

# Discrimination & Harassment: Your rights and resources

Kassandra Alberico, Equal Opportunity and Title IX

# Agenda

- Before we start....
- A little about Me
- What is Title IX?
- Discrimination, Sexual Misconduct and Retaliation
  - Mandated Reporter
  - Protected Classes
  - Sexual Misconduct
  - Retaliation
  - Reporting to Regis University
  - Options
- Confidential Support
- Scenario Training

Who here knows what the Equal Opportunity and Title IX office does?

Who is she?



**SHE DOESN'T EVEN GO HERE!**





# Clarence, NY





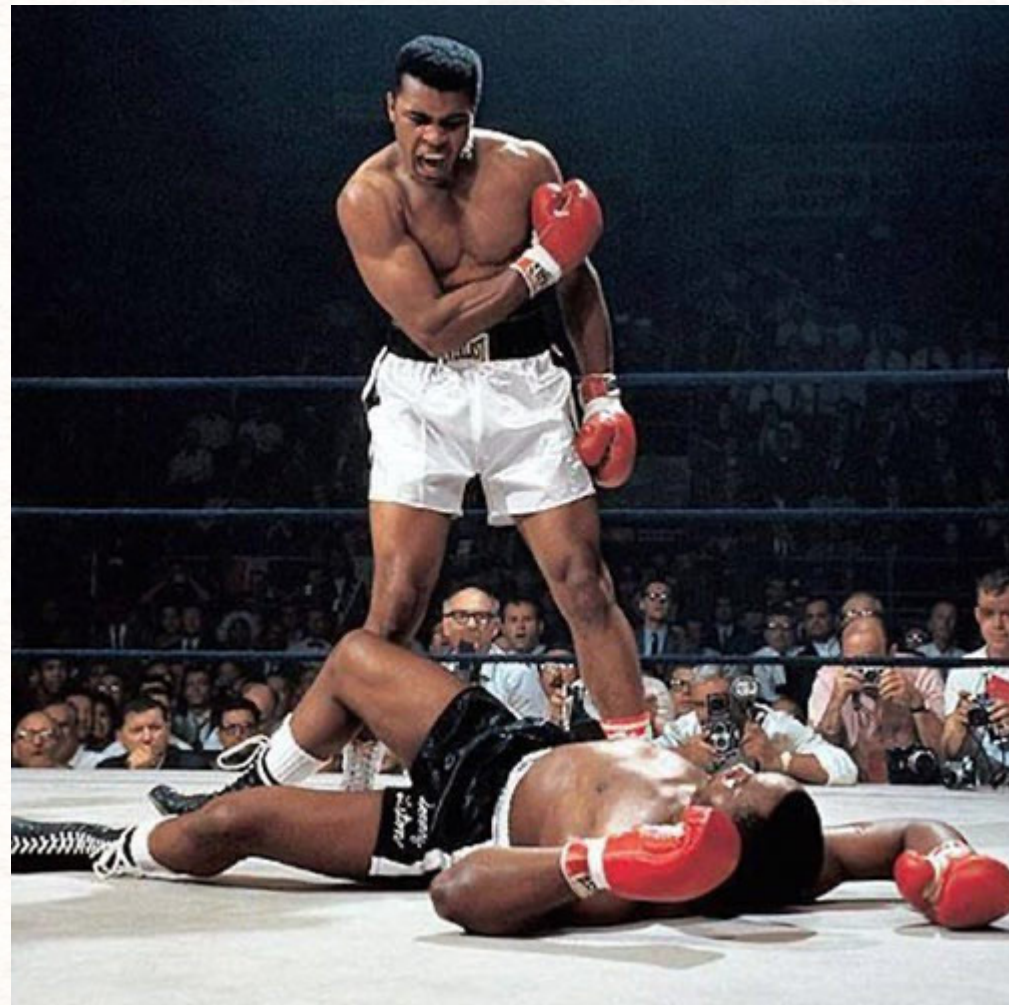
# Blizzards

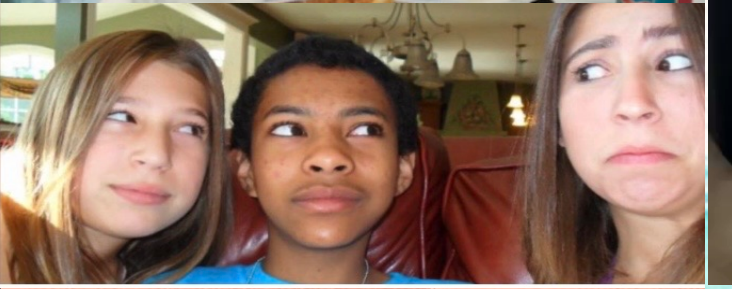






# Boxing and MMA







# Colgate University

Spanish and English Literature  
w/ Minor in Creative Writing  
(aka an emphasis)



# VILLANOVA UNIVERSITY







INSIDE AMERICA'S MOVEMENT  
FOR PROSECUTION REFORM

# RETHINKING JUSTICE



VINCENZO GUIDO



Judge Morris and Judge Bailey Turner





*"As you can see, while you stepped away from your desk for a few minutes, a little work piled up. Please don't take any more breaks."*



*You're insane.*



# Regis University



# Kassandra Alberico, EO & Title IX

- Not Confidential
- Not privy to information from Victim Advocate and Violence Prevention Officer, Shanese McGregor
- Coordinates policy and process for Regis community members
- Trained in Investigation, Civil Rights Law, Civil Rights-based Policies, Trauma Informed Interviewing, Due Process, and Civil Rights Coordination in Higher Education.

# Responsibilities

## Regis

- When we are made aware of a report of discrimination, sexual misconduct, or retaliation, we are responsible for stopping the behavior, preventing its reoccurrence, and remedying the impact on the affected person/community

## Community

- All Community Members. It is the responsibility of every member of the University community to foster an environment free from Discrimination, Harassment, Sexual Misconduct, and Retaliation.
- Employees. All Regis University Employees (except for Privileged and Confidential Resources) are considered Mandated Reporters and are required to promptly report any knowledge of prohibited conduct based on protected classes.
- Student Employees. Student employees, including graduate assistants and teaching assistants, are required to promptly report allegations of prohibited conduct that is discovered within the course and scope of their University employment.
- Students. Students are encouraged to report knowledge of prohibited conduct.

# Mandated Reporters

- Mandated Reporters means any school personnel who knows or has reason to believe a EO or Title IX violation is occurring.
- Title IX uses the concept of **notice**, and imposes obligations for a “prompt and effective remedy” on colleges and universities when notice of sex/gender discrimination or harassment is given to a “responsible employee.” A school has notice if a responsible employee **knew**, or in the exercise of reasonable care **should have known**, about the harassment. A responsible employee includes any employee who has the authority to take action to redress the harassment, who has the duty to report sexual harassment to appropriate school officials, or an individual who a student could reasonably believe has this authority or responsibility. Your college or university will define whether you are a “responsible employee.” Some faculty members will be, and some will not.

# Discrimination, Sexual Misconduct, & Retaliation

Regis University is committed to providing equal access to a learning and work environment free from unlawful discrimination, harassment, and retaliation.

## Protected Classes

Regis Policy prohibits University community members from engaging in unlawful discrimination and harassment on the basis of *race, color, national origin, sex (including sexual harassment, sexual violence, sexual assault, sexual exploitation, intimate partner violence, or stalking) gender, disability, age, religion, veteran status, marital status, pregnancy, parental status, gender identity, gender expression, sexual orientation, genetic information or any other legally protected status* in any of its policies, programs, admissions or activities.

## Sexual Misconduct

Sexual Misconduct is an umbrella term that includes (but is not limited to) **Sexual Harassment, Nonconsensual Sexual Contact, Nonconsensual Sexual Penetration, Sexual Exploitation, Intimate Partner Violence, and Stalking**, and any sexual conduct that takes place without consent of the parties involved.



# Retaliation

Any intentional action taken by any party to a complaint or report or allied third party that harms an individual as reprisal for being party to a complaint or report under this policy or participating in a civil rights complaint proceeding.

# Reporting to Regis

- Online reporting: [Equal Opportunity and Title IX Regis Webpage](#)
- Kassandra Alberico  
EO & Title IX Coordinator  
303-964-6435  
[kalberico@regis.edu](mailto:kalberico@regis.edu)

After a report, you have options.

# Options

- I will invite you to a conversation about your options, rights, and resources
- My approach is to work with the impacted person(s) to build a response that they are comfortable with and that is available to them
- Some possible options:
  - Answer questions and concerns
  - Supportive measures
  - Informal resolution
  - No action requested
  - Transition to only confidential resources
  - Formal complaint/investigation
  - Referral to legal and/or criminal options (separate from the university)

Confidential Support

# Confidential On Campus Resources



**VAVP (Victim Advocate and Violence Prevention Officer)**

**Shanese McGregor**

**Joining us from Vanderbilt University**

With more than eight years of experience in the field, her previous positions include survivor advocate at Kansas State and Ball State. She also worked as a family case manager for the Department of Child Services for the State of Indiana.

# Confidential On Campus Resources

## **OFFICE OF COUNSELING AND PERSONAL DEVELOPMENT**

Serves some students  
Coors Center room 114  
303.458.3507

## **CENTER FOR COUNSELING & FAMILY THERAPY**

Serves students and employees  
500 E. 84th Ave., Thornton, CO 80229  
.303.964.5786

## **STUDENT HEALTH SERVICES**

Serves students  
Coors Center room 114  
303.458.3558

## **UNIVERSITY MINISTRY AND JESUITS**

Serves students and employees  
Student Center room 214  
303.458.4153

# Non-Confidential On Campus Resources

## **EQUAL OPPORTUNITY & TITLE IX**

Kassandra Alberico

Serves students, employees, and visitors

Main Hall suite 133

303.964.6435

[kalberico@regis.edu](mailto:kalberico@regis.edu)

## **HUMAN RESOURCES**

Serves employees

West Hall room 107

303.458.4161

[HRinfo@regis.edu](mailto:HRinfo@regis.edu)

## **CAMPUS SAFETY**

Serves students and employees

Regis Square suite 28

303.458.4122

[safety@regis.edu](mailto:safety@regis.edu)

## **THE OFFICE OF THE DEAN OF STUDENTS**

Serves students

Student Center room 223

303.458.4086

# Confidential Off Campus Resources

## **SAFEHOUSE DENVER**

[www.safehouse-denver.org](http://www.safehouse-denver.org)

24-hour domestic violence hotline:

303.328.9989

## **THE BLUE BENCH**

[www.thebluebench.org](http://www.thebluebench.org)

24-hour sexual assault hotline:

303.322.7273

## **EMERGENCY DEPARTMENT SOCIAL WORKER**

[www.denverhealth.org](http://www.denverhealth.org)

24-hour ER Contact:

303.602.3308

## **ROCKY MOUNTAIN CRISIS PARTNERS**

[www.metrocrisisservices.org](http://www.metrocrisisservices.org)

24-hour crisis intervention services:

1.844.493.TALK (8255)

## **DENVER HEALTH HOSPITAL**

[www.denverhealth.org](http://www.denverhealth.org)

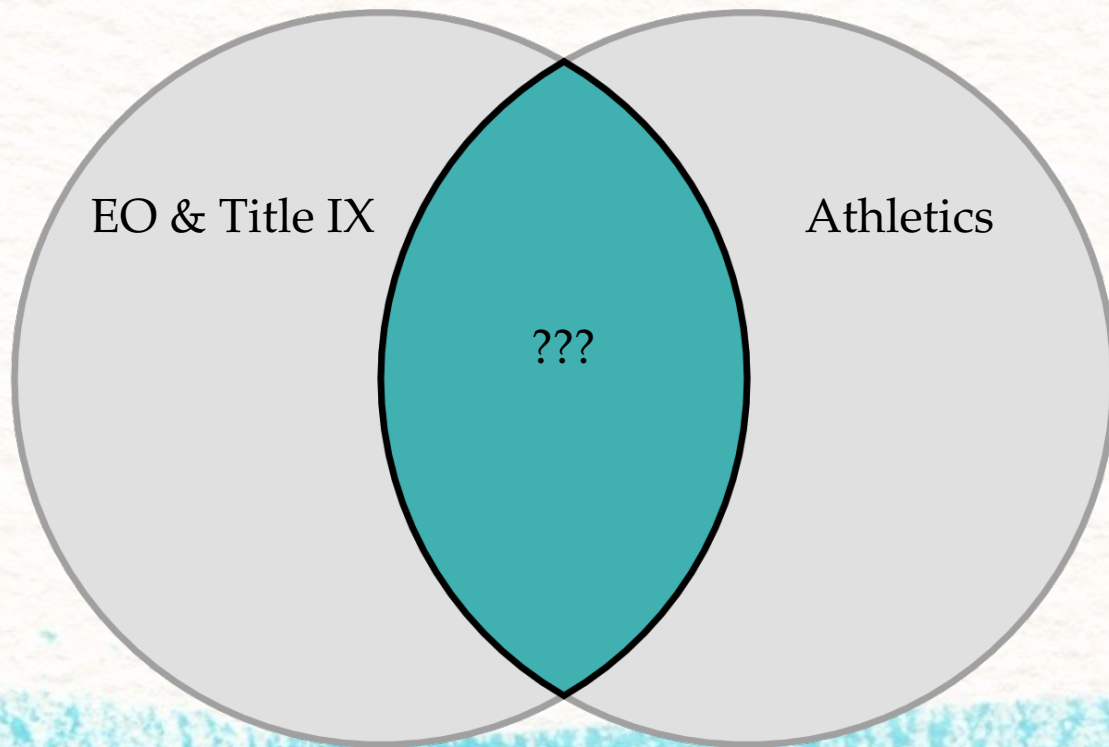
303.602.3007

To get checked out after a sexual assault, go to the emergency room entrance and ask for a SANE nurse (sexual assault nurse examiner)



EO and Title IX when it comes to Athletics.

# How do these spheres connect?



Who can give an example of a Title VII or Title IX issue that might arise within the Athletics department?

# Scenario Training

A student comes to you and tells you that they think they might have been sexually assaulted. They explain that they don't remember much from the night before but they woke up in a dorm that wasn't their own and their clothing was disheveled. How would you respond?

A friend tells you that another student used a racial epithet (slur) to describe a minority group while on campus. How do you respond?

You see a post of a student intoxicated online and passed out in a corner. The student has derogatory speech regarding their sexual orientation written on them in sharpie. The student is believed to be gay but you don't know whether or not it is true. How do you respond?

Questions?



## **Kassandra Alberico EO & Title IX Coordinator**

- 303.964.6435
- [kalberico@regis.edu](mailto:kalberico@regis.edu)

**Thank You!**