

Today's Session

- **Welcome!**
- **Content Note**
- **Consent, Prevention, & Bystander Intervention** - Jenny Kurtz, Director Office of Prevention & Education
- **Title IX-** Amy Fabiano, Interim Title IX Coordinator
- **Questions**

Content Note

We will be talking about sensitive topics today, such as sexual harassment, consent, sexual assault, dating violence, and stalking.

If you need a break at any time, feel free to take that break and care for your self.

Title IX Office – Not Confidential

Title IX Coordinator

Amy Fabiano, Working Remotely

• 508.926.3395 • afSA@hampshire.edu

Deputy Title IX Coordinators

Amanda Surgen, OPRA

• 413.559.5754 • aksOP@hampshire.edu

Carolyn Strycharz, Student Affairs

• 413.559.5746 • cstrycharz@hampshire.edu

Private Resources –Confidential

Jenny Kurtz, Director of Prevention and Education

• 413.559.5673 • jkurtz@hampshire.edu

On Campus

Hampshire Health and Counseling Services

• 413.559.5458, healthservices@hampshire.edu

Off-Campus

Center for Women and Community at the University of Massachusetts, 24/7 crisis hotline, 1.888.337.0800



PREVENTION & EDUCATION

Division of Justice Equity & Antiracism



The Office of Prevention & Education is about meeting students where they are at on their personal journeys, supporting them, and giving them autonomy to define what that support looks like.



Harm Reduction & Community Care

According to the National Harm Reduction Coalition, "harm reduction is a set of practical strategies and ideas aimed at reducing negative consequences associated with drug use." When working within a community care model, it provides an opportunity to form an integrated approach to inform and share resources that address harm (mental, emotional, physical, economic, or physical) through a coordinated response, that in turn, support a sense of community responsibility and accountability to one another. This extends itself to addressing multi-level (individual to societal) approaches and concerns to harm, including issues of sexual violence.

The Office of Prevention & Education engages in comprehensive prevention and education efforts that support community cultures free of violence through a three-prong approach: prevention, advocacy, and outreach. The primary focus areas on sexual violence and substance use through the framework of community care and a harm reduction approach.

- **Prevention:** Shifting cultural norms and social norms through education, policies, evidence-based research, and collaboration. This includes educational trainings and workshops; working with students on community care initiatives; and other opportunities to support students in promoting and participating in a healthy, autonomous, and safe campus environment.
- **Advocacy:** Providing supports for students to navigate resources on and off campus. This includes non-clinical support counseling for gender-based violence concerns that are confidential.
- **Outreach:** Outreach are communication efforts to share information with students about our services, primarily through awareness building events and programming, such as sexual assault awareness month and substance use awareness month.

OFFICE HOURS

M-F: 8:30 - 4:30
SAT & SUN: BY
APPOINTMENT

CONTACT INFO

JENNY KURTZ (SHE/HER)
DIRECTOR OF PREVENTION & EDUCATION
PREVANEDUCATION@HAMPSHIRE.EDU
413-579-5779 | OFFICE OF P&E;
DAKIN STUDENT LIFE 1ST FLOOR

MEET P&E



HAMPENGAGE



WEBSITE



Prevention & Education

Division of Justice, Equity, & Antiracism



ON CAMPUS PARTNERS:

- Health & Counseling Services (confidential resource)
- Division of Justice, Equity, & Antiracism (JEA) & Office of Accessibility Resources and Services (OARS)

OFF CAMPUS PARTNERS:

- Center for Women & Community at UMASS (www.umass.edu/cwc/)
- Safe Passage of Northampton (www.safePASS.org/)
- Tapestry Community Health (www.tapestryhealth.org/)
- Hampshire Hope (www.hampshirehope.org)

What does survivor support look like?

We offer a wide range of services to work with students wherever they are in their journeys. Students can stop by our office to meet with a private resource regarding sexual- and gender-based violence and concerns, including stalking behaviors. We can discuss the various options you have to address your concerns. Our office is full of informational resources regarding sexual and relationship health.

What about substance use and recovery support?

We use a harm reductionist approach, centering a judgment-free environment for students to seek support at any stage of recovery that upholds their dignity and wellbeing. Hampshire College is a registered **Community Naloxone Program** for students and employees, meaning we can offer trainings and distribute naloxone to campus community members. For more information, visit the P&E Office or check our HampEngage for upcoming trainings.

I am a private resource! A private resource (for gender-based violence, discrimination, or harassment) will not report Title IX infractions or concerns to the Title IX office. We are here to help you know your options for support without the fear of mandatory reporting.

Jenny
Kurtz
(she/her)



DIRECTOR OF PREVENTION &
EDUCATION

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DAKIN STUDENT LIFE 1ST FL.

A Campus Community that Cares About Sexual Violence Prevention...

Challenges:

- Systemic Oppression
- Sex Negativity
- “Slut” Shaming
- Toxic Masculinity
- Rape Culture

Strives to:

- Be Anti Oppressive
- Be Sex Positive
- Be Gender Expansive and Affirming & Aware That Gender Exists Outside of the Cis Binary
- Be Pro Sex Worker
- Center Bodily Autonomy and Consent



Let's Turn & Talk About Consent:

- When Do You Need It?*
- How Do You Know If You Have It?*
- Why Is “No Means No” Not Enough?*

Prevention & Education: Understanding Trauma Responses

- *Fight*
- *Flight*
- *Freeze*
- *Fawn*

Prevention & Education: Consent



CONSENT



Freely Given
Reversible
Informed
Enthusiastic
Specific

 Planned Parenthood®

The infographic features the word 'CONSENT' in large, bold, black letters at the top. Below it is a line drawing of a french fry container filled with yellow fries. The container has a pink heart and the text 'I ❤️ FRIES' on it. To the right of the container, a vertical line separates it from a list of five characteristics of consent: 'Freely Given', 'Reversible', 'Informed', 'Enthusiastic', and 'Specific'. At the bottom, the Planned Parenthood logo and name are displayed.

Prevention & Education: Closing

- How do I get involved?
- What do you mean when you say “survivor”?

SURVIVOR SOLIDARITY DINNERS

Monday, September 16th: 6:30–8:00pm at the Center for Feminisms (CFF); Prescott 104

Monday, October 14th: 6:30–8:00pm at the Center for Feminisms (CFF); Prescott 104

Monday, November 11th: 6:30–8:00pm at the Center for Feminisms (CFF); Prescott 104

Monday, December 9th: 6:30–8:00pm at the Center for Feminisms (CFF); Prescott 104



This event is designed for students who self-identify as survivors of sexual violence and/or sexual misconduct (sexual assault, sexual exploitation, relationship violence, stalking, & sexual or gender-based harassment). Join us for community building, resource sharing, facilitated and informal discussion and dinner. Survivors of all genders are welcome to attend. (Dinner will have vegan/vegetarian/and gluten free options -- feel free to contact Jenny Kurtz with specific dietary concerns. jmkSA@hampshire.edu.)



Hosted by Office of Prevention & Education
Cosponsored by the Center for Feminisms

HAMPSHIRE COLLEGE IS COMMITTED TO PROVIDING UNIVERSAL ACCESS TO ALL OF OUR EVENTS. PLEASE CONTACT THE SPONSOR OF THIS EVENT TO REQUEST DISABILITY ACCOMMODATIONS, OR EMAIL OARS@HAMPSHIRE.EDU. ADVANCE NOTICE IS NECESSARY TO ARRANGE FOR SOME ACCESSIBILITY NEEDS

The Prevention and Education Office Presents...

Yoga for Survivors with Angelica Lopez

About the Instructor:

Angelica (she, her, ella) is a Puerto Rican, CSA survivor from Holyoke, MA. She was drawn to the beauty of yoga early in her life. The practice helped her find strength which helped her survive an abusive upbringing. In college while struggling with grief, she came to understand the healing power of yoga. Angelica founded Mitra: Healing Centered Yoga in February 2023 to empower DV/SV Survivors by celebrating their agency, wisdom, and self-worth through the practice of yoga.

About Yoga for Survivors:

Using invitational language and variations, Angelica teaches flow yoga that integrates trauma-informed principles and strengths-based approaches, incorporating philosophy, movement, and breathwork to guide every body toward autonomy and self-acceptance. It is always your body, always your practice, and always your choice. These classes are designed to be welcoming and accessible to all bodies and all abilities. Chairs will be available for folks who wish to practice seated. No prior yoga experience is necessary. Mats will be provided. All self identified survivors are welcome. Feel free to contact Jenny Kurtz (jmkSA@hampshire.edu) with any questions!



Jenny Kurtz
Director of Prevention & Education
jmkSA@hampshire.edu
Office of Prevention & Education
Division of JEA

**The following Sundays from
10am-11:00am in the Dakin Living Room:
Sept 8, Oct 6, Nov 17, Dec 15**

Hampshire College is committed to providing universal access to all of our events. Please contact the sponsor of this event to request disability accommodations, or email oars@hampshire.edu. Advance notice is necessary to arrange for some accessibility needs



Title IX Takeaways

Hampshire College prohibits sex discrimination, including sex-based harassment.

Hampshire's Title IX Office implements its Title IX Policy & Grievance Procedures to comply with federal and state laws and prevent and remedy sex discrimination at Hampshire College.

- The Title IX Office website is: <https://www.hampshire.edu/offices/office-president/title-ix>
- The Title IX Coordinator is: Amy Fabiano, afSA@hampshire.edu or TitleIX@hampshire.edu
- Hampshire's Private Resource (confidential) is: Jenny Kurtz, jkurtz@hampshire.edu

Hampshire's Title IX Office

You may contact any member of the Title IX Team if you or a friend:

- Want to understand your options if you think you may have encountered sex discrimination or sex-based harassment
- Want to report prohibited conduct in violation the College's Title IX Policy & Grievance Procedures
- Are a potential complainant and you want [supportive measures](#) put in place
- Are a potential complainant and seek guidance on the College's Title IX Policy & Grievance Procedures, including [informal resolution](#)
- Reporting to the Title IX Office does not mean that the Title IX Grievance Procedures will automatically start.

[TITLE IX: Overview, Your Responsibilities & Resources](#)



What is Title IX?

Title IX is a federal law that prohibits sex discrimination at colleges, like Hampshire. Hampshire is also subject to state laws, the **MA Campus Sexual Assault Law**, that require Hampshire to respond to sexual misconduct.

To comply with these laws, Hampshire has:

- Title IX Coordinator (Amy) and Deputy Title IX Coordinators (Amanda & Carolyn)
- **Supportive measures** available for students and employees, on and off-campus
- A Private Resource (Jenny) and other confidential supports on and off-campus
- A **Title IX Policy & Grievance Procedure** that lists prohibited conduct and Hampshire's process for responding to reports and complaints
- Annual training for students and employees
- **Mandatory reporting** for all employees
- Prevention and bystander intervention training and resources
- A **culture of consent**
- A climate survey coming soon
- And much more!

Hampshire's Title IX Policy & Grievance Procedures - NEW

- Last academic year and in prior years, Hampshire had a [Title IX Grievance Policy](#) and a separate [Sexual Misconduct, Relationship Violence, and Stalking Policy](#).
- Both policies prohibited a broad range of conduct that is now prohibited under Hampshire's single [Title IX Policy & Grievance Procedures](#).
- **Why the change?** The law – Title IX – changed August 1, 2024 for conduct that occurred on or after August 1. So, Hampshire had to update its policy to the [Title IX Policy & Grievance Procedures](#).

Hampshire College Prohibits . . .

- Sex Discrimination*
- Sex-Based Harassment
- Quid Pro Quo Harassment*
- Hostile Environment Harassment*
- Sexual Assault, Dating Violence, Domestic Violence, and Stalking
- Sexual Exploitation
- Retaliation (including Peer Retaliation)*
- Complicity

* = Definition changed as of August 1, 2024

Based on an individual's:
sex,
gender,
sex stereotypes, sex
characteristics,
pregnancy or related
conditions, sexual
orientation, and/or
gender identity.

Hampshire College's Policy Applies to Conduct . . .

- On campus
- On other property owned or controlled by Hampshire
- Within Hampshire's education programs or activities (employment, classes, study abroad, research, online)
- While off-campus when participating in Hampshire's programs, activities, or events
- On the premises or property of a Five College Consortium campus
- Outside these contexts if the conduct allegedly creates a **hostile environment** on campus or on other property owned or controlled by Hampshire

Hampshire College Prohibits . . . Sex Discrimination

- Conduct that excludes a person from participation in, denies them the benefits of, or otherwise subjects them to adverse treatment under the College's education program or activity on the basis of their sex, gender, sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and/or gender identity.
- Examples:

A professor treating a student differently than others because of the student's sexual orientation.

A pregnant student not being allowed to participate in a lab because they are pregnant.

Asking male and male-identifying students to lift heavy equipment, but not asking or expecting the same from female or female-identifying students.

Purposefully misgendering or mis-pronouncing an individual.

Hampshire College Prohibits . . . Sex-Based Harassment

- **Quid Pro Quo Harassment** is an employee, agent, or other person authorized by the College to provide an aid, benefit, or service under the College's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct.
- Examples:

A supervisor requiring an employee to engage in unwelcome sexual conduct to receive a raise or promotion

A professor expecting a student to engage in unwelcome sexual conduct to get a letter of recommendation.

Hampshire College Prohibits . . . Sex-Based Harassment

- **Hostile Environment Harassment** is **unwelcome sex-based conduct** that, based on the totality of the circumstances, is **subjectively and objectively offensive** and is **so severe or pervasive** that it **limits or denies** a person's ability to **participate in or benefit from** the College's education program or activity (i.e., creates a hostile environment).
- Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:
 - The degree to which the conduct affected the Complainant's ability to access the College's education program or activity
 - The type, frequency, and duration of the conduct
 - The parties' ages, roles within the College's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct
 - The location of the conduct and the context in which the conduct occurred
 - Other sex-based harassment in the College's education program or activity

Hampshire College Prohibits . . . Retaliation

- Intimidation, threats, coercion, or discrimination against any person by Hampshire College, a Student, or an Employee or other person authorized by the College to provide aid, benefit, or service under the College's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX or because the person has reported information, made a Complaint, testified, assisted, or participated or refused to participate in any manner in any proceeding subject to this Policy and Grievance Procedures.
- Retaliation includes **Peer Retaliation**, which means retaliation by a student against another student.
- Examples:

A student is no longer permitted to participate in a club activities after she accused another club member of dating violence and filed a Title IX complaint.

A student is threatened by his peers after he was named as a witness in a Title IX investigation.

The Process Under Hampshire's Title IX Policy & Procedures

(1) An oral or written report is made to Hampshire College

- Title IX Office (Title IX Coordinator or Deputy Title IX Coordinators), CSW, Division of Justice, Equity and Antiracism, Residence Life and Student Engagement, Human Resources, [any Hampshire faculty or staff member who is not confidential](#).
- [Anonymous Reporting](#) through Hampshire's Anonymous Report form.
- NOT reports to Private Resources (Jenny), Hampshire College Health & Counseling. These folks are confidential and do not report to the Title IX Office

The Process Under Hampshire's Title IX Policy & Procedures

(2) The Title IX Office Reaches Out to the Complainant

- Typically, the Title IX Coordinator or a Deputy Title IX Coordinator will reach out to the Complainant who experienced the alleged sex discrimination and request a meeting.
- The Complainant does not need to meet with the Title IX Coordinator.
- If the Complainant does meet with the Title IX Coordinator, the meeting will be a time for the Complainant to share their story and for the Title IX Coordinator to provide information on supportive measures available, as well as the College's Title IX Policy & Grievance Procedures.

The Process Under Hampshire's Title IX Policy & Procedures

(3) The Title IX Office Puts in Place Supportive Measures

- [Counseling](#)
- Extensions of deadlines and other course-related adjustments
- Increased security and monitoring of certain areas of campus (with CSW support)
- [Intentional Avoidance Notice](#) (students) or No Contact Directive (employees)
- Leaves of absence
- Changes in class, work, housing, extracurricular, or any other activity
- Training and education programs related to sex-based harassment

Individualized, not unreasonably burdening, not for punitive or disciplinary measures, available without fee or charge

* Supportive measures are also available for Respondents

The Process Under Hampshire's Title IX Policy & Procedures

(4) If the Complainant wishes to move forward with the Title IX process . . . Informal Resolution Option

- A voluntary informal process of resolving the allegations (no complaint needs to have been filed) facilitated by an informal resolution facilitator.
- Similar to [mediation](#) or [restorative justice](#)
- Requires the consent of both the Complainant and the Respondent

The Process Under Hampshire's Title IX Policy Procedures

(4) If the Complainant wishes to move forward with the Title IX process . . . Grievance Procedure Option

- Complainant files a complaint with the Title IX Office – a request that Hampshire investigate and apply its grievance procedures. *In some, rare cases the Title IX Coordinator will file a complaint.
- Title IX Office determines if it can apply the grievance procedures or if it will dismiss the complaint.
- Notice of investigation and investigation – interviews, document reviews, etc.
- If **sex-based harassment involving a student**, then the complaint goes to a hearing after the investigation where a hearing officer or panel asks questions. All **other sex discrimination complaints**, only have the investigation.

The Process Under Hampshire's Title IX Policy & Procedures

(5) If the Respondent is found responsible following the investigation and hearing (if applicable)

- **Sanctions for Respondents who are students** – deferred sanction, disciplinary probation, removal from housing, housing relocation, housing lottery restriction, IAN, restitution, suspension, expulsion
- **Remedies for Complainants** – counseling, deadline extensions or course-related adjustments, modifications of work/class schedules, increased security and monitoring of areas of campus, IAN, leaves of absence, changes in class, work, housing, extracurricular, or other activity, training and education programs related to sex-based harassment.

(6) If the Respondent is found responsible – or not responsible – there is an option for both the Complainant and the Respondent to appeal

Hampshire's Title IX Office

Interim Title IX Coordinator:

Amy Fabiano, Working Remotely • 508.926.3395 • afSA@hampshire.edu or TitleIX@hampshire.edu

Deputy Title IX Coordinators:

Amanda Surgen, OPRA • Robert Crown Center • 413.559.5754 • aksOP@hampshire.edu

Carolyn Strycharz, Student Affairs • Merrill Student Life Center 2nd Floor • 413.559.5746
• cstrycharz@hampshire.edu

Privacy

Conversations with Title IX Team kept as private as possible and steps will be taking to limit the disclosure of information shared with the Title IX Team and during the Title IX process to only those individuals who have a need to know.

Title IX Office Website: <https://www.hampshire.edu/offices/office-president/title-ix>