



TITLE IX AND NONDISCRIMINATION TRAINING FOR STUDENT ATHLETES

Today we will cover



Title IX and Prohibited Conduct



Reporting Sexual Harassment



Resolution Options



Resources and Support

Content warning



GLENDALE COMMUNITY COLLEGE DISTRICT (GCCCD) AFFIRMS ITS COMMITMENT TO:

- Create a learning and work environment that is free from unlawful discrimination and harassment
- Comply with applicable federal and state laws and regulations prohibiting unlawful discrimination and harassment

GCCCD endeavors to foster a learning and work environment that is free of unlawful discrimination and harassment. Unlawful discrimination and harassment will not be tolerated in GCCCD's learning and work environment as we continue advancing our [mission, vision and values](#).



What is Title IX?

01

Title IX

Title IX of the Education Amendments Act of 1972

”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.”

20 U.S.C. § 1681 (1972).



State laws: SB 493



- All colleges and universities in CA that receive state financial assistance

Prohibited conduct

Sex Discrimination

Sexual Harassment

Sexual Assault

Dating/Domestic Violence

Stalking

Retaliation

What could sexual harassment look like?

1

Unwelcome sexual advances

2

Requests for sexual favors

3

Teasing/jokes that are sexual in nature

4

Can occur via social media, text messages, video, or in person

Sexual Assault and Sexual Misconduct

1

Non-consensual sexual touching

2

Non-consensual sexual intercourse

3

Sexual acts perpetrated when the person is incapable of giving consent

4

Can be perpetrated by a stranger, partner, acquaintance, or teammate

What could stalking look like?

1

Behaviors that are directed at a specific person and causes a reasonable person to fear for their safety

2

Causes substantial emotional distress

3

Very frequent text messages after the receiver asked for contact to be stopped

4

Repeatedly following someone around campus

What are signs of dating violence?

1

Intentional violent or controlling behavior

2

Actual or threats of physical injuries

3

Psychological abuse

4

Progressive social isolation

RETALIATION

**Intimidation,
threats, coercion
for reporting or
participating in
an investigation**

Examples may include:

- A teammate threatening someone who came forward to make a report.
- An athletic trainer refusing treatment to a witness who participated in an investigation.
- An assistant coach limiting playing time solely because someone came forward to make a report or participate in an investigation.

APPLICATION TO ATHLETICS

- Establishes trust between teammates and coaches/athletic staff
- Supporting teammates
- Contributes to and creates a campus culture of respect and inclusivity
- Educational and athletic equity
 - Athletic programs, facilities/ equipment, and scholarships
- NCAA requires schools and student athletes to disclose information related to conduct that resulted in discipline through a Title IX proceeding or a criminal conviction for sexual, interpersonal or other acts of violence.

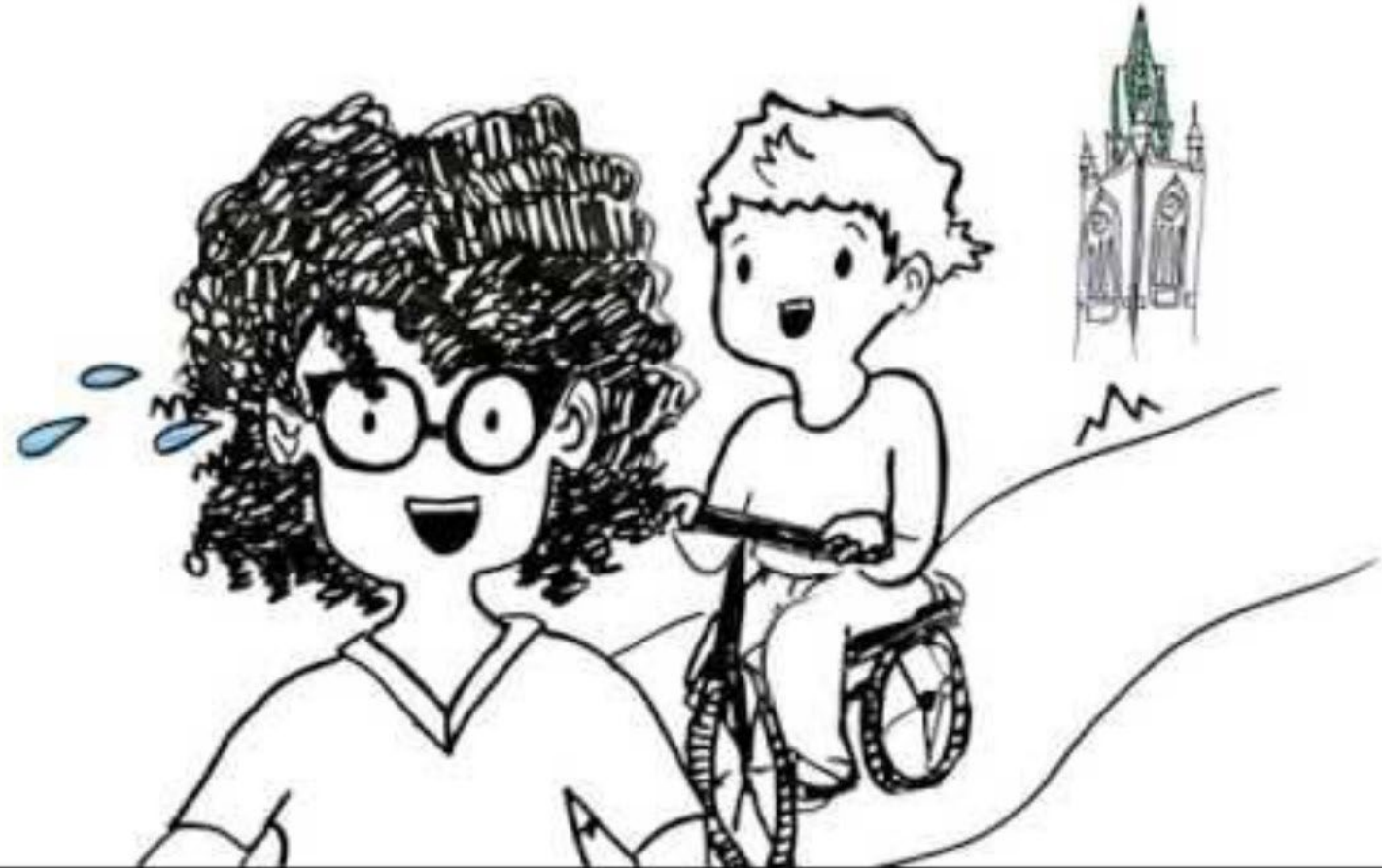
REMINDER

These behaviors are prohibited on-campus, off campus, while traveling for games, competitions, etc.



Consent





Consent: beyond the bike ride



Knowing and voluntary

Can be given by words or actions, but must be CLEARLY demonstrated

Silence/not fighting back in itself is not consent

Consent must be ongoing

Can be withdrawn at any time

Doesn't vary based upon relationship history or past sexual relations

Cannot be given when someone is incapacitated

DOES LOGAN HAVE CONSENT?

Spencer and Logan previously dated, but are no longer together. Logan is a graduate student coach for the Cross Country Team and former teammate of Spencer's. Spencer is still on the cross country team and an undergraduate student.

Logan and Spencer are both at a party off campus. Spencer has been drinking; they have had 4 shots and 2 spiked seltzers over the past two hours. Spencer approaches Logan, slurring their words, asks Logan hook up with them.

Logan takes Spencer home and the two hook-up. Does Logan have consent? Why or why not?

WHAT ARE WAYS WE CAN ASK FOR CONSENT?

Is this okay?

Are you okay?

Should we keep going?

Do you like this?

Can I do XYZ?

Do you like to XYZ?

Does this feel good?

Reporting



Getting help and support

Where can you seek out
support and report?

What does reporting
mean?

What happens after a
report is made?



Myths about reporting

You will be forced to take action against the perpetrator

Support only resolution or confidential reporting is not possible

The Respondent will immediately be notified of the report

You will be forced to go to counseling or talk to law enforcement

TITLE IX COORDINATOR CONTACT INFORMATION

- **Brittany Grice, Title IX Coordinator**
- Vice President, Human Resources
- bgrice@glendale.edu | (818) 240-1000 x5165

- **Meng “May” Zhang, Deputy Title IX Coordinator**
- Assistant Director, Human Resources, Equity, and Compliance
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Who in the Athletic Department is required to share information with the Title IX Coordinator?

1

Coaches

4

Sports Information staff

2

Assistant coaches

5

Administrators

3

Athletic trainers

6

Other staff members

Who in the Athletic Department is required to share information with the Title IX Coordinator?

Coaches

Assistant Coaches

Athletic Trainers

Sports Information Staff

Administrators

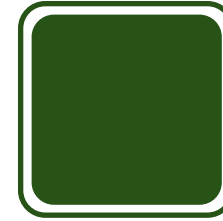
Other Athletics Staff

How to report

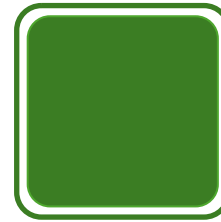
- Report to a mandated reporter
- Report to Title IX Coordinator or Deputy Title IX Coordinator directly
- Report to College Police Department
- Online Title IX Complaint form
- Online Request for Contact Form through Campus Police

Anonymous tip line through Crime Stoppers: **1-800-222-TIPS**
(8477)

Confidential Reporting Options



Clergy members



Physician



Therapist/Psychotherapist



Sexual assault/domestic violence counselor

WHAT HAPPENS NEXT?

- Title IX Coordinator will contact the complainant to provide information and offer to meet with them to discuss options such as:
 - Available resources and supportive measures
 - Pathways for resolution (informal resolution or formal resolution)
 - The right to make a report to local law enforcement.

As a reminder, the complainant does not have to meet with the Title IX Coordinator!



Resolution Options



Summary of Resolution Options

Support-based only resolution

Informal Resolution

Formal Resolution

Support-based resolution

Support and resources only.
No action is taken.

Examples include: adjusted schedule, counseling, or academic support.

Informal Resolution

- Does not involve an investigation.
- No determination of whether a policy was violated.
- Both parties must agree to participate in Informal Resolution

Examples include mediation, agreement to attend trainings, restorative justice, no contact directives, and more.

Formal Resolution

An investigation and hearing process to determine whether there is enough evidence to find the other party responsible for a violation of sexual harassment.

The Title IX Coordinator oversees this process and supports both parties.

Support Options



What can I do to support a friend?



Listen



Respond with empathy



Offer to support them in reporting/getting help

Resources

Confidential Resources for Students:

- [Mental and Emotional Health Counseling](#)
- For students that need to talk with someone, the Health Center's licensed marriage family therapist provides free confidential mental health counseling.
- In-person Appointments:
- Phone: 818-551-5189
- Email: HealthCenter@glendale.edu
- GCC students also enjoy FREE, 24/7 access to virtual care through [TimelyCare](#) —a health and well-being platform tailored for college students.

Resources

Community Resources

Resources Provided by Community Organizations:

- [Home Again Los Angeles](#) (Formerly Family Promise of the Verdugos)
Burbank, CA 91507
Admin: 818-562-7778; Shelter: 818-847-1547
Glendale: 818-396-5555; San Fernando: 818-898-1210
Email: info@HomeAgainLa.org
- [YWCA Glendale Domestic Violence Service Center](#)
[735 E. Lexington](#)
[Glendale, CA 91206](#)
[Phone: 818-242-4155; Hotline: 1-888-999-7511](#)
[Email: info@ywcagp.org](mailto:info@ywcagp.org)
- [Peace Over Violence](#)
 - Emergency Shelter
 - 24/7 Hotline: 213-626-3393
 - Admin: 213-955-9090
 - Los Angeles Video Phone (ASL): 213-785-2684 / 213-785-2749
- [Los Angeles LGBT Center - STOP Violence Program](#)
 - Emergency Shelter
 - Phone: 323-860-5806
- [Jenesse Center, Inc.](#) (Domestic Violence Intervention & Prevention)
 - Emergency Shelter
 - 24/7 Hotline: 1-800-479-7328
 - Admin: 323-299-9496
- [National Domestic Violence Hotline](#)
 - 1-800-799-(SAFE) 7233
 - 1-800-787-3224 (TTY)
- [RAINN- Rape/Abuse/Incest/National Network Hotline](#)
 - 1-800-656-(HOPE) 4673
- [Neighborhood Legal Services of Los Angeles County](#)
 - General Legal Assistance: 1-800-433-6251
- [Los Angeles County District Attorney's Victims Assistance Program](#)
 - 1-800-380-3811

Scenarios



WHAT WOULD YOU DO?

You are the captain of your team. You overhear a few of your teammates gossiping about another teammate, Harper. Your teammates are discussing a sexual encounter Harper had while under the significant influence of alcohol. Apparently, Harper "was black out drunk" and was stumbling and slurring their words.

WHAT WOULD YOU DO?

You are at a house party. You witness your team captain lead another student athlete, Alex, upstairs. Alex is stumbling and slurring their words.

You intervene. They say, "Nah, don't worry about it. Alex is fine."

WHAT WOULD YOU DO?

You notice a lot of bruises on your teammate's arms. When you ask them about it, they share that they fell during practice the other day.

Later that week, you invite your teammate out to a party with you. They decline, saying that their partner doesn't want them to go.