



**HUMAN
RESOURCES**
Heartland Community College

Title IX:

Understanding Your Rights and Responsibilities

2024 Regulations



Content Notice

This course is designed to build your skills in helping to create a safe, respectful community for everyone to work and learn. This training will cover sex-based harassment and discrimination. These topics can be challenging to think about, and may feel especially sensitive and personal to some.



Objectives

- **Identify and define the behaviors you are required to report**
- **Direct impacted individuals to available resources**
- **Describe actions you should take when responding to a disclosure**
- **Outline possible next steps for the reporter**
- **Understand obligations related to disclosures of pregnancy and related conditions**



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 of the Education Amendments of 1972
Implementing Regulations at:
20 U.S.C. § 1681 & 34 C.F.R. Part 106**



Scope of Title IX

- Sex
- Gender
- Sex stereotypes
- Sex characteristics
- Pregnancy or related conditions
- Sexual Orientation
- Gender Identity



Reportable Behaviors

Sex-based Discrimination

- Categories
 - Disparate Treatment
 - Disparate Impact

Definitions

- Sex-based Harassment
 - Quid Pro Quo
 - Hostile Environment
 - Sexual Assault
 - Dating Violence
 - Domestic Violence
 - Stalking

Retaliation



Consent

- **Freely given**
- **Knowing/Informed**
- **Reversible**
- **Specific**



Privacy & Confidentiality

Privacy – Only those who need to know the information will receive it

Confidentiality – Will not share information unless the person making the disclosure consents or as required by law



Confidential Resources

- **Director, Student Counseling and Wellness**
- **Licensed Counselors in Student Counseling and Wellness Services**
- **Counseling Interns and Practicum Students in Student Counseling and Wellness Services**



Additional Resources for Reporting

- **Law Enforcement**
- **Office for Civil Rights**
- **Mandated Reporting**

For more details and all HCC Resources, please visit:
[Heartland Community College Title IX Information and Documents](#)



Knowledge Check

Few individuals are considered confidential resources and are not required to report. However, all other mandated reporters are private. Private means:

- A. You will not tell anyone unless they want you to tell someone
- B. You will not include their name in your report
- C. Only individuals who need to know the information to respond appropriately will receive it



Responding to a Disclosure

- Ensure immediate Safety #8300
- Inform individual of your obligation to report if you are a

Responsible Employee:

- College Administrators
- Supervisors and Managerial Staff
- Faculty
- Public Safety
- Athletic Coaches
- Student Organization Advisors
- Student Services Staff

- File a Report at [Online Report Form](#)
- [Employee Notification Requirements](#)



Key Report Contents

- **Date**
- **Time**
- **Specific location of the alleged incident(s)**
- **Name(s) of all involved individuals (that you are aware of)**



Tips for Responding

- **Do not investigate**
- **Lead with Empathy**
- **Practice Active Listening**
- **Encourage them to Preserve Evidence**
- **Provide them with Resources**
- **Be available to answer questions about next steps**
- **Take Care of Yourself**



How to File a Report

- Submit an online Reporting Form
Contact the Title IX Coordinator
(TitleIX@heartland.edu, 309-268-8249)
- Be sure to file your report without delay
- Provide all known information
- Provide your identity and contact information



Pregnancy and Related Conditions Disclosures (Students)

- Employees must provide the Title IX Coordinator's contact information and inform them that the Title IX Coordinator works to prevent sex discrimination and ensure equal access.

- Private Documentation Required

Pregnancy and Related Conditions Fact Sheet



Pregnancy and Related Conditions (Students)

- **Reasonable modifications**
- **Voluntary access to a separate and comparable portion of the education program or activity**
- **Voluntary leave of absence**
- **Lactation space**



Pregnancy and Related Conditions (Employees)

- Comparable treatment to other temporary medical conditions for all job-related purposes
- Voluntary leave of absence
- Lactation time & space
- Employees are allowed reasonable breaks for lactation
- [Employee Information](#) (link)
- Contact HR any questions



Lactation Spaces

- **Student Commons Building 1404
(in Library)**
- **Ag Complex Wellness Room 1107**





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Questions?

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309-268-8249

