



## Training Overview

Training Program: Title IX Solutions, LLC's *Title IX & Beyond*

Training Session: Continuum of Sexual Misconduct, Implicit Biases, and Equitable Responses

Date: August 6, 2020

### ABOUT RAINN

RAINN, the nation's largest anti-sexual violence organization, founded and operates the National Sexual Assault Hotline and Online Hotline to provide 24/7 support that's free, anonymous, confidential, and in English and Spanish to anyone affected by sexual violence. Leveraging our expertise and insights in the field, our consulting team has created a customized training for Title IX personnel attending Title IX Solutions, LLC's *Title IX & Beyond* virtual training program. Please direct any questions regarding this training or RAINN's Consulting Services to [consulting@rainn.org](mailto:consulting@rainn.org).

### TRAINING GOAL

To provide participants with education on providing a fair, unbiased, and equitable response to sexual misconduct

### TRAINING OUTLINE

#### I. CONTINUUM OF SEXUAL MISCONDUCT

The training begins with an overview of the continuum of sexual misconduct, from attitudes to overt sexual violence, and a discussion of other boundary violations that have the potential to contribute to discrimination. In order to deepen competency in reviewing the facts of a case, participants will consider six areas along the continuum: oppressive societal attitudes, nonsexual boundary violations, grooming tactics, microaggressions, subtle sexual misconduct, and overt sexual misconduct. This section will conclude with a closer look at the three-pronged definition of sexual harassment as outlined in the new regulations.

#### II. IMPLICIT BIASES

A deep dive into biases, this section will define implicit biases and highlight why understanding them is fundamental to responding to sexual misconduct in an impartial way. Through a thought exercise and scenario-based activity, participants will reflect on their own biases and how those may be activated when responding to a report of sexual misconduct. The goal of this reflection is to identify individual biases so that Title IX personnel are able to better set them aside and provide a fair and equitable response.

#### III. EQUITABLE RESPONSES

Participants will build upon the knowledge from section II as they learn equitable response strategies premised on fairness and impartiality. The strategies will include tangible skills to be used prior to and during Title IX proceedings, in conversations with complainants and respondents, and when communicating about the case.

#### IV. RESOURCES

Resources that participants can access will be provided within the following categories: Resources for Students, Resources for Title IX Personnel, RAINN's Resources, and Other National Support Hotlines.