



# Harassment and Sexual Harassment Annual Training

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Compliance Officer/Title IX Coordinator

*For Zoom Presentations – Please type your name in the comment box to sign in for the training. If more than one person is in attendance, type all names. Names should be your legal name used in employment documents.*

# Training objectives and expectations

- Open and respectful discussion regarding Harassment, Sexual Harassment, and other sensitive topics
- Not everyone is going to agree and that is okay
- Ability to provide guidance and support to those that are experiencing Harassment, Sexual Harassment, and Discrimination
- Content may make you uncomfortable and you are allowed to leave the room if it becomes too much

# Title VI of the Civil Rights Act

No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

Includes:

- Discriminatory discipline
- Racial harassment
- Unequal access to resources
- Unfair employment practices

# Title IX of the Education Amendments of 1972

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.

Includes:

- Sexual Harassment
- Sexual Misconduct
- Sexual Assault
- Unfair treatment on the basis of sex/gender
- Protections for pregnant and parenting individuals
- Dating Violence



2024 Changes

# Title VII of the Civil Rights Act

Title VII prohibits employment discrimination based on race, color, religion, sex and national origin.

Includes:

- Employment decisions regarding hiring, firing, and terms of employment based upon a person's protected class
- Limiting or classifying employees/applicants because of their protected class

# FHSU Policy on Harassment

- Unwelcome conduct that is based on a person's:
  - Gender
  - Race
  - Religion
  - National origin
  - Color
  - Age
  - Marital status
  - Sexual orientation
  - Disability
  - Veteran status
  - Genetic information
- Prohibited under Title VII of the Civil Rights Act
- Lots of good information on the Judicial Affairs website - [fhsu.edu/judicial/](https://fhsu.edu/judicial/)



# What is Sexual Harassment

Verbal

Non-Verbal

Physical





# What is Sexual Assault?

Sexual contact or behavior that occurs without the explicit consent of the victim

Non-consensual acts

# Reporting and Responsibility

- FHSU is committed to an environment in which students, faculty, administrators, and staff work together in an atmosphere free from all forms of discrimination, harassment, exploitation and intimidation, including, but not limited to, verbal, physical, or written behavior directed toward or relating to an individual or group on the basis of their protected class status.
- Any known violations should be reported so the issues can be addressed and the University is not accused of being deliberately indifferent.



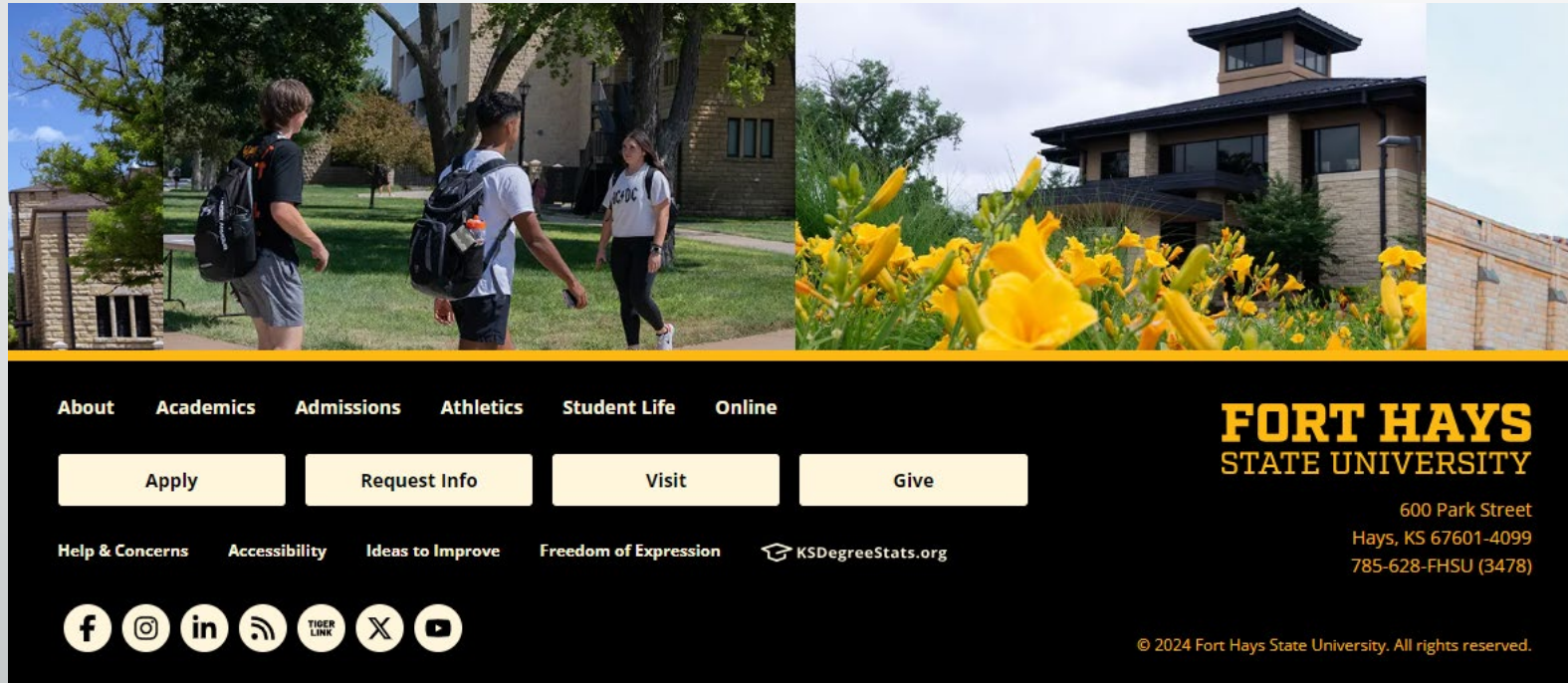
What type of reporter are you?

Mandated Reporter

Non-Mandated Reporter

# WAYS TO REPORT

- Contact Laurie Larrick through phone (785-628-4175) or email ([lelarrick@fhsu.edu](mailto:lelarrick@fhsu.edu)).
- Report via FHSU website
- Sheridan 314



If a crime has been or is being committed, please contact University Police or 911.



# Scenarios

Is this reportable?

What information do you need to report?

What concerns you about this situation?



# QUESTIONS?

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