



**Tell
Someone**

Title IX and Sexual Harassment

COCC Board of Directors' January 2025 Meeting
Alicia Moore, Vice President of Student Affairs/Title IX Coordinator



Today's Topics

- Overview of Title IX
 - Reporting Process
 - Investigation Process
 - Resources for Support
- Pregnancy-Related Conditions
- Contact Information



Title IX Defined



Title IX: Federal law, State law and COCC policy prohibiting all forms of *gender discrimination* on the basis of gender stereotypes, characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

Includes sexual harassment, sexual assault, dating violence, domestic violence and stalking on college campuses or at college-sponsored events.



Sexual Harassment, Sexual Assault, Dating or Domestic Violence, or Stalking



Sexual Harassment: Unwelcome conduct of a sexual nature that is so offensive and severe or pervasive that it limits or denies a person(s) ability to participate in or benefit from an education program or activity.

Sexual harassment includes:

- Hostile environment
- Quid pro quo
- Domestic
- Sexual assault, dating violence, domestic violence and stalking



Important Notes:

- Digital abuse is prohibited in all situations. Title IX applies to all phones,

But the most important part? Tell someone.

Stalking is also prohibited. Title IX applies to COCC events, on- or off-campus and *may* apply to non-COCC off-campus events.





TELL SOMEONE: REPORTING TITLE IX



Tell Someone

- Title IX Coordinator
- Title IX Deputy Coordinator
- Office of Student Life
- Campus Safety
- Human Resources
- College Incident Report

↳ cocc.edu → Services → Student Life → Incident Report



COCC's Title IX Coordinator / Coordinator:

- Confidentiality
- Share local and national resources
- Support both parties

But the most important
part? Tell someone.



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INVESTIGATION PROCESS



Confidentiality

- Directed by the reporting party
- May limit the College's ability to respond



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Investigation Options

- Informal
- Formal



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Non-Retaliation

No party may engage in activities considered to be retaliatory, including in person, through social media, or through a third party.



Other Notes:

- Investigation Report
- Hearings Officers
- Preponderance of Evidence Standard
- Follow Up



Other Notes:

- Investigative

But the most important part? Tell someone.

Follow Up

Evidence Standard



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RESOURCES FOR SUPPORT



On-Campus

- COCC Personal Counseling
- Alicia Moore, Title IX Coordinator
- Jeremy Abbey, Title IX Deputy Coordinator
- Office of Student Life
- Employee Assistance Program (employees only)



Off-Campus

- Saving Grace
 - savinggrace.org
 - 541.389.7021
 - Online chat available
- National Domestic Violence Hotline
 - Thehotline.org
 - 1.800.799.SAFE
 - Online chat available



Pregnancy or Related Conditions: Definition and Responsibilities



Pregnancy or Related Conditions:

Pregnancy, childbirth, false pregnancy, termination of pregnancy, lactation or recovery from these conditions.



Our Responsibility

- Accommodations for students who are pregnant or experiencing pregnancy-related conditions
- Confidentiality



Tell Someone

Alicia Moore
Title IX Coordinator
541.383.7211

Jeremy Abbey
Title IX Deputy Coordinator
541.383.7525

Office of Student Life
541.383.7590

Campus Public Safety
541.383.7272

Incident Report
cocc.edu/incidentreport