



# Identifying and Responding to Sexual Misconduct

(part of the annual Compliance Campaign)

## Introduction

\*Knock knock\*

Come on in... Hey there Buzz, thanks for taking the time to come by my office today. As you know, around this time every year we go over the policies on sexual misconduct with employees, and I'd like for us to go through it today if you have the time.

Buzz: buzzing noises

Glad to hear it. So, the main things we'll need to cover are what is Title IX and Georgia Tech's Sexual Misconduct Policy. Once we cover that, we'll need to walk through what you can do if you hear about sexual misconduct and how to report instances of sexual misconduct. Got all that?

Buzz: buzzing noises

Alright then, let's go over it all in detail on my whiteboard over here.

Before we proceed with this training, a warning. This module may include topics that some find offensive and/or traumatizing. Please contact the Title IX Coordinator at [titleix@gatech.edu](mailto:titleix@gatech.edu) should you need to arrange an alternative to this online training.

Georgia tech is committed to maintaining an environment that fosters safety, respect, and dignity for all. As such, this module will help you identify, address, and respond to reports of discrimination on the bases of sex, including sex-based harassment, in Georgia Tech's, education programs, activities, and in employment. We all have a duty to uphold this mission and practice the highest ethical principles and standards of conduct, so in this module on Preventing and Responding to Sexual Misconduct...

You'll learn about these topics:

- What is Title IX and how does it relate to GT Sexual Misconduct Policy?
- What is GT Sexual Misconduct Policy and how does it apply to me?
- Responding to Sexual Misconduct
- And How to report Sexual Misconduct

By the end of this training, you'll learn how to:



- Explain what the sexual misconduct policy is, the laws it is based on, and who is covered by it
- Explain and identify what is considered prohibited conduct under the policy
- Address sexual misconduct in various ways as an employee
- Report sexual misconduct as a responsible employee

### What is Title IX and how does it relate to GT Sexual Misconduct Policy?

Title IX is a federal law that prohibits discrimination on the basis of sex in educational institutions that receive federal financial assistance. Title IX impacts all educational programs and activities at Georgia Tech including, but not limited to, admissions and recruitment, athletics, employment, pregnant and parenting students, and student services. Title IX's broad prohibition against sex discrimination also includes sexual harassment/misconduct, which is the focus of this module.

Here at Tech, the Title IX Coordinator is part of the Office of Equity and Compliance Programs and the official with primary responsibility for coordinating compliance with Title IX.

Our Title IX Coordinator is Chris Griffin and you can contact her by email at [chris.griffin@gatech.edu](mailto:chris.griffin@gatech.edu) or by phone at 4043855583.

Our Assistant Title IX Coordinator is Kendra Brown and you can contact her by email at [kendra.brown@gatech.edu](mailto:kendra.brown@gatech.edu) or by phone at 4048946337.

Georgia Tech also has Deputy Title IX Coordinators who assist with ensuring compliance in athletics, faculty affairs, and human resources. Please click on the Deputy Title IX Coordinators link to get their contact information as well.

#### [Deputy Title IX Coordinators](#)

You can also click on the Title IX link to be taken to the main page for Title IX Information for Georgia Tech.

#### [Title IX](#)

While Georgia Tech's Sexual Misconduct Policy is based upon Title IX, this module will be focusing on the actual Sexual Misconduct Policy rather than Title IX from here on out.

When you're ready, click next to continue onto a knowledge check to finish off this section.

#### Knowledge Check

Who is the Title IX Coordinator?

1. Kendra Brown
2. There is not a Title IX Coordinator
3. Chris Griffin
4. Office of Equity and Compliance Programs



## What is GT Sexual Misconduct Policy and how does it apply to me?

The Sexual Misconduct Policy embodies Georgia Tech's commitment to promoting a safe learning and working environment by prohibiting sexual misconduct, which includes discrimination or harassment based on sex, sexual orientation, and gender identity. Sexual Misconduct is defined as any unwanted sexual attention, contact, or activity that occurs **without consent**.

Think of Sexual Misconduct and the Sexual Misconduct Policy as umbrella terms.

The Sexual Misconduct Policy applies to Students, Faculty, Staff, Contractors, Vendors, Visitors and Guests.

The term sexual misconduct can be broken down into its different categories: Dating Violence, Domestic Violence, Nonconsensual Sexual Contact, Nonconsensual Sexual Penetration, Sexual Exploitation, Stalking, and Sexual Harassment

While we are going to go over these categories in this module shortly, you can also click on the Sexual Misconduct Policy link to be taken to the Georgia Tech Sexual Misconduct Policy, where all the official definitions for Sexual Misconduct and its various categories are defined. You'll also be able to find these definitions in the glossary of this module.

### [Sexual Misconduct Policy](#)

To begin learning about each type of Sexual Misconduct, you will need click on each of the buttons for each Sexual Misconduct category. After learning about each category, you will return to this page to select another one. Only after going through all of the categories will you be able to move forward in the module.

### Dating Violence

Dating Violence is a form of violence between individuals who are in a social relationship of a romantic or intimate nature. This kind of relationship is determined by various factors, such as individuals who go out on dates or "hook up" with one another.

For an example let's imagine that Wanda, one of Dr. Young's engineering students, talks with her after class about an assignment. While talking, Dr. Young notices bruises on Wanda's wrists. "Oh, did you hurt yourself?" asked Dr. Young. Wanda then told Dr. Young that her boyfriend got angry with her the night before for texting a friend and grabbed her wrist hard and took her cell phone away.

### Domestic Violence

Violence that occurs between individuals who are married to one another, share a child in common, or live together as intimate partners is referred to as **Domestic Violence**.

### Nonconsensual Sexual Contact

Unwanted physical contact of a sexual nature with another person without their consent is referred to as Nonconsensual Sexual Contact.



Examples of prohibited conduct include touching someone's breasts, groin, or other intimate parts without their consent. It also includes forcing a person to touch their own or another's intimate parts.

In this scenario, Janice and Taylor work together and are friendly at work, but not friends. While in the breakroom, they begin talking about their favorite show, a racy comedy where one of the characters is always crossing the line of propriety. As Taylor turns to leave the breakroom, Janice grabs them by the back of the pants, causing a gap to open. Janice then quickly puts her hand down the back of Taylor's pants, pinching their buttocks, and says with a sly wink, "Why should they have more fun than us?" Taylor is mortified and immediately runs back to their desk.

### Nonconsensual Sexual Penetration

Unwanted physical contact of a sexual nature that involves penetration of the vagina, anus, or mouth with a penis or another object without an individual's consent which is referred to as Nonconsensual Sexual Penetration.

This type of conduct is sometimes referred to as rape and is prohibited by our policy.

### Sexual Exploitation

Taking abusive sexual advantage of a person without their consent, referred to as Sexual Exploitation.

Examples of prohibited conduct include:

- Taking a photo or video of a naked person, even an intimate partner, without their consent.
- Watching someone engage in sexual activity, undress, or use the restroom without their consent.
- Sharing a photo of a naked person with a third party without the consent of the person in the photograph, even if at the time the photo was taken the person consented to being photographed.
- Intentionally exposing one's breasts, buttocks, groin, or genitals

In this scenario, Mary and Dan have been dating for six months. During their relationship Mary willingly sent nude photos of herself to Dan. After breaking up with Mary, Dan shared one of the nude photos with a friend, along with the text message, "What do you think of my hot ex-girlfriend?" Mary did not know Dan shared her picture.

### Stalking

Following, surveilling, repeatedly calling or texting a person, causing that person to fear for their safety or the safety of others also known as Stalking.

The term stalking also includes Cyber Stalking, which would be repeated and unwanted electronic communications.



Terri and Sean are coworkers. One day, Terri, who has a crush on Sean, sends Sean a friend request online. Sean accepts the request and sends Terri a message stating that he is excited to be her friend. In the weeks to come Terri sends Sean repeated messages on Facebook. Sean, alarmed at the frequency of Terri's messages, asks Terri not to send him anymore messages. Terri initially agrees, however, two days later Sean sees that Terri has sent him a Facebook message, liked all his pictures, and posted several comments on his wall. Sean is upset that Terri is not respecting his requests. The next day at work Sean tells Terri to stop. Terri laughs it off saying, "It's not a big deal."

## Sexual Harassment

In the Sexual Misconduct Policy, there are two categories of Sexual Harassment, depending on the status of the individuals involved. The first definition applies to Sexual Harassment that occurs between two or more students (we call that "Student on Student" Sexual Harassment). The second definition applies to Sexual Harassment that occurs when one or both individuals are not students. We call this "Other than Student on Student" Sexual Harassment.

Let's take a look at what each of these terms mean. We'll begin with Student on Student Sexual Harassment.

### **Student on Student Sexual Harassment**

Student on Student Sexual Harassment is defined as unwelcome conduct based on sex (including gender stereotypes), determined by a Reasonable Person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an institutional education program or activity.

Examples of Prohibited Conduct include, but are not limited to:

- Verbal - Making jokes or sexual comments
- Physical - Touching another person with consent, including staging it as an "accident"
- Nonverbal - Sending individuals unwanted sexually oriented notes or making sexually suggestive facial expressions

In this scenario, Aly sits in front of Chris and Jordan in English class. They all get along well most days. Recently Chris and Jordan have started telling obscene jokes to one another before class and drawing dirty pictures during class. At first Aly tried to ignore it but it makes her feel uncomfortable. Aly told Chris and Jordan that she didn't like it and asked them to stop. Chris said they were just having fun and she should just ignore them. Jordan told Aly, "It's not like we're doing it to you." Aly starts coming to class late, and even skips sometimes, to avoid having to listen to Chris and Jordan.

### **Other than Student on Student Sexual Harassment**

Other than Student on Student Sexual Harassment is defined as unwelcome conduct based on sex (including gender stereotypes) that is a term or condition of employment or status in a course, program, or activity; a basis for employment or educational decisions ("Quid Pro Quo"); or is sufficiently severe,



persistent, or pervasive as to interfere with one's work or educational performance creating a hostile work or learning environment.

Some examples of this behavior include:

- Making jokes about someone's sexual orientation or gender identity.
- Making decisions based on gender stereotypes
- Sending individuals unwanted sexually oriented notes or emails.
- Providing unsolicited back or shoulder rubs.
- Making sexual jokes or having sexual commentary out loud.
- Asking someone about their sexual fantasies.

To expand on the "Quid Pro Quo" Sexual Harassment, it occurs when one employee, typically a supervisor or other authority figure, asks a subordinate to participate in some form of sexual conduct in exchange for a workplace benefit or favorable decision (a "this for that" situation).

In this scenario, Dr. Jackson runs a prestigious lab that graduate students in his department all want to be a part of. Dr. Jackson develops a close working relationship with Harris, a graduate student employee, who asks Dr. Jackson to write a letter of recommendation for him to a post-doctorate fellowship program. Dr. Jackson invites Harris to dinner to discuss the letter of recommendation and finds himself attracted to Harris. The two begin a more intimate relationship, which includes limited sexual activity. Unbeknownst to Dr. Jackson, Harris feels very uncomfortable about the changed nature of their relationship, and while Dr. Jackson did not explicitly say his recommendation was contingent on continued sexual activity, Harris recalled hearing Dr. Jackson say after a date, "You can expect a glowing recommendation."

Now that you've learned about the various forms of Sexual Misconduct, let's do a quick knowledge check before moving onto the next topic.

### Knowledge Check

Who does the Sexual Misconduct Policy apply to?

1. Students
2. Faculty & Staff
3. Guests, Visitors, Contractors, & Vendors
4. All of the above

## Responding to Sexual Misconduct

Bystander Intervention is recognizing a potentially harmful situation or interaction and choosing to respond in a way that could positively influence the outcome. Before intervening, assess for safety. Remember your personal safety is a priority -- never put yourself at risk.



We can look at the different approaches to intervention as the for Ds of Bystander Intervention. The approaches are:

- Distract
- Delegate
- Delay
- Direct approach

To explore these options, we will be looking at how one can react to the following scenario:

Selene and Matt work in Dining. Matt really likes Selene and while Selene is friendly, she views Matt as a co-worker only. Selene has told Everett that she is not comfortable with Matt's attention because he is always asking her out. One day, Everett notices Matt follow Selene down the hall, where he sees Matt corner Selene. Everett is concerned.

In the following scenes, you'll see how Everett uses the different methods of Bystander Intervention.

The first D is distract, which could be done by:

Interrupting, starting a conversation with the perpetrator to allow their potential victim to move away, telling the victim they need to take a call, or you need to speak with them, any excuse to get them away to safety.

Let's get back to our scenario:

Everett, thinking quickly, follows Selene and Matt down the hall where he says to Selene, "Hey Selene, the supervisor asked me to find you she is looking for you."

If you are too embarrassed, too shy to speak out, or don't feel safe to do so, you can delegate by getting someone else to step in.

Let's see how Everett might use delegation to intervene:

Everett wants to tell Matt it's not cool to pressure Selene into going out with him, but worries about Matt's reaction. Everett decides to ask his supervisor to intervene in the situation between Selene and Matt.

If you do not feel comfortable intervening directly, then you can delay by waiting for the situation to pass and then ask the victim later if they are ok. Remember you can always report the incident to a third-party authority -- it is never too late to act.

Here is how Everett uses delay in our scenario:

Everett checks in with Selene to offer support and asks if she was uncomfortable with what occurred with Matt. If Selene says she is uncomfortable, Everett can encourage her to report the interaction.



The final approach is the direct approach, calling out the negative behavior, telling the person to stop or asking the victim if they are ok.

Here is an example of how Everett uses direct approach:

Everett continues walking down the hall, where he says to Matt, “Hey Matt, let’s keep it professional at work.”

Now that you know how you can intervene, let’s do a knowledge check before we see how to report it.

### Knowledge Check

What are the 4D’s of Bystander Intervention?

1. Determine, Describe, Delay, Delineate
2. Direct Approach, Delay, Debate, Defense
3. Distract, Delegate, Delay, Direct Approach
4. Delegate, Direct Approach, Demand, Detach

## How to report Sexual Misconduct

When it comes to reporting sexual misconduct, as a Responsible Employee, you must “promptly and fully report complaints of or information regarding sexual misconduct to the Title IX Coordinator.”

Now who all is considered a Responsible Employee? A Responsible Employees is:

- Any Administrator
- Supervisor
- Faculty Member, or
- Other person in a “position of authority” who is not a Confidential Employee or Privileged Employee. A Confidential Employee is one specifically designated by the Institute (Ex: VOICE Advocate) and a Privileged Employee is designated by law (Ex: Clergy or Medical professional)
- Students can also be Responsible Employees if they are employed in a supervisory, advisory, or managerial role (Ex: teaching assistants, residential assistants, student managers, orientation leaders).

To actually submit a report, you can do so by:

- Submitting a Title IX report or complaint online at <https://titleix.gatech.edu/home>
- Making a report in person, by telephone, email, or other forms of communication directly to:
  - Title IX Coordinator
  - Assistant Title IX Coordinator
  - Deputy Title IX Coordinator(s)

Let’s do one final knowledge check before we get to the end.





## Knowledge Check

How can you submit a Title IX Report or Complaint?

1. Online Title IX Reporting form
2. To the Title IX Coordinator or the Assistant Title IX Coordinator
3. To the Deputy Title IX Coordinator(s)
4. All of the above

Anyone in a position of authority can be considered a Responsible Employee.

1. True
2. False

## Additional Resources

Finally, here are some additional resources if you need any further information or assistance. When you're ready click next to continue.

### Office of Human Resources

500 Tech Parkway NW,

Atlanta, GA 30332-0435

404-894-4847

<https://hr.gatech.edu/>

### Employee Assistance Program (includes Counseling benefits for Employees)

<https://hr.gatech.edu/eap>

1-844-243-4440

### Office of the Ombudsman (confidential reporting option for Employees through HR)

Can be found at the same address as the HR office, online at

<https://hr.gatech.edu/ombuds-support> or can be reached by email at

[georgiatechombuds@gmail.com](mailto:georgiatechombuds@gmail.com)

### Georgia Tech Police Department

965 Hemphill Avenue NW, Atlanta GA 30332-0440



Equity and Compliance  
Programs

404-894-2500

<https://police.gatech.edu/>

[crimeprevention@police.gatech.edu](mailto:crimeprevention@police.gatech.edu)

## The End

Congratulations! You have completed this module. Once the video ends, you can return to the course in Canvas to proceed. Thanks!