Sexual Misconduct: Proper Adjudication Methodology

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Overview

- Title IX Committee Members
- Statistics
- Definitions
- Title IX Changes
- Hearing Process Changes
- Values Clarification Exercise
- Adjudicating Sexual Assault/Misconduct Cases
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- Wrap Up/Questions
Title IX Committee

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BRACE YOURSELF

STATS ARE COMING
Statistics
1 in 5 women are victims of completed or attempted sexual assault while in college.

College age women (18-24) are 3 times more likely to be sexually assaulted.

Among undergraduate students, 26.4% of females and 6.8% of males experience rape or sexual assault through physical force, violence, or incapacitation.

Among graduate and professional students, 9.7% of females and 2.5% of males experience rape or sexual assault through physical force, violence, or incapacitation.
13% of all students experience rape or sexual assault through physical force, violence, or incapacitation (among all graduate and undergraduate students).

23.1% of TGQN (transgender, genderqueer, nonconforming) college students have been sexually assaulted.

75% of the men and 55% of the women involved in acquaintance rapes were drinking or taking drugs just before the attack.

Only 20% of female student victims, age 18-24, report to law enforcement.
BUT WAIT

THERE'S MORE...
Statistics

- More than 50% of college sexual assaults occur in either August, September, October, or November.
- 21% of college students report having experienced dating violence by a current partner.
- 5.8% of students have experienced stalking since entering college.
- 1 out of every 10 rape victims are male.
Statistics

- 38% of victims of sexual violence experience work or school problems.
- Females ages 16-19 are 4 times more likely than the general population to be victims of rape, attempted rape, or sexual assault.
- Every 68 seconds, an American is sexually assaulted.

RAINN (Rape, Abuse & Incest National Network)  
https://www.rainn.org/
Definitions
Definitions

**TITLE IX** "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."
Definitions
SEXUAL HARASSMENT IS VIOLENCE
Unwelcome Conduct of a sexual nature including:
coercing a person into a sexual relationship; repeatedly subjecting to egregious, unwelcome sexual attention; to punish a refusal to comply with a sexual based request; to condition a benefit on submitting to sexual advances; sexual violence or sexual assault; intimate partner violence; stalking; and gender-based bullying

- Sexual Harassment includes all forms of sexual violence
Refers to physical sexual acts perpetrated against a person’s will or where a person is incapable of giving consent. A number of different acts fall into the category of sexual violence: rape; sexual assault; sexual battery; sexual abuse; and sexual coercion; all of which are forms of discrimination prohibited by Life University and Title IX.
DOMESTIC VIOLENCE
• Domestic Violence – is a felony or misdemeanor crime of violence committed by a current or former spouse, or intimate partner, a person with whom the victim shares a child in common, by a person who currently is or has cohabitated with the victim.
• Dating Violence – “Violence committed by a person—

• who is or has been in a social relationship of a romantic or intimate nature with the victim; and

• where the existence of such a relationship shall be determined based on a consideration of the following factors:
  • (i) the length of the relationship
  • (ii) the type of relationship
  • (iii) the frequency of interaction between the persons involved in the relationship”
STALKING:
KNOW IT. NAME IT. STOP IT.
Stalking – behavior where a person follows, places under surveillance, or contacts another person without the consent of that person for the purpose of harassing and/or intimidating him or her.
Other forms of Sexual Harassment include:
Sexual Exploitation

Occurs when a person takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of other sexual misconduct offenses.

Eg: Invasion of sexual privacy; prostituting another student; non-consensual video or audio-taping of sexual activity; engaging in voyeurism; and, allowing others to do so, (i.e. letting your friends hide in the closet to watch you have consensual sex).
• Refers to a form of blackmail in which sexual information or images are used to extort sexual favors from the victim. Social media and text messages are often the source of the sexual material and the threatened means of sharing it with others.
Non-consensual condom removal, or "stealthing", is the practice of one sex partner covertly removing a condom, when consent has only been given by the other sex partner for condom-protected safer sex.
Title IX: Changes
Title IX Changes
The focus of Title IX Regulations have moved from changing the culture of sexual assault on college and university campuses to addressing individual and specific allegations of sexual misconduct.

No more required presentations to high risk groups like athletes, fraternities, and first-year students.
Definition of sexual harassment has been narrowed from just unwelcome conduct of a sexual nature to include “sufficiently severe (intense), pervasive (spreading), and objectively offensive (to a reasonable person)” that it negatively impacts one’s ability to pursue their education or creates a hostile environment.
Title IX Changes

Students cannot file an anonymous formal complaint with their Title IX Office to begin a grievance procedure against an assailant.

Investigations can only occur with a specific complainant on record which is typically the victim of the alleged violation.
Title IX Changes

Schools are no longer required to investigate sexual harassment (including sexual violence) that occurs outside of the school’s “program or activity.”

Also, schools are not required to investigate conduct that occurs in study abroad programs outside the United States.
Title IX Changes

The timeline to resolve complaints of sexual harassment has been changed from 60 days to “reasonably prompt”, and can be delayed for “good cause.”
Title IX Changes

Schools were once allowed to develop their own Title IX Processes. However, now all schools must have an investigation and a live hearing if it is not resolved informally.
Title IX Changes

Advisors now have a more active role in the hearing process. Advisors are responsible for cross-examination of the other party and of witnesses. In order for either party to cross-examine or ask any questions of the other party or witnesses, they MUST have an advisor who can still be anyone they choose.
Title IX Changes

College and university now have the option of either using a “preponderance of the evidence” or “clear and convincing” standard in determining responsibility.
Hearing Process Changes

• The evidence presented by a party during the trial must be highly and substantially more probable to be true than not and the trier of fact must have a firm belief or conviction in its factuality.
Hearing Process Changes

- Advisors can cross-examine the complainant/victim and witnesses.
- Questions directed to the chair and the chair directs the party or witness to answer.
Hearing Process Changes

- Chair must rule on inappropriate questions immediately during hearing if there is an objection.
- “Rape Shield Laws” protect rape victims from being questioned about their sexual history.
Values Clarification Exercise
Values Clarification Exercise

- Finding the Truth
- Providing a just result
- Providing an educational process
- Encouraging students’ maturation and development
- Making a safe community
- Upholding the college’s policy
- Ensuring a fair process
- Protecting the rights of the accused student
- Protecting the college from liability
- Punishing wrongdoing
Adjudicating Sexual Assault
Adjudicating Sexual Assault

- Critically Read the Incident Report
  - Getting a clear picture
- Questioning
  - Using specific techniques
  - Watching our tone
  - No questions regarding sexual history
  - Be careful of “Why...?” Questions
- Evidence
  - All types of evidence admissible
  - Clear and Convincing
- Weighing the Information
  - Credibility
  - Bias
# Adjudicating Sexual Assault

## Hormones Released During Trauma

<table>
<thead>
<tr>
<th>Catecholamines</th>
<th>Cortisol</th>
<th>Opiates</th>
<th>Oxytocin</th>
</tr>
</thead>
<tbody>
<tr>
<td><em>adrenaline</em></td>
<td><em>affects the amount of energy the body has for its reaction</em></td>
<td><em>body's natural morphine</em></td>
<td><em>increase positive feelings</em></td>
</tr>
<tr>
<td><em>help with <strong>FIGHT</strong> so the body can fight back against the traumatic event</em></td>
<td><em>FIGHT or <strong>FLIGHT</strong></em></td>
<td><em>to counteract physical pain that may accompany emotional pain</em></td>
<td><em>to counteract physical pain that may accompany emotional pain</em></td>
</tr>
<tr>
<td><em>can also help with <strong>FLIGHT</strong> to try to run from the threat</em></td>
<td></td>
<td><em>could tie into <strong>FREEZE</strong></em></td>
<td><em>could tie into <strong>FREEZE</strong></em></td>
</tr>
</tbody>
</table>
Adjudicating Sexual Assault

- **Trauma**
  - Fragmented Memories of Incident
  - Memories may be slow/difficult to recall
  - May be no memory of incident at all
  - Emotional Response may not fit incident described
  - Fight-Flight-Freeze

"The stuff they say makes no sense."

"They can’t get their story straight."

"No way it’s true. No one would act like that if it’s true."
Adjudicating Sexual Assault

- Three (3) main factors to determine in sexual assault/misconduct violations
  - CONSENT
  - FORCE
  - CAPACITY
CONSENT
Adjudicating Sexual Assault

- **Consent** is defined as agreement that is informed and given freely. Consent must be clearly communicated through words and/or actions, to participate in each form of sexual activity. Silence cannot be interpreted as consent, nor can passivity or lack of resistance. Previous relationships or instances of consent do not imply future consent. By definition, there is no consent when there is a threat of force or violence or any other form of coercion or intimidation, physical or psychological. Impairment due to the use of alcohol or drugs does not excuse failure to obtain consent. Likewise, any person incapacitated by alcohol or drug use, or who is unconscious, asleep or physically impaired is incapable of giving consent.

- **Elements of Consent**
  - C Comprehension that the act is taking place
  - O Optional for both parties
  - N Negotiation with partner
  - S Sobriety
  - E Engagement in the act
  - N Nonviolent
  - T Talking about it
SEX YOU WANT
ASK FOR CONSENT, YOU MUST
I DON'T ALWAYS HAVE SEX

BUT WHEN I DO, I HAVE CONSENT
The Consent App

WOULD YOU LIKE TO SAVE BY

EMAIL

OR

NUMBER

Note: You will never receive an email or call from us, this information is for file identification in our vault.

The Consent App

Please enter your

Full Name

Phone Number

NEXT
Adjudicating Sexual Assault

- Consent
  - What words or actions gave the accused individual permission to engage in sexual activity with the victim?
  - Was there consent for every aspect of the sexual encounter?
  - Consent to one form of sexual activity doesn’t mean consent to other forms.
  - Consent the last time doesn’t mean consent this time.
  - Is reciprocating behavior a form of non-verbal consent?
PLEASE DON'T USE FORCE
Physical Violence
Coercion
Intimidation
Threats
Blackmail
BOYCOTT FIFTY SHADES OF GREY

Ditch the film, and give instead to a domestic violence shelter.

#50dollarsnot50shades
#FiftyShadesIsAbuse
Adjudicating Sexual Assault

- **Force**
  - Did the accused gain sexual access by force?
  - Was the sexual encounter an act of free will or not?
  - Were there overt or implied threats?
  - Was there unreasonable pressure or coercion?
  - How much of a threat is a threat?
  - Was there a true threat or did s/he just feel threatened?
IT’S NOT SEX...

WHEN SHE’S PASSED OUT

sex with someone unable to consent = sexual assault
BEING DRUNK IS NOT CONSENT
WHEN YES MEANS NO
Adjudicating Sexual Assault

- **Capacity**
  - Was there alcohol or drugs involved?
  - Was the alleged victim incapacitated?
  - Should the accused have known?
  - Did the victim understand who, what, where, when, and how?
  - If the victim can’t say “No.” then they can’t say “Yes.” either.
  - Sexual encounters are considered contractual agreements in the eyes of the law.
    - Drunk or drugged individuals are incapable of entering into a contract.
CASE STUDY

- CONSENT
  - Yes/No
  - Why/Why Not?

- FORCE
  - Yes/No
  - Why/Why Not?

- CAPACITY
  - Yes/No
  - Why/Why Not?