Campus Resource Person Training

Office of Sexual Misconduct Prevention & Response
Titleix.psu.edu

October 15, 2020
OSMPR Staff Introductions

- Spencer Peters, Director
- Yvette Willson, Associate Director/Investigator
- Amy Cotner, Assistant Director Commonwealth Campuses & Intake
- Geoffrey Gabriel, Investigator
- Dominique Donaho, Investigator (Supporting UP intake)
- Laura Szakos, Administrative Assistant

Open Positions:
Case Manager, University Park (Reviewing Resumes Now)
Administrative Assistant (Process just beginning)
Did you know?

Sent via list-serve and posted in Toolkit
Did you know?

Toolkit available on-line (manual page 27 tells how to find)

Items in toolkit:
Guidance document, intake form, blog of all list-serve emails, charts on process
Did you know?

• AD 85 applies to both students and employees.

• Multiple policies now apply (AD85, AD91, Old AD85)
  • Which policy applies depends on date, relationship of parties to University, definition of behavior, location, etc.

• Major differences of AD85 vs AD91
  • Official complaint, dismissal process, hearings, advisor's role, etc.

• What is similar?
  • Intake (resources/accommodations), investigations, access to information in report or discovered in investigation, "Review Panel" process has been removed
Did you know?

**Responsible employees:** University employees with the authority to take corrective measures on the University’s behalf (AD 85)

---Title IX Coordinator, Deputy Title IX Coordinators, Office of Student Conduct, University Police, Residence Life, Office of Human Resources, Employees with Supervisory Authority
Did you know?

Website is to be Centralized.

*Individual sites outside of OSMPR removed and unsearchable or approved by Chris*
Intake Tips

Use [https://titleix.psu.edu/complainantinfo/](https://titleix.psu.edu/complainantinfo/) to cover **resources**, **rights**, and **process** overview.

Offer to connect Cs to **resources** they are interested in.

Use the bolded words on the rights sheet to help you summarize the **rights** they have.
Intake Tips

Present **process** options in a balanced way

1. Request for no action (all requests are reviewed)

2. Informal Resolutions
   - Adaptive to C needs
   - Can include **education for the R; restorative justice; conversation with the R; No Contact Directives**
   - **Education and restorative justice are voluntary**

3. Investigations
   - Assigned to an investigator
   - Investigative report is evaluated
   - There may be a hearing
Information for Complainants

Intake Tips

A Complainant is an individual who is alleged to be the victim of prohibited conduct under AD 85 (Title IX Policy) or AD 91 (Non-Title IX Policy). A Respondent is an individual who is alleged to be the perpetrator of such prohibited conduct.

Resources

Click on this module to navigate to resources available at your campus, including the Resource Person who can help you to identify resources to meet your needs.

You do not have to file a formal complaint or press criminal charges to receive assistance. Whether you are looking for counseling and emotional support; academic, housing, or work accommodations; or to learn more about reporting and investigations, OSMPR staff or your Resource Person can help.

Rights

Processes

Investigations
Intake Tips

Follow-up options

- Letter #251: Walk-in follow-up email

- Send an email linking to https://titleix.psu.edu/complainantinfo/ + any specific resources, requests

Remember to document all contact in Maxient!
Informal Process

• Voluntary Process, Respondent must agree

• Two different Options:
  • Toolkit (educational activities with reflection)
  • Restorative Justice-RJ (Dominique will explain)

• How case is managed will depend on Policy and if RJ is selected
  • All AD-85 and RJ cases are managed via UP
  • AD-91 Toolkit informals are managed at the campus. Amy will work with RP
    • Notice of Informal Resolution sent
    • Meeting with R to confirm agree to Informal
    • Email with Informal Assignment and Toolkit sent
    • Meet and Review with R (Goal that RP feels comfortable R took assignments seriously and grew from experience. If concerns, can add assignments and/or meetings with the R)
Informal Process: Restorative Justice

Restorative Justice is a good option when

1. The Complainant wants to communicate they have been harmed

   and

2. The Complainant doesn’t want formal sanctions for the Respondent
Informal Process: Restorative Justice

**Shuttle**
The Complainant writes a statement (impact and/or requests). Trained staff reviews and “shuttles” the statement to the Respondent. Respondent reads the statement. Respondent response (if any) is “shuttled” back.

**Circle**
The Complainant and Respondent are separately prepped in advance of the circle. C & R may each bring a support to the circle. The circle is mediated by trained staff.
Informal Process: Restorative Justice

Ideally,

- The Complainant feels heard
- The Respondent acknowledges and apologizes for harm on some level
- Both parties walk away with the ability to heal
T9 Process Review from TIXC

Formal Investigation based on formal complaint → Investigative report to Title IX Coordinator

Hearing Panel hears the case and makes determination → TIX Coordinator may dismiss OR send to hearing

Determination sent to Student Conduct; charges applied. → Title IX Coordinator notifies parties of the outcome
New File Transfer with OSC

- Documentation of Sexual Harassment/Misconduct for OSMPR and OSC
- Case history is within the same file
- Important case notes get updated as well as interim action, resolution, etc.
Office of Respondent Support

- Process Advising
- Decision making support
- Hearing Preparation
- Transition Planning

https://studentaffairs.psu.edu/department-directory/respondent-support-office
814-863-5879

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Questions?
September Training Follow up

Send to: titleix@psu.edu