

TITLE IX RESOURCE GUIDE

Our group wants the best for everyone in our community. Unfortunately, sexual harassment and assault happen everywhere, even here. So please read on to learn about policies and resources available to you!

- If you have experienced sexual violence,¹ sexual harassment,² domestic/dating violence, stalking, or gender-based discrimination, you have rights and you have options. You have the right to file a complaint through Mines as well as to explore options outside of Mines. Your advisor and your peers in your research group are here to support you.
- Both on- and off-campus sexual misconduct fall within the jurisdiction of CSM. The Title IX Office³ and associated resources are available for everyone affiliated with Mines, even if the incident did not happen on campus or the perpetrator is not affiliated with Mines.
- We encourage you to talk to the Title IX Office, because they have a ton of resources available. There are many ways to get in touch with the office (check out their website [here](#)), but it will ultimately go to the Title IX coordinator, Karin (who is awesome).
- Faculty, staff, postdocs, and graduate students who are teaching assistants are mandatory reporters.⁴ This means that they are required to notify the Title IX Office if they become aware of sexual misconduct. They may be asked to provide details they have to the Title IX Office. However, they should not ask for additional information from the party(s) who reported to them. Additionally, the decision on how to move forward lies with the survivor.
- Title IX requires Mines to investigate and take appropriate action in response to a complaint using the information that has been provided. The survivor can choose what to disclose to the Title IX Office. They may not wish to give identifying details. However, if there is a known repeat offender, it will be helpful to have this information to assess the threat.
- Mines has strong protection against retaliation against the victim. There are many safety and academic [accommodations](#) which the Title IX Office can help with.
- Mines has a scale of responses to misconduct depending on the severity of the behavior. They typically defer to the wishes of the survivor, excluding situations where there is an ongoing threat to the community. The spectrum of responses ranges from simply providing resources to the survivor, to Karin or the Dean of Students having a conversation with the perpetrator, to an investigation, to involving law enforcement if the survivor wishes.
- There are [additional resources](#) available, some of which are confidential, both within and external to the Title IX Office.

These policies are complex and nuanced, and if you have any questions your advisor is more than happy to meet one-on-one.

Science is hard and we need to support each other to get through these years. If you are struggling, please reach out for help.

Thanks for being a fantastic group!

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Definitions (modified from the [Mines Title IX website](#)):

¹Sexual violence: Physical, sexual acts perpetrated without the mutual consent of all people involved or where a person is incapable of giving legal consent (e.g., due to the person's age, use of drugs or alcohol, or because an intellectual or other disability prevents the person from having the capacity to give consent). Sexual violence includes rape, sexual assault, sexual battery, sexual exploitation, sexual abuse, and sexual coercion. Sexual violence may also include instances of domestic violence, dating violence, and stalking.

²Sexual harassment: Unwelcome conduct (i.e., conduct without consent) of a sexual nature, including unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Harassment exists on a spectrum depending on severity and pervasiveness. Any unwanted physical contact constitutes severe harassment. On the other end of the spectrum, a pervasive (or predictable) series of small events that make someone uncomfortable also constitutes harassment. In addition to this, a significant power dynamic can contribute to harassment.

³Title IX: This is a federal civil rights law in the United States which reads,

“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.”

This has since been interpreted to apply to students who are survivors of sexual misconduct, since "when students suffer sexual assault and harassment, they are deprived of equal and free access to an education" (ACLU). Mines employs a full-time Title IX Coordinator and a network of Deputy Title IX Coordinators to ensure that Mines addresses any sexual misconduct complaint thoroughly and promptly.

⁴Mandatory reporting: All Mines employees (excluding non-TA graduate students) are required to contact the Title IX Coordinator and report instances of sexual harassment and violence. The motivation behind mandatory reporting is to make sure people impacted by sexual misconduct receive appropriate services and information, as well as allowing Mines to track incidents, identify patterns, and take appropriate steps to protect the community. This policy also makes sure no Mines employees are enabling misconduct by turning a blind eye. Reporting by a Mines employee will not necessarily result in an official complaint; rather, the Title IX Coordinator will assess the information and determine what action, if any, will be taken. Further, the Title IX Coordinator will determine who within Mines has a need to know about the issue and will inform them of the report.

Amorous relationships policy: Relationships with significant power differentials (such as between an instructor and a student) are strongly discouraged at Mines. This is because the existence of a power differential can restrict the less powerful individual's choice to participate freely and willingly in the relationship. Any relationship with a power differential must immediately be disclosed to the Title IX office so that any conflict of interest can be removed. More information can be found in the [policy](#).