

Sexual Misconduct Policy: Annual Refresher

January 28, 2022 Faculty Meeting

Agenda

- Objective and Purpose
- Institutional Values and Commitments
- Overview of Sexual Misconduct Policy
 - Student Reports of Sexual Misconduct
 - Supportive Measures
 - Advisors

Scope of Sexual Misconduct (SM) Policy

- SM Policy covers students
- Appendix B of the SM Policy covers students and employees
- SM Policy applies to on-campus conduct and some off-campus conduct

Prohibited Conduct

- Sex- or gender-based discrimination
- Sexual or gender-based harassment
- Sexual assault
- Sexual exploitation
- Stalking
- Non-consensual sexual contact
- Intimate partner violence

Sexual Harassment

- Quid Pro Quo Harassment "If you do this for me, I'll do that for you."
- Hostile environment the conduct is sufficiently severe, pervasive, or persistent that is unreasonably interferes with education or employment.
- Conduct includes verbal conduct, visual conduct, and written conduct

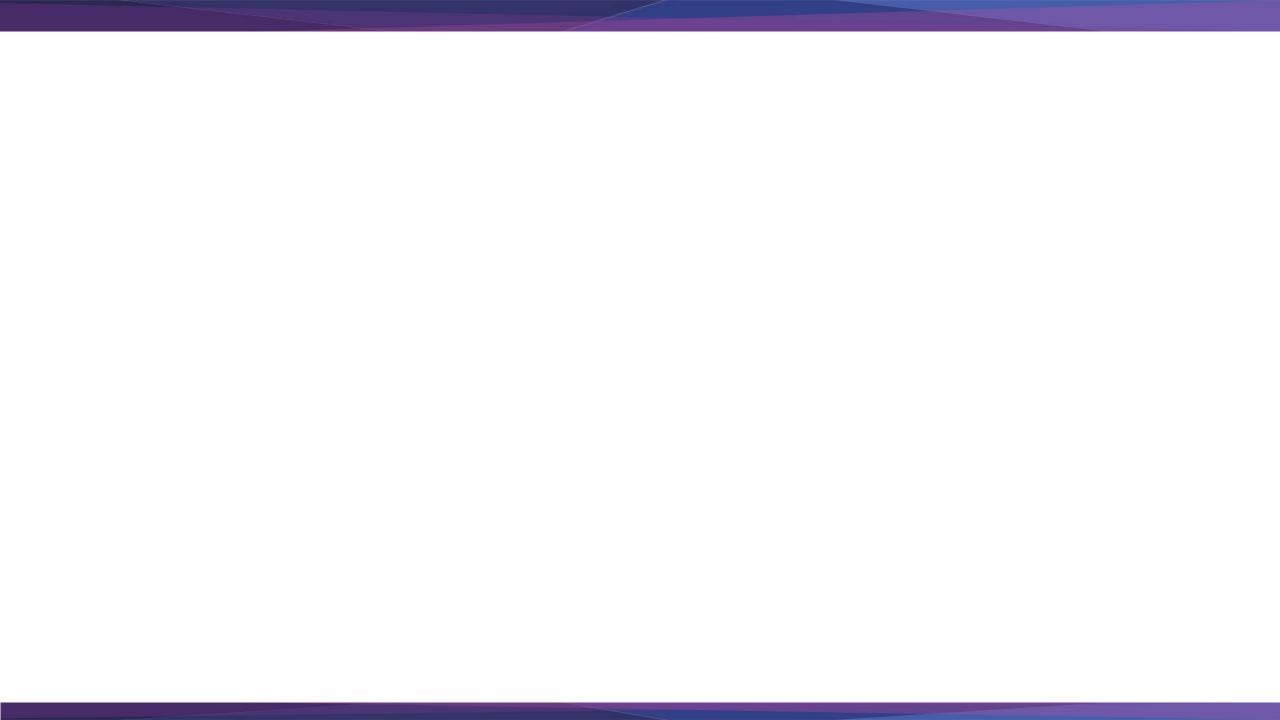
Title IX - Appendix B

Nature of Complaint



- Sexual harassment;
- Quid pro quo harassment by employee
- Sexual misconduct dating violence, domestic violence, stalking, or sexual assault

Location of Alleged
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In a building
owned or



Confidentiality and Privacy

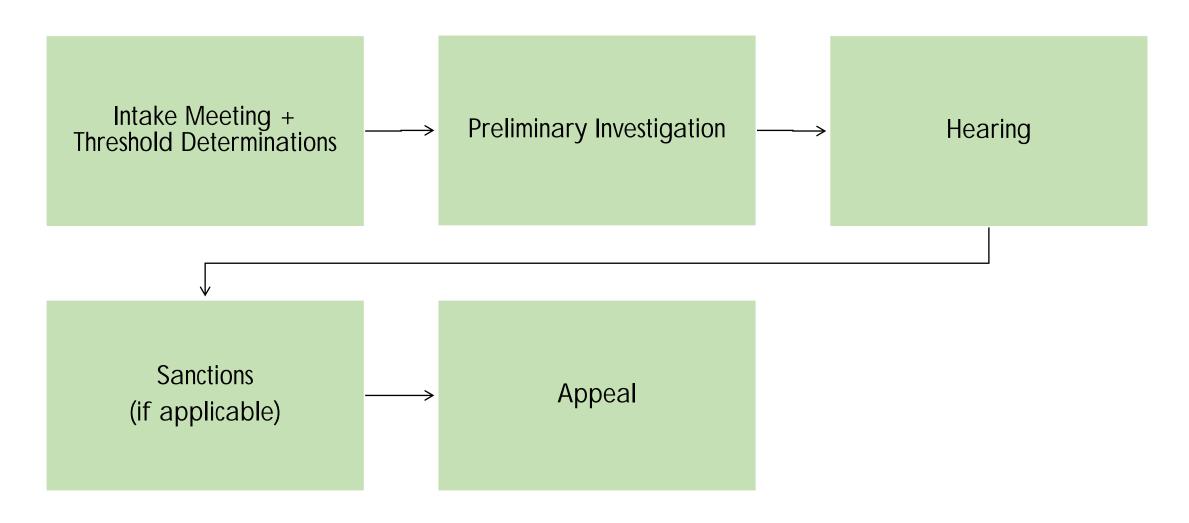
- All Southwestern employees are required to report incidents of sexual misconduct to the Title IX Coordinator or Deputy Title IX Coordinator.
 - Employees do not need to make a determination or weigh the facts before reporting to the Title IX Coordinator or Deputy Title IX Coordinator.
- Privacy Identifiable details of a report are shared on a need to know basis.

Southwestern's Responsibilities

When Southwestern is notified of a report of sexual misconduct, we must provide the reporting party with information including:

- The range of supportive measures
- On- and off-campus resources
- Options for filing a formal complaint with Southwestern and/or law enforcement

Formal Resolution Process



SOUTHWESTERN LAW SCHOOL

Advisors

- All parties are permitted to bring an advisor to any meeting or interview to provide support
- The advisor may direct and cross-examine parties at hearing
- Parties are not prohibited from asking a faculty member to be an advisor

Retaliation



Questions?