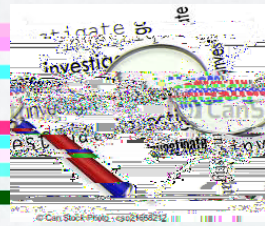




# OEO Title IX Training for STUDENTS

Office of Equal Opportunity & Diversity Management  
[askoeo@kbcc.cuny.edu](mailto:askoeo@kbcc.cuny.edu) / 718-368-6896 / Room V231

# The Office of Equal Opportunity & Diversity Management (OEO)



3/4 Investigates complaints of:

*f* Discrimination (race, gender, ethnicity, sexual orientation, religion, etc.) or

*f* Sexual Misconduct

3/4 Provides supportive measures and training

# At Kingsborough we value and respect Diversity

## WHY?

1. Helps keep our campus safe and free of harassment
2. Allows you (our students) to achieve academic and social growth and success



# CUNY Policies

## Policy on Equal Opportunity and Nondiscrimination

“Diversity, inclusion, and an environment free from discrimination are central to the mission of the University.”

“It is also the University’s policy to provide reasonable accommodations when appropriate to individuals with disabilities, individuals observing religious practices, empl(lic)957up1rs,t 2 (e

# Equal Opportunity Protected Categories

Age

Race

Color

Disability

Sex (including pregnancy)

Religion/Creed

Gender/Gender Identity

Sexual Orientation

National Origin/Ethnicity

Military/Veteran Status

Partnership Status

Marital Status

Credit History

Prior Record Arrest or  
Conviction

Victims of Domestic



# What Is Sexual Harassment?

UNWELCOMED conduct of a sexual nature that adversely impacts one's ability to participate in or benefit from an educational program

On or off campus, this includes unwelcomed:

- Sexual advances
- Requests for sexual favors
- Other verbal/nonverbal sexual acts, or
- physical conduct of a sexual nature



# What Is Sexual Assault/Violence?

$\frac{3}{4}$  Any form of sexual contact that occurs without consent and/or through:

™ the use of force/threat

™ Intimidation, or

™ other coercion

$\frac{3}{4}$  **Sexual assault:**

™ Sexual assault is a crime.

™ can be committed when someone has not given or is unable to give consent, for example, due to intoxication.

$\frac{3}{4}$  **Sexual violence:**

™ Sexual assault unwanted touching, grabbing, pinching, brushing up against another's body, caressing, etc.

™ Dating, domestic and intimate partner violence

™ Stalking CyberStalking



# What is Affirmative Consent?

- 3/4 Knowing, voluntary and mutual decision among all parties to engage in sexual activity
- 3/4 Create clear permission regarding willingness to engage in the sexual activity
- 3/4 Consent can be given by words or actions
- 3/4 Consent can be withdrawn at any time

# AMNESTY

# Student-Employee Relationships

## PROHIBITED

# REPORTING AN INCIDENT:

## Where Should I Go?

$\frac{3}{4}$  If you experience or observe any form of discrimination, sexual harassment or sexual misconduct, you can contact:

**TM** OEO/Title IX Coordinator / V231 / ext 6896

**TM** Office of Public Safety L202 / ext 4800

**TM** Office of Student Affairs A216 / ext 5563

**TM** Office of Student Life 0123 / ext 5597

$\frac{3}{4}$  You can also report sexual violence and/or stalking incidents to the **NYPD** – It is your choice!!

$\frac{3}{4}$  Accused Persons will be provided with Due Process and Fair



# What is Retaliation?

**It's Illegal** – You are PROTECTED from retaliation if you:

™ Report incidents of discrimination or sexual misconduct

™ File a complaint

™ Participate in an OEO/Title IX investigation

™ Otherwise oppose discrimination or sexual misconduct

# CONFIDENTIALITY

Students can report incidents of sexual misconduct **confidentially** to:

- ™ Counselors or other staff members in campus Student Wellness Services/Counseling Center
- ™ Nurse, nurse practitioner or other staff member in campus Health Office/Wellness Center
- ™ Pastoral counselor if one is available at the campus
- ™ Staff member of Women's Center

**However**, if you report an incident to a Responsible Employee, such as a Department Chair or Athletic Coach, they are required to report to the Title IX Coordinator

