WHAT IS TITLE IX
No sex discrimination. No sexual assault. *Period.*

It’s federal law.  It’s not just about sports.  The law says no sex-based discrimination.  Not just rape — it’s harassment, stalking, threats, too.  People of any sex, gender, identity or expression are protected.  Because equal rights are for all.

IF YOU SEE SOMETHING SAY SOMETHING DO SOMETHING
SEXUAL ACTIVITY WITHOUT CONSENT IS ASSAULT.

CONSENT IS:

**CLEAR**
- Consent is active.
  - It’s expressed through words or actions that create mutually understandable permission. Consent is never implied, and the absence of a no is not a yes. Silence is NOT consent. “I’m not sure,” “I don’t know,” “maybe,” and similar phrases are NOT consent.

**COHERENT**
- People incapacitated by drugs or alcohol cannot consent.
  - Someone who cannot make rational, reasonable decisions because they lack the capacity to understand the “who, what, where, when, why, or how” of the situation cannot consent. People who are asleep or in another vulnerable position cannot consent.

**WILLING**
- Consent is never given under pressure.
  - Consent is not obtained through psychological or emotional manipulation. Consent cannot be obtained through physical violence or threat. Someone in an unbalanced power situation (i.e. someone under your authority) cannot consent.

**ONGOING**
- Consent must be granted every time.
  - Consent must be obtained at each step of physical intimacy. If someone consents to one sexual activity, they may or may not be willing to go further.

To Submit a Title IX Complaint: https://wvm-gme-advocate.sympli.com/titleix_report/index.php/pid322659?
Title IX is a landmark civil rights law that prohibits sex discrimination in education.

Title IX is not just about sports – it also addresses sexual harassment and violence.

Schools can issue a no-contact order to prevent the responding party from interacting with the reporting party or witnesses to an investigation.

Schools must have an established procedure for handling sex-based discrimination, harassment, and violence.

Schools must protect anyone who makes a Title IX complaint from retaliation.

Schools must be proactive in ensuring that your campus is free of sex-based discrimination.

Title IX does not apply to female students only. Male and non-binary students are protected too.

The Title IX Coordinator can help you access a variety of campus and community resources.

If you have experienced sexual misconduct, you do not have to deal with it on your own.
CAMPUS AND COMMUNITY RESOURCES

Paul Williams
Director, Compliance, Training & Employee Relations
The Compliance Director receives and responds to reports of sexual harassment or sexual violence and can help facilitate accommodations for victims of sexual misconduct.
Phone: (408) 741-2194
E-mail: paul.williams@westvalley.edu

Employee Assistance Program (EAP):
EAP is available to all West Valley – Mission Community College District employees and provides each family with three visits with a licensed counselor for almost any personal issue. Legal and financial consultation, and work/life referrals are also available.
Phone: 1-800-834-3773
Website: wvm.edu/services/hr/benefits/other

Student Health Services:
Student Health Services can provide confidential services including first aid, birth control, emergency contraceptives (morning after pill), personal counseling, pregnancy tests, and STI (sexually-transmitted infection) testing.
Phone: (408) 741-2027
E-mail: wvc.healthservices@wvm.edu
Website: westvalley.edu/services/health
Online Services: westvalley.edu/services/online/health

Eric Ramones
Associate Vice Chancellor of Human Resources
The Associate Vice Chancellor of Human Resources oversees Title IX investigations of harassment and discrimination at the College.
Phone: (408) 741-2060
Email: eric.ramones@westvalley.edu

West Valley – Mission Community College
District Police Dept.
Victims of sexual violence can file a criminal complaint with the WVMCCD Police Department. WVMCCD can also facilitate a SAFE exam to collect and preserve evidence of the incident. District Police Officers are on duty seven days a week from 6:30 AM to 2:00 AM.

West Valley Office Location: E. College Circle at Campus Center Walk across from the PE Building
Office Hours: 9 AM – 5 PM | Monday – Friday
Dispatch phone: (408) 299-2311
Office phone: (408) 741-2092
Emergency: 9-1-1
Website: wvm.edu/police

To Submit a Title IX Complaint:
THAT'S NOT FUNNY.

I don’t like what you just said.

Am I the only one who is uncomfortable with that?

That’s illegal – you could get in serious trouble.

Is there anyone I can call for you?

Do you want to report what happened?

Are you OK?

I’m calling for help.

Is there any way I can help?

Is everything OK over here?

I’m saying something because I care about you.

Can we walk you home?

I’m calling 911.

Often the person being harmed feels alone, embarrassed, and scared. You can intervene by speaking up and saying something appropriate to the situation.
## USE THE THREE D’S TO INTERVENE SAFELY: DIRECT, DISTRACT, & DELEGATE

### DIRECT
- **Directly address the situation.**
  - Confront the person being harmed or the person you think is about to be harmed.
  - Ask someone who seems uncomfortable if they are okay.
  - Interject during a heated conversation and suggest everyone take a moment to cool down.
  - Tell your colleague their inappropriate joke is not funny.

### DISTRACT
- **Diffuse the situation by directing attention elsewhere.**
  - Break up a heated argument by asking for directions to the nearest bathroom.
  - Ask if anyone has seen the new movie that came out last weekend.
  - Show the group a cute picture of your dog.
  - Say you lost your keys and ask for help trying to find them.

### DELEGATE
- **If you feel uncomfortable intervening on your own, ask for help.**
  - If you feel unsafe or in immediate danger, call 9-1-1.
  - Ask someone in a position of authority to help (instructor, another employee, supervisor, or Campus Police).
  - Ask a more extroverted colleague or classmate to help you address the problem directly.

### STAY SAFE
- **Remember – Safety is your top priority.**
  - Before jumping into a potentially dangerous situation, be smart and think about your safety.
  - **Ask yourself:** How can I keep myself safe in this situation? What are all the options available? Who else might be able to assist me?

### To Submit a Title IX Complaint: