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COMMUNITY COLLEGE DISTRICT NO. 508
DECEMBER 5, 2019

Office of Human Resources
EEO & Labor and Employee Relations

TITLE IX REPORT

Presentation to the Board of Trustees
December 5, 2019



CITY COLLEGES'
of CHICAGO

Office of Human Resources
EEO and Labor & Employee Relations
TITLE IX Report

Board Policies and Procedures

Article 4 – Personnel

4.5 Equal Employment Opportunity

... Consistent with this Policy, the Board has adopted policies including uniform internal complaint procedures to enable the Board, through its EEO Office, to detect and eliminate discrimination prohibited by this Policy.

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EEO and Labor & Employee Relations
TITLE IX Report

EEO/Title IX Policy

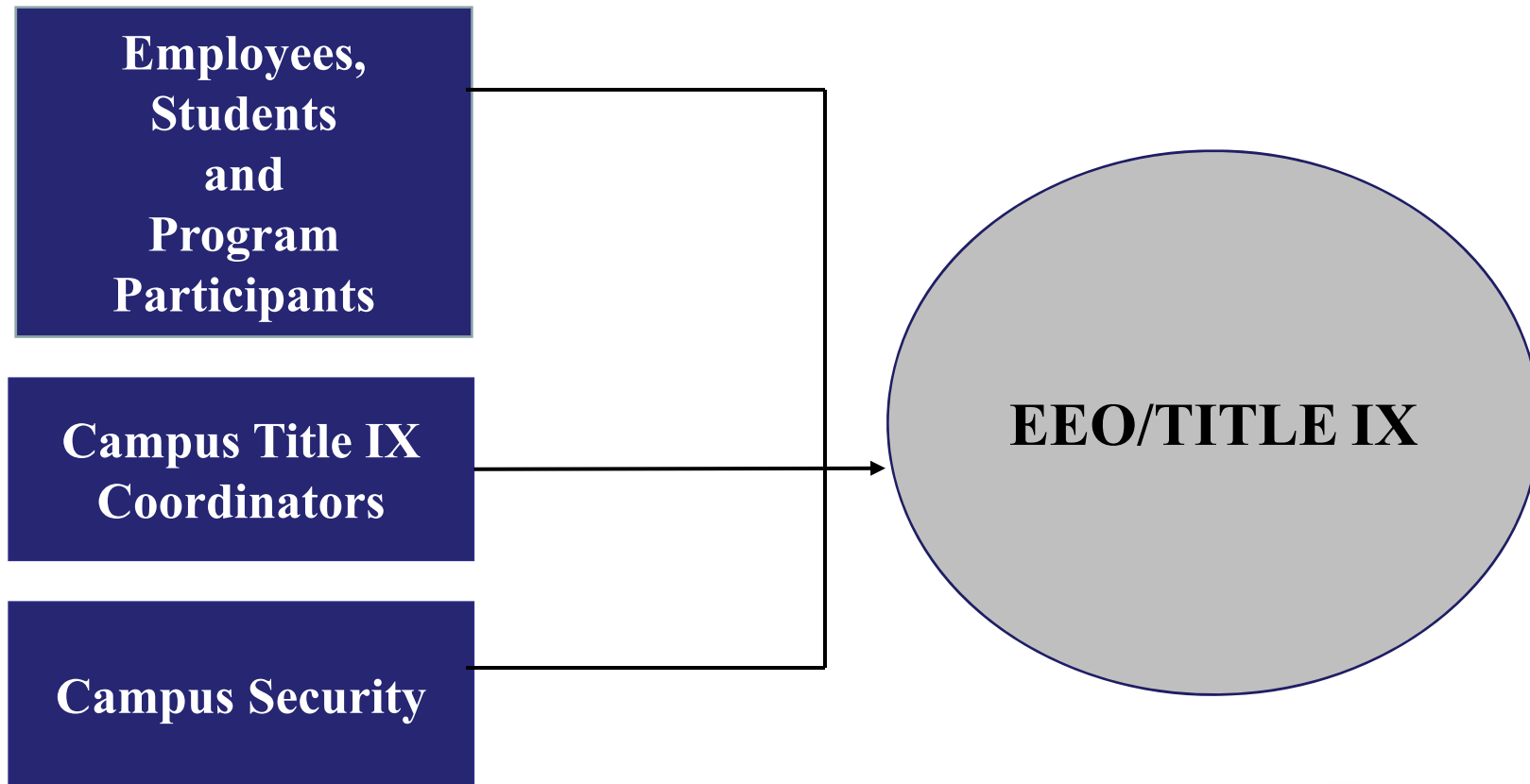
Sexual harassment is a form of sex discrimination and is prohibited by this policy, Title VII of the Civil Rights Act of 1964 (Title VII), and Title IX of the Education Amendments of 1972.

Two types of sexual harassment are:

- (1) Hostile work/academic environment; and
- (2) Quid pro quo.

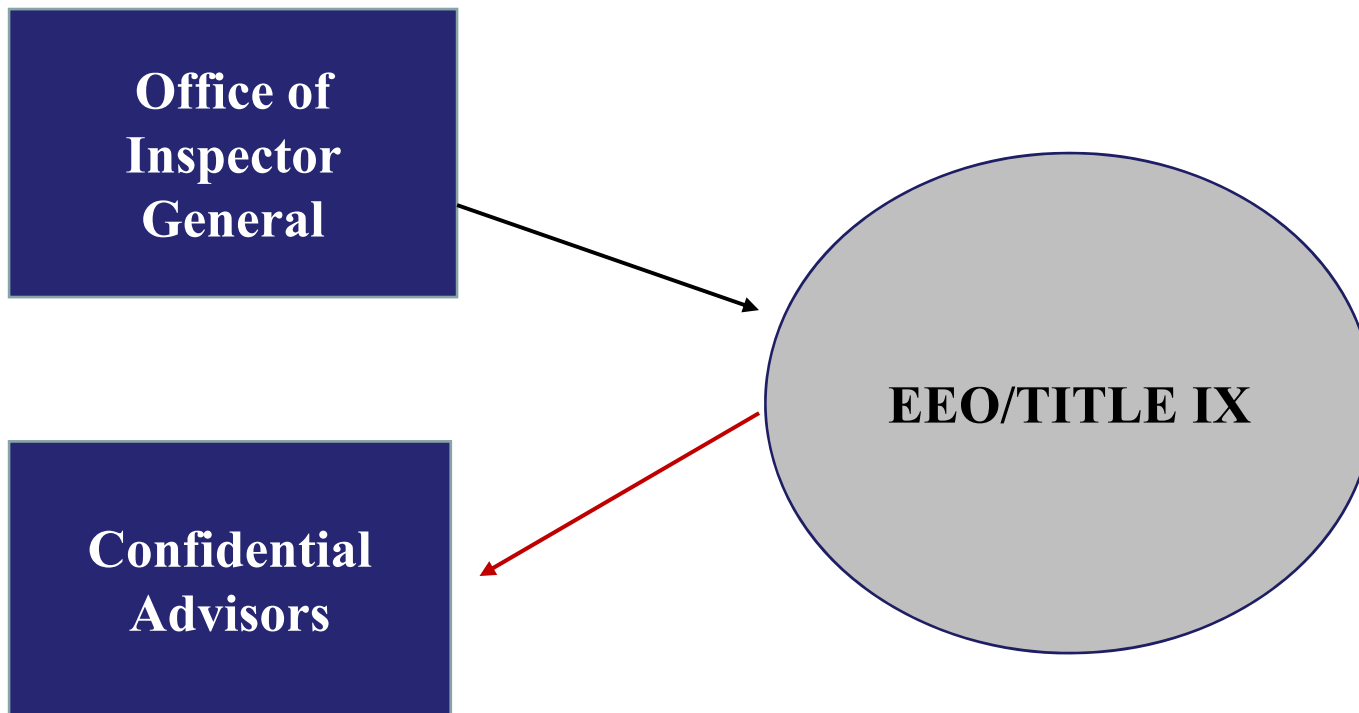
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TITLE IX REPORTING PROCESS



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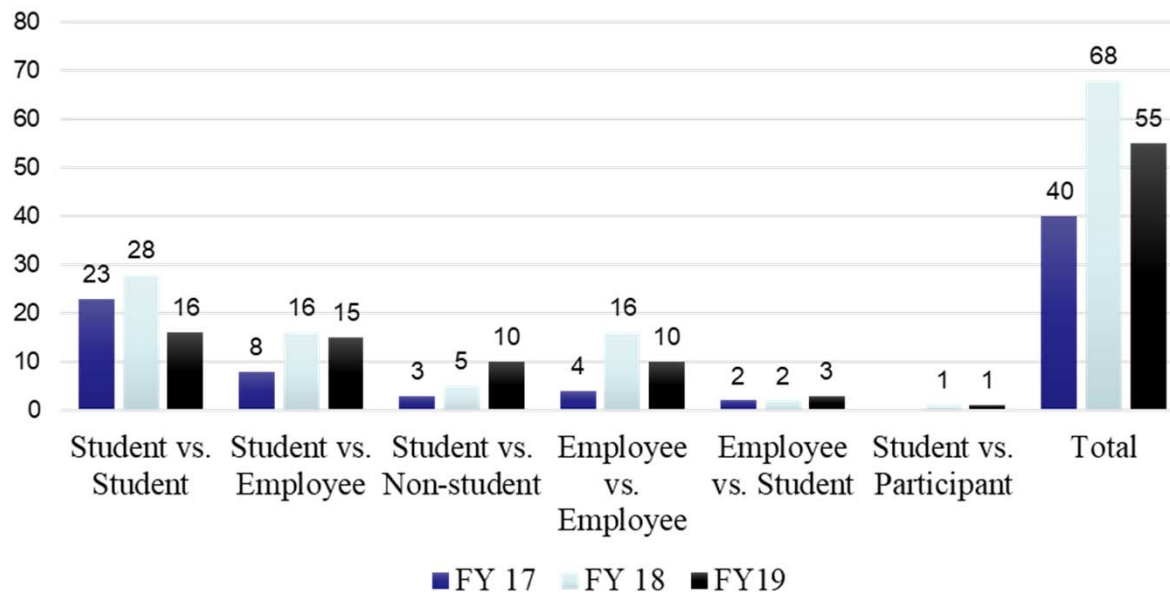
TITLE IX REPORTING PROCESS



Office of Human Resources
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TITLE IX Report

Title IX Report Data

Table A: Title IX Reports



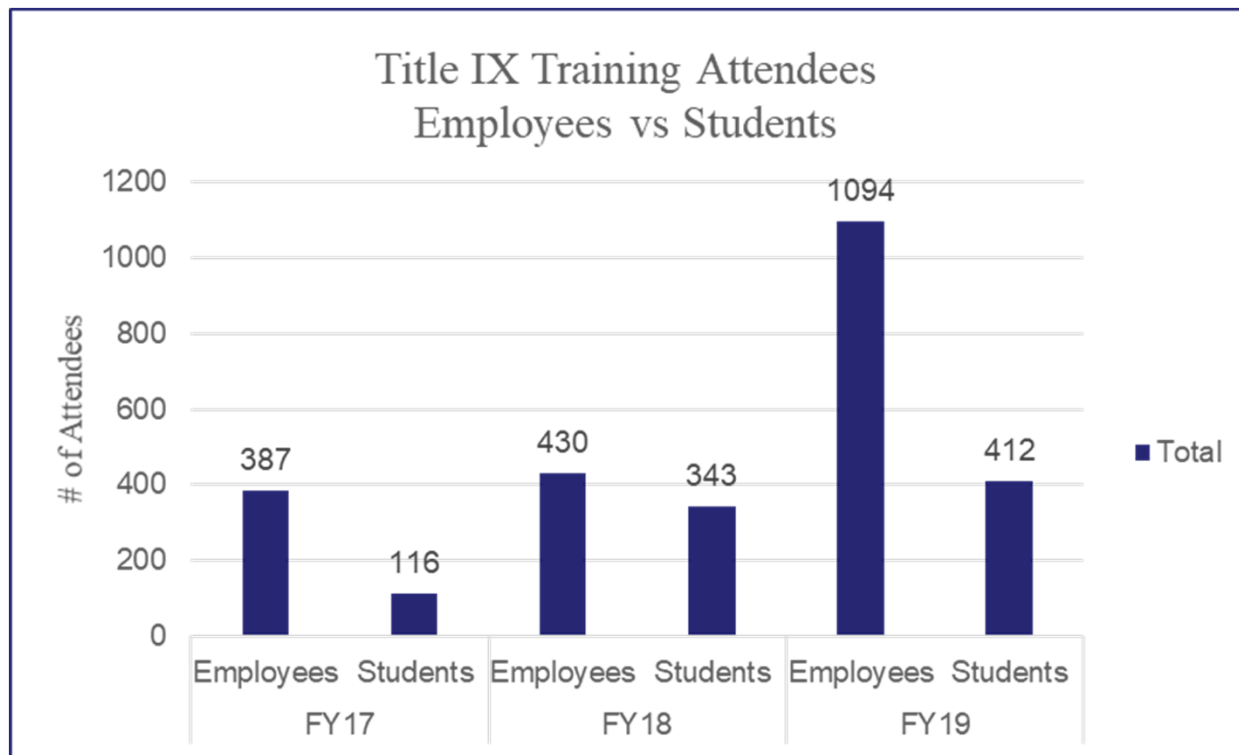
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Investigation Process

- Employee, student or program participant files an Title IX complaint
- EEO Office evaluates the complaint for acceptance
- Implement interim measures if necessary
- EEO Office will conduct investigation
- Make a determination based on the “more likely than not” standard.

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Title IX Trainings



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**STAND UP AGAINST
HARASSMENT**



We can all stop sexual harassment by stopping harassers in their tracks.

TITLE IX
PROTECTS YOU

www.ccc.edu/TitleIX

Student Services Engagement in Title IX

- From January 2018 to December 2018 the Wellness Centers provides the following service delivery related to sexual assault, relationship safety, sexual harassment, and domestic violence:

Education and Prevention Programs	140
Classroom Presentations	573
Student Contacts	21,734
Staff hours	838

- Student Activities and Student Government Association
 - For 2019-2020, Five Bystander Intervention/ Title IX Trainings completed
 - For 2018-2019, Three Bystander Intervention Trainings completed

Student Services Engagement in Title IX

District-Wide Activities

- Confidential Advisor Training by RAINN for Wellness Center staff
- Annual Denim Day in April

DENIM DAY 2019 EVENT SCHEDULE

WHEN
Wednesday, April 24th
TIME
9am - 5pm | HWC Rm. 103

9AM WELCOME & DEDICATION
9:30AM-4:30PM PHOTOBOOTH OPEN
*NOT OPEN BETWEEN 11AM-1PM
10AM-5PM EVENT/WORKSHOP SCHEDULE
11AM HWC TITLE IX PANEL DISCUSSION
12PM UNDOCUMENTED & INTERNATIONAL SURVIVORS ON CAMPUS - PRESENTATION
4:30PM CLOSING STATEMENTS

WEAR YOUR FAVORITE DENIM JEANS AND JOIN US FOR EDUCATION & ADVOCACY!

EVENTS & WORKSHOPS

HEALTHY RELATIONSHIPS ROUND TABLE
10am | 1pm | 2pm | Rm. 103
Host: Planned Parenthood | SARAH'S INN

WHAT IS CONSENT? ROUND TABLE
10am | 1pm | 2pm | Rm. 103
Host: Planned Parenthood | YVONNE

GIRL TALK - GROUP SUPPORT
1PM-2PM | ROOM 1122
ALL GENDER IDENTITIES WELCOME
Host: JESSIE | HWC Student Center

KNOW YOUR RIGHTS ROUND TABLE
1PM-2PM | ROOM 103
Host: Institute and Progress Lab

COMMUNITY RESOURCE SPACE
3pm-4:30pm | Rm. 103
Host: Planned Parenthood
Institute and Progress Lab
Chicago Way Foundation Outreach
Women's Resource
National Immigration Justice Center
Wash/USA (LIFE SPAN) | SARAH'S INN
HWC Wellness Center - A&S MORGAN

HEALING & RESTORATION WORKSHOPS
3pm | 4pm | Rm. 103
Host: Elizabeth Stevens, LSP
Dorian Salinas

