



UNIVERSITY of HAWAII®
KAUAI
COMMUNITY COLLEGE

An Introduction to Title IX and reminder about the Student Code of Conduct

Teresa Tumbaga, Title IX Coordinator

Margaret Sanchez, Vice Chancellor of Student Affairs

August 15, 2018



What is Title IX?

“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 prohibits discrimination on the basis of sex.

Recruitment, Admissions, Counseling

Employment

Financial assistance

Athletics

Sex-based harassment

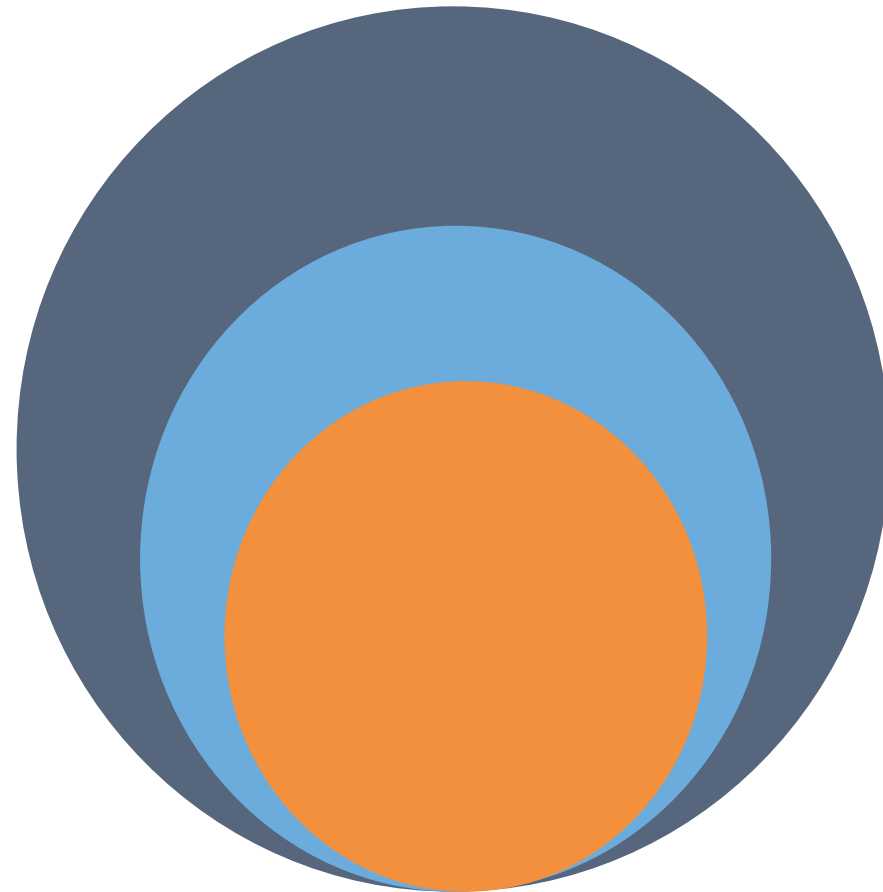
Pregnant and parenting students

Discipline

Single-sex education

Retaliation

Title IX prohibits discrimination on the basis of sex.



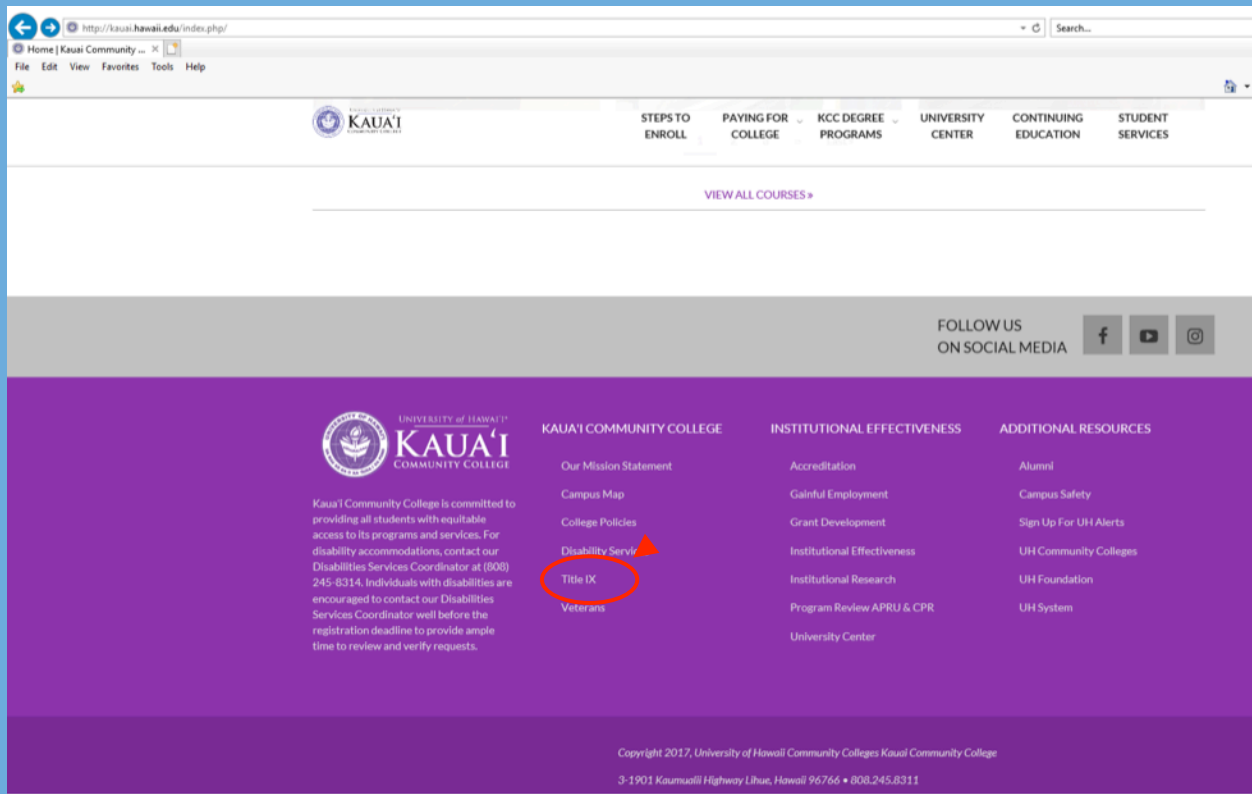
Sex Discrimination

Sexual Harassment

Sexual Violence

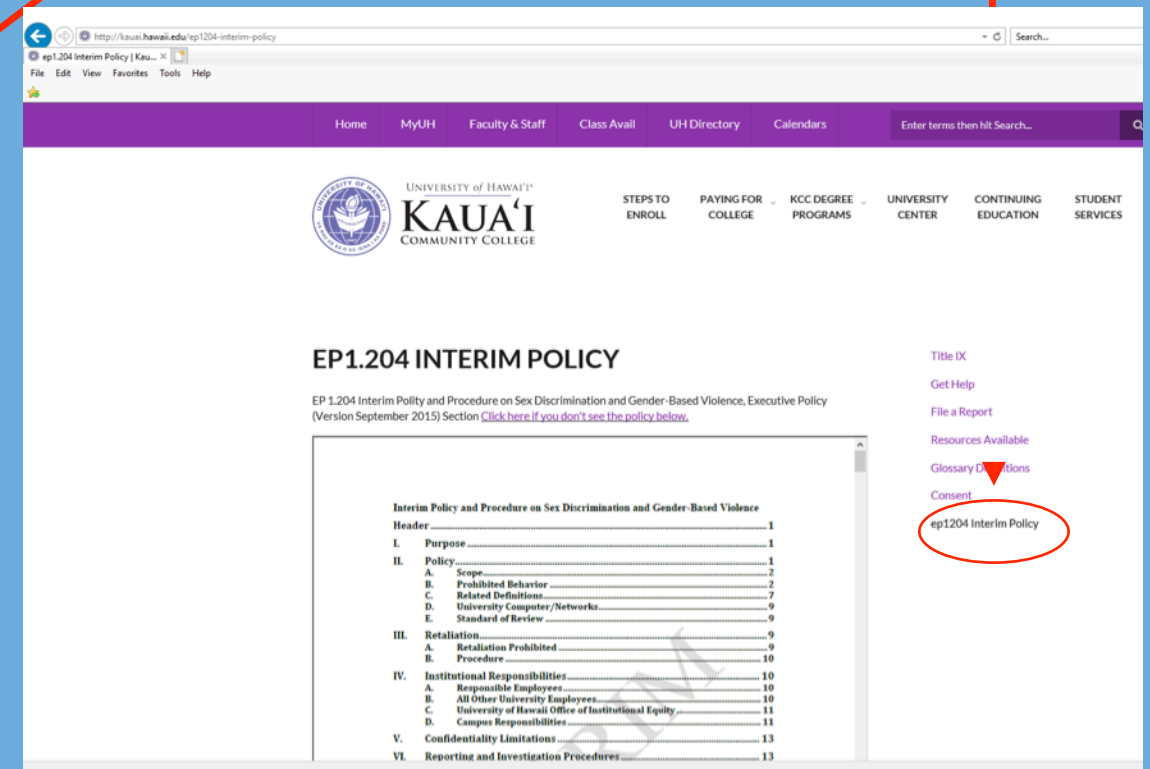
Interim Executive Policy I.204 Policy and Procedure on Sex Discrimination and Gender-Based Violence

Kauai Community College Homepage



<http://kauai.hawaii.edu/index.php/>

ep1204 Interim Policy



<http://kauai.hawaii.edu/index.php/ep1204-interim-policy>

What Types of Conduct are Prohibited under Title IX and EP 1.204?

- 1. Sex Discrimination**
- 2. Sexual Harassment**
- 3. Gender-Based Harassment**
- 4. Sexual Exploitation**
- 5. Sexual Assault**
- 6. Domestic Violence**
- 7. Dating Violence**
- 8. Stalking**
- 9. Retaliation**
- 10. Failure to Comply with Terms of Interim Measures**

Whose Responsibility is Title IX?

Title IX is a shared responsibility of the entire institution



Title IX Resources

Title IX Coordinators

Teresa Tumbaga, Title IX Coordinator

One Stop Center, Room 201C

Phone: (808) 245-8395

Email: tumbagat@hawaii.edu

Margaret Sanchez, Deputy Title IX Coordinator for Students

One Stop Center, Room 201B

Phone: (808) 245-8274

Email: masanche@hawaii.edu

JoeRae Baptiste, Deputy Title IX Coordinator for Employees

One Stop Center, Room 106H

Phone: (808) 245-8323

Email: jorae@hawaii.edu

Confidential Resources

Marilyn Hashisaka, Confidential Resource

Kauai Community College Mental Health Counselor

One Stop Center, Room 102K

Phone: (808) 245-8314

Email: hashisakak@hawaii.edu

YWCA Kauai, provides Confidential Advocates

3094 'Elua St., Lihu'e, HI 96766

Domestic Violence Crisis Hotline: (808) 245-6362

Sexual Assault Crisis Hotline: (808) 245-4144

Website: ywcakauai.org/crisis-services-program

If someone discloses sex discrimination or gender-based violence to you:

Unless you are a Confidential Resource or Confidential Advocate, you cannot promise confidentiality and are required to inform the Title IX Coordinator.

- You can only promise privacy, i.e., that the information will be shared with as few people as possible, only on a need-to-know basis

Prohibited Conduct and Your Role



Immediately report any observed, experienced, or otherwise disclosed prohibited conduct to the campus Title IX Coordinator.



Include:

- **Names** of persons involved, including witnesses
- **Description** of incident(s), including date, time, location
- **Any other evidence**

You do not need to make your own assessment as to whether an actual violation occurred.

If you are not a Confidential Resource or Confidential Advocate, the obligation to pass on complaints to the Title IX Coordinator is non-discretionary.

Basics

if someone comes to you to report an incident

 Disclose that you cannot promise confidentiality



OR



If the person wants the incident to remain confidential, provide contact information for confidential resources

Assist person with reporting if person would like to make a report

How to Report a Title IX Case

<http://kauai.hawaii.edu/title-ix-file-report>

Teresa Tumbaga,
Title IX Coordinator
One Stop Center, Room 201C
Pho : (808) 245-8395

The screenshot shows a web browser window at the URL <http://kauai.hawaii.edu/title-ix-file-report>. The page features a purple navigation bar with links for Home, MyUH, Faculty & Staff, Class Avail, UH Directory, and Calendars. Below the navigation bar is the University of Hawaii's logo and the text "UNIVERSITY of HAWAII KAUA'I COMMUNITY COLLEGE". To the right of the logo are several menu items: STEPS TO ENROLL, PAYING FOR COLLEGE, KCC DEGREE PROGRAMS, UNIVERSITY CENTER, CONTINUING EDUCATION, and STUDENT SERVICES. The main content area is titled "TITLE IX - FILE A REPORT" and includes a paragraph explaining the reporting process. On the right side, there is a sidebar with links: Title IX, Get Help, File a Report (circled in red), Resources Available, Glossary Definitions, Consent, and ep1204 Interim Policy. At the bottom of the main content area, there is a vertical list of buttons: REPORTING TO THE COLLEGE, REPORTING TO LAW ENFORCEMENT, REPORTING TO CAMPUS SECURITY, RESPONSIBLE EMPLOYEES, CONFIDENTIAL RESOURCES, and FILE A REPORT (circled in red). Two red arrows are present: one pointing from the top right towards the "File a Report" link in the sidebar, and another pointing from the bottom left towards the "FILE A REPORT" button.

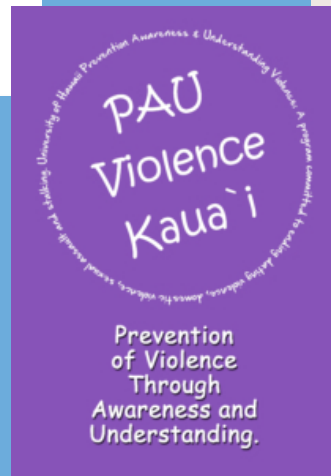
More Information

<http://kauai.hawaii.edu/title-ix>

The screenshot shows the website for Kauai Community College's Title IX resources. The page features a purple navigation bar with links for Home, MyUH, Faculty & Staff, Class Avail, UH Directory, and Calendars. Below the navigation is the KCC logo and a list of menu items: STEPS TO ENROLL, PAYING FOR COLLEGE, KCC DEGREE PROGRAMS, UNIVERSITY CENTER, CONTINUING EDUCATION, and STUDENT SERVICES. The main content area is titled "TITLE IX" and "SEXUAL HARASSMENT, SEXUAL VIOLENCE, AND ANTI-HARASSMENT POLICY". A red circle highlights a sidebar menu with the following items: Title IX, Get Help, File a Report, Resources Available, Glossary Definitions, Consent, and ep1204 Interim Policy. Below the title, there is a paragraph explaining Title IX and a bulleted list of types of violence: Dating Violence, Domestic Violence, Gender-based harassment, Sex discrimination, Sexual Assault, Sexual Exploitation, Sexual Harassment and Stalking. At the bottom, there is a "KCC Commitment statement" section.

<https://www.hawaii.edu/titleix/>

The screenshot shows the website for the University of Hawaii's Title IX and Office of Institutional Equity. The page features a white navigation bar with links for Get Help & Support, Learn More, Climate Survey, Policies & Procedures, and Training. Below the navigation is the UH logo and the text "University of Hawaii System Title IX and The Office of Institutional Equity". The main content area is titled "UH Title IX Directory" and features a large banner with the text: "The University of Hawaii is committed to maintaining and promoting safe and respectful campus environments that are free from sex discrimination and gender-based violence." To the right of the banner is a sidebar menu with the following items: Title IX Coordinators, Campus Security, and UH Confidential Resources. Below the banner is a section titled "Interim Measure" with a sub-header "Interim Measure" and a description: "Interim Measures are services, accommodations, or other assistance that the University puts in place for Reporting Parties after receiving notice ...". To the right of this section is a call to action: "Check out the Title IX brochure for resources and information." with a "Download Brochure" button and a small image of the brochure.



BIT

(Behavioral Intervention Team)

The goal of the Behavioral Intervention Team (BIT) is to encourage student health, well-being, and academic success through an active process of assessment and behavioral intervention.

Team Members are:

Margaret Sanchez
Vice Chancellor of Student Affairs
Office: 808-245-8274
Email: masanche@hawaii.edu

Jim Hollingsworth
Campus Safety Manager
Office: 808-245-8398
Email: jameshol@hawaii.edu

Marilyn Hashisaka
Mental Health Counselor
Office: 808-245-8314
Email: hashisak@hawaii.edu

Cheryl Stiglmeier
OCET Training Coordinator
Office: 808-245-8351
Email: cstig@hawaii.edu

To Report a Student of Concern:

Go to Kauai Community College webpage
Click on **STUDENT SERVICES** tab
Click on **MENTAL HEALTH COUNSELLING** tab
Click on **REPORT A STUDENT OF CONCERN**

OR

Contact a BIT Member

The screenshot shows the Kauai Community College website. The navigation menu at the top includes: STEPS TO ENROLL, PAYING FOR COLLEGE, KCC DEGREE PROGRAMS, UNIVERSITY CENTER, CONTINUING EDUCATION, and **STUDENT SERVICES** (circled in red). Below the navigation, the page is split into two columns. The left column is titled "MENTAL HEALTH COUNSELING" and contains a welcome message, a list of services, and contact information for Marilyn Hashisaka, Counselor. The right column is titled "STUDENT SERVICES" and lists various support centers. At the bottom of the page, a purple button labeled "REPORT A STUDENT OF CONCERN" is circled in red.

If there is an emergency
please call 911

Student Conduct Code

- Can be found on the Student Services Webpage and the Student Affairs webpage
- If you believe a student has violated the student code of conduct, please report the incident to Margaret via email at masanche@hawaii.edu
- Please include details (if possible) such as name of student, student ID, date, time, class, witnesses, and the conduct code section that was violated