



# TITLE IX AND NONDISCRIMINATION TRAINING FOR COACHES

# Today we will cover



Title IX and Prohibited Conduct



Reporting Sexual Harassment



Resolution Options



Resources and Support

# Content warning



# GLENDALE COMMUNITY COLLEGE DISTRICT (GCCCD) AFFIRMS ITS COMMITMENT TO:

- Create a learning and work environment that is free from unlawful discrimination and harassment
- Comply with applicable federal and state laws and regulations prohibiting unlawful discrimination and harassment

GCCCD endeavors to foster a learning and work environment that is free of unlawful discrimination and harassment. Unlawful discrimination and harassment will not be tolerated in GCCCD's learning and work environment as we continue advancing our [mission, vision and values](#).



# What is Title IX?

01

# Title IX

## Title IX of the Education Amendments Act of 1972

”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.”

20 U.S.C. § 1681 (1972).



# State laws: SB 493



- All colleges and universities in CA that receive state financial assistance

# Prohibited conduct

Sex Discrimination

Sexual Harassment

Sexual Assault

Dating/Domestic Violence

Stalking

Retaliation

# What could sexual harassment look like?

1

Unwelcome sexual advances

2

Requests for sexual favors

3

Teasing/jokes that are sexual in nature

4

Can occur via social media, text messages, video, or in person

# Sexual Assault and Sexual Misconduct

1

Non-consensual sexual touching

2

Non-consensual sexual intercourse

3

Sexual acts perpetrated when the person is incapable of giving consent

4

Can be perpetrated by a stranger, partner, acquaintance, or teammate

# What could stalking look like?

1

Behaviors that are directed at a specific person and causes a reasonable person to fear for their safety

2

Causes substantial emotional distress

3

Very frequent text messages after the receiver asked for contact to be stopped

4

Repeatedly following someone around campus

# What are signs of dating violence?

1

Intentional violent or controlling behavior

2

Actual or threats of physical injuries

3

Psychological abuse

4

Progressive social isolation

# RETALIATION

**Intimidation,  
threats, coercion  
for reporting or  
participating in  
an investigation**

Examples may include:

- A teammate threatening someone who came forward to make a report.
- An athletic trainer refusing treatment to a witness who participated in an investigation.
- An assistant coach limiting playing time solely because someone who came forward to make a report or participate in an investigation.

# APPLICATION TO ATHLETICS

- Establishes trust between teammates and coaches/athletic staff
- Supporting teammates
- Contributes to and creates a campus culture of respect and inclusivity
- Educational and athletic equity
  - Athletic programs, facilities/ equipment, and scholarships
- NCAA requires schools and student athletes to disclose information related to conduct that resulted in discipline through a Title IX proceeding or a criminal conviction for sexual, interpersonal or other acts of violence.

# Responding to Disclosures

03

**Keep in mind: If a student is disclosing to us, how can we respond in a trauma-informed way?**



**WHAT SHOULD YOU NEVER SAY WHEN A STUDENT SHARES WITH YOU THAT THEY HAVE BEEN SEXUALLY ASSAULTED?**

# WHAT SHOULD YOU NEVER SAY?

- Why didn't you just call for help?
- What were you wearing?
- Well, were you flirting with them?
- Why did you go out by yourself?
- Why did you leave your friends at the party?
- Why didn't you tell anyone you were going out on the date?
- Why did you drink so much?
- Why weren't you more careful?

# WHAT CAN YOU SAY?

# WHAT CAN YOU SAY?

- Thank you for sharing this with me.
- I believe you.
- I know this must be really hard to talk about.
- I am here for you.
- You are so brave.
- Thank you for trusting me with this information.
- I'm going to do what I can to help you.
- I know of some resources on campus that can help you navigate through this.

# IF ANYONE DISCLOSES TO YOU...



Respond by listening. You may take notes



Thank them for trusting you enough to share this information.



Allow them to share but avoid asking questions about what happened beyond what they tell you.

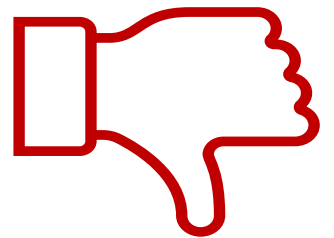
# Finding the balance

"I'm having a bad day today."

- I'm so sorry to hear that. Do you feel comfortable telling me more about what's going on?

"I was sexually assaulted last night."

- Who did it? Did you yell at them and ask them to stop? Were you drinking?



# Myths about reporting

You will be forced to take action against the perpetrator

Support only resolution is not possible

The Respondent will immediately be notified of the report

You will be forced to go to counseling or talk to law enforcement

# TITLE IX COORDINATOR CONTACT INFORMATION

- **Brittany Grice, Title IX Coordinator**
- Vice President, Human Resources
- [bgrice@glendale.edu](mailto:bgrice@glendale.edu) | (818) 240-1000 x5165
  
- **Meng “May” Zhang, Deputy Title IX Coordinator**
- Assistant Director, Human Resources, Equity, and Compliance
- [mzhang@glendale.edu](mailto:mzhang@glendale.edu) | (818) 240-1000 x3401



# Who in the Athletic Department is required to share information with the Title IX Coordinator?

**1**

**Coaches**

**4**

**Sports Information staff**

**2**

**Assistant coaches**

**5**

**Administrators**

**3**

**Athletic trainers**

**6**

**Other staff members**

# Who in the Athletic Department is required to share information with the Title IX Coordinator?

Coaches

Assistant Coaches

Athletic Trainers

Sports Information Staff

Administrators

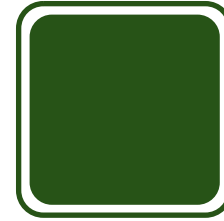
Other Athletics Staff

# Reporting Options

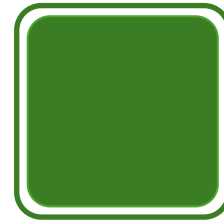
- Report to a mandated reporter
- Report to Title IX Coordinator or Deputy Title IX Coordinator directly
- Report to College Police Department
- Online Title IX Complaint form
- Online Request for Contact Form through Campus Police

Anonymous tip line through Crime Stoppers: **1-800-222-TIPS**  
**(8477)**

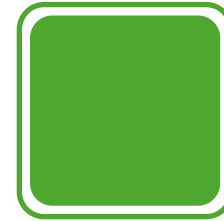
# Confidential Reporting Options



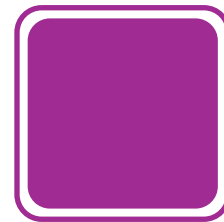
Clergy members



Physician



Therapist/Psychotherapist



Sexual assault/domestic  
violence counselor

# WHAT HAPPENS NEXT?

- Title IX Coordinator will contact the complainant to provide information and offer to meet with them to discuss options such as:
  - Available resources and supportive measures
  - Pathways for resolution (informal resolution or formal resolution)
  - The right to make a report to local law enforcement.

As a reminder, the complainant does not have to meet with the Title IX Coordinator!



# What would you do?



A student shares with you they have been in a physically abusive relationship for 2 years. They begged you not to tell anyone.

What do you? What can you say? How do you explain your reporting obligations?

# How to explain Reporting obligations



Tell them as early as possible.

Reinforce that the school won't start an investigation, talk to the police, etc, without their permission.

Remind them they still have control over the process.

Reassure them that you won't tell anyone else.

Up not out.

# Resolution Options



# Summary of Resolution Options

Support-based only resolution

Informal Resolution

Formal Resolution

# Support-based resolution

Support and resources only.  
No action is taken.

Examples include: adjusted schedule, counseling, or academic support.

# Informal Resolution

- Does not involve an investigation.
- No determination of whether a policy was violated.
- Both parties must agree to participate in Informal Resolution

Examples include mediation, agreement to attend trainings, no contact directives, restorative justice, and more.

# Formal Resolution

An investigation and hearing process to determine whether there is enough evidence to find the other party responsible for a violation of sexual harassment.

The Title IX Coordinator oversees this process and supports both parties.

# Support Options



# What can I do to support a friend?



Listen



Respond with empathy



Offer to support them in reporting/getting help

# Resources

## Confidential Resources for Employees:

- [Employee Assistance Program](#)

Life is full of unexpected highs and lows, and the Employee Assistance Program (EAP) is here to help you navigate them. If you or a family member needs support with emotional, marital, financial, addiction, legal, or stress-related issues, you can access confidential resources.

### [Website](#)

[Web ID: NYLGBS](#)

[Telephone Number - \(800\) 344-9752](#)

- [Mental Health Resources](#)

- **Cigna Life Assistance Program** (GCC Guild members only) provides 3 free sessions of counseling (about 45 min each). Call 800-538-3543 to register. Please see [flyer](#) for more information.
- **AFT Trauma Counseling** (GCC Guild members only) offers free trauma counseling for issues such as aggravated assault, domestic violence, sexual assault, mass shootings, major disasters, workplace harassment, trauma from witnessing a violent incident, infection by a contagious disease, and secondary trauma. Please visit [here](#) for more information.

# Resources

## Community Resources

### Resources Provided by Community Organizations:

- [Home Again Los Angeles](#) (Formerly Family Promise of the Verdugos)  
Burbank, CA 91507  
Admin: 818-562-7778; Shelter: 818-847-1547  
Glendale: 818-396-5555; San Fernando: 818-898-1210  
Email: [info@HomeAgainLa.org](mailto:info@HomeAgainLa.org)
- [YWCA Glendale Domestic Violence Service Center](#)  
[735 E. Lexington](#)  
[Glendale, CA 91206](#)  
[Phone: 818-242-4155; Hotline: 1-888-999-7511](#)  
[Email: info@ywcagp.org](#)
- [Peace Over Violence](#)
  - Emergency Shelter
  - 24/7 Hotline: 213-626-3393
  - Admin: 213-955-9090
  - Los Angeles Video Phone (ASL): 213-785-2684 / 213-785-2749
- [Los Angeles LGBT Center - STOP Violence Program](#)
  - Emergency Shelter
  - Phone: 323-860-5806
- [Jenesse Center, Inc.](#) (Domestic Violence Intervention & Prevention)
  - Emergency Shelter
  - 24/7 Hotline: 1-800-479-7328
  - Admin: 323-299-9496
- [National Domestic Violence Hotline](#)
  - 1-800-799-(SAFE) 7233
  - 1-800-787-3224 (TTY)
- [RAINN- Rape/Abuse/Incest/National Network Hotline](#)
  - 1-800-656-(HOPE) 4673
- [Neighborhood Legal Services of Los Angeles County](#)
  - General Legal Assistance: 1-800-433-6251
- [Los Angeles County District Attorney's Victims Assistance Program](#)
  - 1-800-380-3811

# Practical Application





# SCENARIO 1

Your new to your department and your supervisor has been working at the College for over 20 years.

During you're at the first athletic staff meeting, your supervisor makes a joke about another coach's sex life. You find it weird, but you brush it off because it's your first week here.

You then notice your supervisor making comments of a sexual nature frequently. One was even directed at you. Sometimes colleagues look uncomfortable, other times they laugh along.

What would you do? What advice would you give if someone shared this with you?



## SCENARIO 2

You notice something a little "off" with one of your students, Chris. You frequently see another student waiting for them outside of class and Chris usually brushes past them.

You were grabbing coffee on campus and you notice Chris is there too. You see that same student staring at Chris from across the room. Chris looks at their phone, then up to the other student, and then immediately rushes out of the building.



## SCENARIO 3

You have a student in one of your classes who is only a few years younger than you.

They frequently stay after class to talk with you (and you even enjoy the conversations sometimes). Recently, they have asked to follow you on social media. You usually text back and forth with them almost every day.

Is this okay? Why or why not?