

**TITLEIX**

**X**



# 9 THINGS TO KNOW ABOUT TITLE IX

**1**

Title IX is a civil right that prohibits sex discrimination in education.

**2**

Title IX applies to all students regardless of gender identity.

**4**

Schools should ensure that no student has to share campus spaces (such as dorms, classes, and workplaces) with their abuser.

**5**

Schools can issue no-contact directives to prevent accused students from approaching or interacting with you.

**3**

Schools may not retaliate against someone filing a complaint and must keep complainants safe from other retaliatory harassment.

**6**

Schools must be proactive in ensuring that your campus is free from sex discrimination.

**7**

Schools cannot discourage you from continuing your education.

**8**

All schools receiving federal funding, including public K-12 schools and the majority of colleges, are subject to Title IX.

**9**

Schools must have an established procedure for handling complaints of sexual discrimination, harassment, and violence.

# FREQUENTLY ASKED QUESTIONS

## About Betsy DeVos + Title IX

**I heard that Betsy DeVos recently held a controversial press conference. What did she say?**

DeVos announced that she plans to roll back years of civil rights protections for students across the country. She's using a dry, procedural, and seemingly innocuous administrative process—called “notice and comment”—to launch what is an outright attack on students' civil rights.

**Yikes. What's that mean for survivors?**

Right now: nothing. Title IX is still the law of the land, *which means schools must still promptly and equitably investigate sexual harassment and assault.* (And college students are still entitled to their rights under the [Clery Act](#), too.) Schools receiving federal funds still must identify Title IX coordinators, publish a nondiscrimination policy, adopt grievance procedures, and investigate complaints. In

addition, schools must provide survivors the accommodations and support services, including counseling, they need in order to remain in school and learn. Students can learn more about their rights at [knowyourIX.org](#).

**DeVos claimed that the Obama Administration pressured schools to deny process to students accused of sexual assault. Is that true?**

No. To the contrary, Title IX and the Obama Administration's [Dear Colleague Letter](#), provide accused students more protections than arguably any other federal law—including the U.S. Constitution. For example, the Dear Colleague Letter and its sister guidance, the [2014 Questions and Answers](#), state that both the victim and the accused:

- “Must be afforded similar and timely access to any information that will be used at the hearing.”
- “Must have an equal

opportunity to present relevant witnesses and other evidence.”

- “If a school chooses to provide for an appeal of the findings or remedy or both, it must do so equally for both parties.”
- “If [a] school allows one party to be present for the entirety of a hearing, it must do so equally for both parties.”
- “If [a] school allows one party to cross-examine witnesses, it must do so equally for both parties.” Further, the DCL recommends that “the parties . . . submit questions to a trained third party (e.g., the hearing panel) to ask the questions on their behalf.” That's consistent with court's approaches.

**If DeVos actually cared about accused students, as she purports, what would she do?**

Enforce existing civil rights law. Given the wealth of procedural protections available under

## FAQ CONTINUED

Title IX, when schools violate accused students' rights, the Education Department should enforce Title IX, not undermine it. Indeed, in 2016, the Obama Education Department did just that, [issuing a finding of noncompliance against Wesley College](#) for its failure to provide an accused student an opportunity to respond to the complaint against him.

**DeVos made it sound like wrongful accusations occur at the same rate as rapes. Is that true?**

No. That's a myth the DeVos team has peddled repeatedly. Though research places the rate of false accusations at 2-6%—the same rate as that of other crimes—DeVos's colleague, [Candice Jackson](#), [told the New York Times that 90% of rape allegations were false](#). DeVos and her team have created a false equivalency between the prevalence of wrongful accusations (which are rare) and the prevalence of sexual assaults (one in five women, according to numerous studies), perpetuating the same old misogyny we've seen for centuries.

**Wait, why do schools even handle sexual assault? Shouldn't the cops do that?**

Rape is a crime, and students who report to their schools can also report to the police.

However, rape and other forms of gender-based violence can make it hard to show up to class and learn, and [federal antidiscrimination law](#) recognizes that. To make sure that all students, regardless of their gender identity and expression, have equal access to education, schools are required to prevent and respond to reports of sexual violence. This isn't a replacement for reporting to the police; it's a parallel option for survivors based in civil rights—rather than criminal—law. To learn more about schools' obligations under Title IX, visit [knowyourIX.org](#).

**What can I do to help?**

Glad you asked! Here are three steps allies can take today:

1. **SIGN-UP** for our list [here](#).
2. **SEND** the president of your university or alma mater a letter, urging him or her to commit to upholding existing protections for student survivors. We have a sample you can use [here](#).
3. **SUPPORT** survivors. [Donate what you can to help us fight back.](#)



# CC Title IX Response



\*\* Reporting Party and Responding Party are allowed a process advisor to help through the process (see Policy Section II.E.1.4)

\*\* Inquiry takes into consideration the distress of the student to the extent possible

Once a case is underway, either party can request a change to a formal investigation or an informal resolution at any time, or can initiate a formal Title IX Response at any point after talking to a confidential resource

# CC Support and Reporting Options For Survivors of Sexual Assault

**INCIDENT**  
(recent or former)

**Do you want to talk  
to someone?**

## Medical Emergencies\*

- ◊ Memorial Hospital ER for Sexual Assault: Forensic Exam (SAFE)  
1400 E. Boulder St.  
*As soon as possible, but up to 120 hours (5 days) after the incident*  
*(See Policy Section II(III)(3))*
- ◊ Campus Safety: (719) 389-6911
- ◊ Colorado Springs PD: 911  
*(See Policy Section II.4A)*

**YES**

**NO**

*You can seek assistance at any point, regardless of how long ago the incident occurred. Consider talking to a confidential resource like the SAARC\* to learn about your options.*  
(719) 608-0980 (844/7)  
*(See Policy Section II.B)(4)*

**Confidential vs Non-Confidential:**  
*Confidentiality will hold info and not share it with the Title IX Office nor anyone else, except in rare, extreme circumstances (such as child abuse, sexuality, or homicidal threats). Non-confidentiality must have info received with Title IX office and the SAARC.  
Privileged in legal proceedings, can hold information from Law Enforcement and Courts.  
*(See Policy Section II and I.B)(6)**

**External**

**Do you want support  
from someone internal  
or external to CC?**

**Internal**

**NO/  
UNSURE**

**YES**

## Confidential Resources

- Local**
- ◊ **TESSA**  
24/7 Crisis Line:  
(719) 633-3319  
Office: (719) 633-1462
  - ◊ **Your Personal Support (i.e. Legal Counsel, Religious Leaders, etc.)**
- National**
- ◊ **Rape, Abuse & Incest National Network (RAINN)**  
1-800-656-HOPE (4673)

## Confidential Resources

- ◊ **Sexual Assault Response Coordinator**  
(719) 608-0980 or (719) 557-8101  
SAARC@coloradocollege.edu
- ◊ **CC Counseling Center**  
(719) 359-6093  
After Hours:  
Press 6 for PROTOCALL (After Hours Counseling)

◊ **Alicia Hernandez-Siegel**  
Chaplain to the College  
(719) 359-6639

◊ **Kate Holbrook**  
Chaplain  
(719) 359-7986

◊ **Genier @ Identity**  
Dykt. Specialist  
Bulder Center  
(719) 359-6193

◊ **START**  
START@ColoradoCollege.edu  
*(See Policy Section II.B)(3)*

**Do you want to report?**

**Title IX Process\*\***

- ◊ **Gail Murphy-Grim**  
Title IX Coordinator  
[gmurphyg@ColoradoCollege.edu](mailto:gmurphyg@ColoradoCollege.edu)
- ◊ **Rochelle Memon**  
Senior Associate Dean of Students  
Deputy Title IX Coordinator  
[rmemon@ColoradoCollege.edu](mailto:rmemon@ColoradoCollege.edu)

◊ **Berlene Witten**  
Associate VP for Admin. Services  
Deputy Title IX Coordinator  
[bwitten@ColoradoCollege.edu](mailto:bwitten@ColoradoCollege.edu)

◊ **Any college employee**  
*(See Policy Section II.B)(4)*

◊ **Campus Safety\*\*\***  
Emergency: (719) 633-6911  
Non-Emergency: (719) 608-6707

◊ **Criminal Process**  
**Colorado Springs Police Department**  
Emergency: 911  
Non-Emergency: (719) 533-7000  
*(See Policy Section II.4A)*

*You can always reach out to the SAARC through any of this process—you don't have to do any of this alone.*

*\*\*\*Reverse side for Title IX Response Process*

*\*\*Contacting Campus Safety may initiate a*

*Title IX response and/or a criminal investigation.*

TITLE IX  
ENACTED



1972



2013

IN 1972, ONLY 295,000 GIRLS COMPETED IN HIGH SCHOOL SPORTS.  
IN 2013, 3.2 **MILLION** GIRLS COMPETED.

**THANKS TITLE IX**