these actions could be considered sexual harassment.**
- No, Alice's coworkers are just looking out for Alice.**

SCENARIOS ON SEXUAL HARASSMENT

Have Alice's coworkers behaved in a way that could be sexually harassing?

Yes, these actions could be considered sexual harassment.

Alice, like any employee, must be able to perform the essential functions of her job. There are no legal designations of "men's work" and "women's work."

The comments about Alice could be considered sexual harassment on the basis of gender stereotyping.



UNDERSTANDING RETALIATION

Retaliation is...

- Any act or attempted act that interferes with any report, investigation, or proceeding.
- Retribution or revenge against anyone who has reported Sexual Misconduct or has participated or is expected to participate in any manner in an investigation or proceeding.

Examples of prohibited retaliatory acts include:

- Termination
- Threats
- Isolation of employee
- Demotion
- Coercion
- Failure to promote
- Intimidation
- Discrimination

Did you know...

Employees, students, witnesses, and/or other participants involved in a sexual harassment complaint or investigation are protected from retaliation of any form by both federal law, LSU, and PBRC policy.

Any employee violating the prohibition against retaliation may be subject to disciplinary action up to and including termination.

SCENARIOS ON SEXUAL HARASSMENT

Jason is part of the grounds crew that maintains campus. Jason recently complained to his supervisor and HRM about two employees who often make offensive sexual comments to him.

Since his complaint, other employees on his work team refuse to work with him. They hide his tools, and “lose” his supplies so that he is slower at completing tasks. Jason is worried that these incidents will cause him to get an Unsuccessful on his Annual Performance Evaluation and is thinking about finding another job.

Could Jason be experiencing retaliation?

- No, only a supervisor or manager can retaliate against an employee.**
- Yes, it is possible that Jason's colleagues are retaliating against him;**

SCENARIOS ON SEXUAL HARASSMENT

Could Jason be experiencing retaliation?

- ❑ **Yes, it is possible that Jason's colleagues are retaliating against him; Coworkers can also retaliate.**

This type of retaliation is also illegal because it is affecting Jason's work performance and creating a hostile work environment. Jason's supervisor has an obligation to make sure he is not retaliated against for complaining about sexual harassment.



Preventing Sexual Misconduct Training for Employees

COMMITMENT TO COMMUNITY

As an Pennington Biomedical employee, **YOU ARE RESPONSIBLE FOR YOUR CONDUCT**

DURING WORK HOURS



AT PBRC SPONSORED
ACTIVITIES



WHEN YOU ARE REPRESENTING
PBRC



ON CAMPUS



WHEN YOUR CONDUCT WOULD
ADVERSELY AFFECT PBRC'S
IMAGE



REPORTING OFFENSES



SECTION TWO

Every employee on campus is committed to helping faculty and staff report a violation and seek guidance. In return, Pennington Biomedical encourages you to report and cooperate with the appropriate parties when reporting a sexual harassment complaint

- **PENNINGTON BIOMEDICAL RESPONSIBILITY**
- **THE INVESTIGATIVE PROCESS**
- **CONFIDENTIALITY**
- **YOUR RESPONSIBILITY**

REPORTING OFFENSES

PENNINGTON BIOMEDICAL'S RESPONSIBILITY

- I. Investigating Complaints When Appropriate
- II. Stopping the Harassment & Inappropriate Behavior
- III. Seeking Remedies to the Harassment
- IV. Preventing It From Occurring In The Future



REPORTING OFFENSES

JURISDICTION

Even if the violation occurred outside the boundaries of campus, Pennington Biomedical may maintain some jurisdiction depending upon the circumstance.

Jurisdiction is evaluated on a case-by-case basis.

Pennington Biomedical will investigate conduct that occurred...

- **On PBRC Campus**
- **At PBRC sponsored activities**
- **When you are representing the Center**

REPORTING OFFENSES

JURISDICTION EXAMPLE

A male Graduate Assistant and a female PhD Researcher travel to an overnight conference outside of the city limits. While staying in a hotel room, the female student alleges she was sexually assaulted by the male GA. Both the GA and the Researcher are legal adults.

DOES PENNINGTON BIOMEDICAL HAVE RESPONSIBILITY TO INVESTIGATE THIS CLAIM?

Yes. Even though the incident happened off campus, after work hours, if the situation is reported, the Center must review the facts to determine if an investigation into the alleged misconduct is necessary.

The type of investigation (informal or formal) may be determined based on the severity of the claim.

IS THE FEMALE PHD STUDENT REQUIRED TO REPORT THIS ALLEGED ASSAULT?

No. As the complainant and potential victim in this circumstance, the female researcher does not have an obligation to report the incident; however, she is encouraged to report the incident.

It's important that the female researcher knows the reporting procedures and/or their options in the event they would like to report the incident.

REPORTING OFFENSES COMPLAINT PROCESS

1

THE COMPLAINT

2

NOTIFICATION

3

PRELIM INQUIRY

4

INVESTIGATION

5

RESOLUTION

THE COMPLAINT PROCESS

- 
- ❖ INVOLVED PARTIES WILL BE NOTIFIED OF THEIR OPTIONS.
 - ❖ INFORMATION WILL BE HANDLED BY TRAINED UNIVERSITY OFFICIALS.
 - ❖ THE PROCESS WILL BE PROMPT, FAIR, EQUITABLE AND IMPARTIAL.
 - ❖ INITIAL INQUIRY COMPLETED WITHIN 15 DAYS.
 - ❖ INFORMAL RESOLUTION CONCLUDED WITHIN A REASONABLE TIME FRAME.
 - ❖ EACH PARTY HAS THE RIGHT TO APPEAL THE RESOLUTION/FINDINGS.

Preventing Sexual Misconduct Training For Employees

REPORTING OFFENSES COMPLAINT PROCESS

1
THE COMPLAINT

2
NOTIFICATION

3
PRELIM INQUIRY

4
INVESTIGATION

5
RESOLUTION

THE COMPLAINT

The complaint would typically require **written documentation** which should include...

PLEASE NOTE:

A complaint may be submitted *anonymously* or by an individual who is *not* a party to the alleged violation.



IDENTIFYING INFORMATION

Name
Department
Position
Organization



A DESCRIPTION OF EVENT

Date
Location
Names of Witnesses

REPORTING OFFENSES COMPLAINT PROCESS

1
THE COMPLAINT

2
NOTIFICATION

3
PRELIM INQUIRY

4
INVESTIGATION

5
RESOLUTION

THE NOTIFICATION



Parties will be given an explanation of the procedures used to resolve concerns.

- Rights that extend to the parties
- Resources available



Complaints will be notified regarding their options

- Rights to an advisor of choice
- Right to a confidential advisor



Interim remedies may be implemented

- Separating the parties
- Interim suspension
- No contact order
- Workplace accommodations

REPORTING OFFENSES COMPLAINT PROCESS

1
THE COMPLAINT

2
NOTIFICATION

3
PRELIM INQUIRY

4
INVESTIGATION

5
RESOLUTION

PRELIMINARY INQUIRY



The Title IX Team will determine whether there is reasonable cause to believe a specific **policy or procedure may have been violated**.



Should be completed within **15 business days** of receipt depending on the complexity and nature of the complaint.

Preventing Sexual Misconduct Training For Employees

REPORTING OFFENSES COMPLAINT PROCESS

1
THE COMPLAINT

2
NOTIFICATION

3
PRELIM INQUIRY

4
INVESTIGATION

5
RESOLUTION



THE INVESTIGATION

If the Title IX Team finds reasonable cause to believe a policy may have been violated, an **investigation shall be conducted**, and the Title IX Team will determine...

PLEASE NOTE:

It is important to never overreach for information.

An **informal** resolution may include meeting with each party and recommending remedies deemed appropriate by the parties and PBRC. Depending on the incident, such as cases involving significant harm to others, an informal process may not be available.

1

A **formal** resolution is a formal review of all allegations providing due process to both the complainant and the respondent. The Title IX Coordinator or HRM designee will determine whether or not a policy violation has occurred.

2

REPORTING OFFENSES COMPLAINT PROCESS

1
THE COMPLAINT

2
NOTIFICATION

3
PRELIM INQUIRY

4
INVESTIGATION

5
RESOLUTION

THE RESOLUTION



The Deputy Title IX Coordinator will inform in writing the complainant and the respondent of the findings.

- + The Title IX Team will assure that the investigations is prompt, fair, equitable, and impartial.
- + PBRC will take appropriate action against any person found in violation of policy.
- + Either party may appeal the findings of a formal resolution process in accordance with existing LSU policy (PM-73).

REPORTING OFFENSES IMPORTANT TERMS



**ADVISOR
OF CHOICE**



**CONFIDENTIAL
ADVISOR**



**CAMPUS SECURITY
AUTHORITY**



**RESPONSIBLE
PERSON**



**TITLE IX
COORDINATOR**

REPORTING OFFENSES IMPORTANT TERMS

OTHER IMPORTANT TERMS



COMPLAINANT

Any employee who alleges a violation.



RESPONDENT

The student or employee against whom a complaint has been made.



WITNESS

A bystander or person who observed a violation.

REPORTING OFFENSES

IMPORTANT TERMS



ADVISOR OF CHOICE

An Advisor of Choice is any person the employee chooses but may not have personal involvement regarding the fact and circumstances of the alleged misconduct. They may not act as a spokesperson for the employee; they only act as a consultant.



CONFIDENTIAL ADVISOR

An advisor who has been trained in accordance with the law and designated as a confidential resource by the University. They may not act as a spokesperson for the employee; they may only act as a consultant.

Example of Confidential Advisors can include university mental health counselors, clergy, or victims' advocates.

REPORTING OFFENSES

IMPORTANT TERMS



CAMPUS SECURITY AUTHORITY (CSA)

A Campus Security Authority (CSA) is someone who is responsible for campus security and has significant responsibility for campus activities.



RESPONSIBLE PERSON

A Responsible Person is any employee who has the authority and responsibility to take action to address sexual violence or misconduct as prohibited by PBRC Policy 910.00. Responsible persons do not include victims' advocates, mental health counselors, or clergy.

At Pennington Biomedical they have the duty to report a violation if they've been made aware of an incident.

REPORTING OFFENSES

IMPORTANT TERMS



Title IX COORDINATOR

A Title IX Coordinator is an employee who shall be responsible for the implementation, enforcement and coordination of Title IX for all LSU Campuses. They are responsible for overseeing Title IX compliance for the entire University.

Jennie Stewart, in University Administration, will serve as the **Title IX Coordinator**, handling all Title IX issues that arise on the Baton Rouge A&M Campus, along with the other campuses in the University System.

Lindsay Madatic, in Human Resource Management, will serve as the **Deputy Title IX Coordinator** for all employees, assisting the Title IX Coordinator, as necessary.

Sharon Hebert, Director, Human Resource Management, will serve as the **Title IX Coordinator**, handling all Title IX issues that arise on Pennington Biomedical Research Center Campus.

REPORTING OFFENSES A NOTE ON PRIVACY

i CAN MY NAME REMAIN CONFIDENTIAL?

Responsible steps will be taken to respond and investigate if complainant requests his/her name not be used. But it may not be possible to keep their name confidential.

i WILL CAMPUS ADMINISTRATION BE NOTIFIED?

Responsible steps will be taken to respond and investigate if complainant requests his/her name not be used. But it may not be possible to keep their name confidential.



WHAT DO I DO IF: I HAVE A COMPLAINT OR HAVE WITNESSED A VIOLATION

PROMPTLY REPORT THE CONDUCT

It is important to report the violation immediately so the Title IX Coordinator can respond appropriately. If you think the violation may be criminal, contact Security or appropriate law enforcement.

WHAT DO I DO IF: I RECEIVE A COMPLAINT

If another employee tells you about a violation, or you are aware of, or witnessed a violation, you should act immediately. Gather the basic facts and contact information of the victim and report it to the Title IX Coordinator.

SECTION THREE

As an employee of Pennington Biomedical there are many resources available if you are dealing with Sexual Misconduct.

In this section we will take a look at these resources and policies.

- **CAMPUS POLICIES**
- **RESOURCES**



LSU

PM-73 TITLE IX & SEXUAL MISCONDUCT POLICY

LSU is committed to providing a learning, working and living environment free of discrimination on the bases of sex and sexual misconduct which includes sex discrimination, sexual harassment, dating violence, domestic violence, sexual assault, staling and retaliation.

This policy applies to all persons without regard to sexual orientation, gender identity, and/or gender expression.

This policy establishes a mechanism for determining when rights have been violated in employment, student life, campus support services, LSU Programs and/or academic environment.

This policy also outlines definitions to provide assistance to individuals whose rights have potentially been violated.

CAMPUS POLICIES

Pennington Biomedical Policy No. 910.00 Prohibition and Prevention of Discrimination, Harassment and Retaliation



LSU

PM-55 EQUAL OPPORTUNITY

LSU provides equal opportunity standards that require all employees and applicants receive fair consideration for employment and that all employees are treated fairly without regard to any protected class or disability, such as:

- Race
- Creed
- Color
- Sex
- Age
- Religion
- National Origin
- Veteran's status
- Marital Status
- Mental or Physical Disability
- Gender Identity
- Gender Expression
- Sexual Orientation

CAMPUS POLICIES

Pennington Biomedical Policy No. 909.00 Equal Employment Opportunity (EEO) / Affirmative Action



DISCOVER RESOURCES

❖ **Sexual Trauma Awareness and Response Center – 24 HOUR HOTLINE: (225) 383-7273**

The Baton Rouge Sexual Trauma Awareness and Response (STAR) Center is a nationally recognized community outreach program founded in 1975 by the Office of the District Attorney for victims of rape and sexual assault. This non-profit (501c3) community organization provides services free of charge to victims. Each victim utilizing these services is assured of complete anonymity and given substantial input into the decision of whether to pursue criminal prosecution. STAR Website: www.brstar.org.

❖ **RAINN (Rape, Abuse & Incest National Network) - 24 Hour Hotline: (800) 656.4673 – Online chat: online.rainn.org**

RAINN is the nation's largest anti-sexual violence organization. RAINN created and operates the National Sexual Assault Hotline in partnership with more than 1,000 local sexual assault service providers across the country and operates the DoD Safe Helpline for the Department of Defense. RAINN also carries out programs to prevent sexual violence, help survivors, and ensure that perpetrators are brought to justice. RAINN website: www.rainn.org.

❖ **Louisiana Foundation Against Sexual Assault (LaFASA) – 24 Hour Hotline: (888) 995-7273**

LaFASA is the coalition agency that serves statewide sexual assault crisis centers through education, professional training, technical assistance, and community engagement. The LAFASA hotline is for survivors that need crisis support, help with managing trauma, and information about local service providers. www.lafasa.org.

SECTION FOUR

It is now time to test your knowledge of Preventing Sexual Misconduct! Be sure to read each question carefully, then identify and select the most appropriate answer.

Remember, you must achieve a score of **80% or higher** to complete this compliance.

