



“Title IX”

Employee Training

Level 1

CAIRN UNIVERSITY

Title IX

The federal government requires universities to have strategies for the prevention of discriminatory and harassing behaviors and a mechanism for reporting all forms of these incidents including sexual misconduct.

Title IX

The basis for this prevention, reporting, and investigating is:

Title IX

Which provides assurance that each student has a right to an education free from sex discrimination.

Title IX

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.

(Title IX, 20 U.S.C. sec. 1681 & 34 C.F.R. Part 106)

Cairn's Expectations Exceed Title IX

The Cairn community is committed to a safe campus experience whether the federal government demands it or not.

Cairn's Mission Statement

Cairn University exists to educate students to serve Christ in the church, society, and the world as biblically minded, well-educated, and professionally competent men and women of character.

Cairn's Community Covenant

Cairn University is an academic community of Christian students, faculty, and staff. As such, and in keeping with the mission of the University, members of the Cairn community are to **exhibit biblical wisdom and Christian maturity regarding their personal conduct and behavior toward others**. They should be sensitive regarding the testimony of their personal lives in representing the Lord Jesus Christ, His church, and the University. Members of the University community should live according to 1 Corinthians 10:31: "Whatever you do, do all to the glory of God."

Christian **community involves covenantal responsibility and mutual obligation to one another** as members of one body living together before a righteous and holy God. Therefore, members of the University community are to be guided by biblical admonitions to demonstrate Christian love and concern for others, honesty, fairness, justice, kindness, forgiveness, **mutual edification, self-control, deference, respect, and social responsibility toward one another and all people**.

Because Christian community exists in a social and cultural context, **members must be careful to demonstrate civility and respect for those with whom they disagree, while exercising wisdom in evaluating the ideas and activities of others**. Christians living in harmony share a deep concern for the Body of Christ, defer to one another, reason together, and express genuine Christian love, as outlined in Romans chapter 14.

Cairn's Response to Sexual Misconduct

Cairn will not tolerate sexual harassment, sexual assault, sexual violence, domestic violence, dating violence, or stalking.

(collectively “Sexual Misconduct”)

University officials will take seriously any report of sexual misconduct and take immediate steps to investigate, prevent its recurrence, address its effects, and prohibit retaliation.

Reminders: Scope of Title IX

United States Department of Education, Office of Civil Rights has clarified that Title IX includes but is not limited to:

Discrimination

Gender Inequity

Harassment

Domestic Violence

Retaliation

Sexual Assault

Cyber Bullying

Stalking

Assault

Hazing

Dating Violence

Non-Consensual Contact

Rape

Sexting

Why Does Every Cairn Employee Need to Know Title IX?

Cairn University has declared almost every employee to be a “Responsible Employee” and thus you are a mandatory reporter of any type of discriminatory or harassing behavior, stalking, domestic or dating violence, assault or sexual assault.

(employees of the Health Center and Oasis are not considered responsible employees as defined by Title IX)

Why is this Crucial?

Employees are held accountable for failure to follow Cairn University guidelines on Title IX.

Failure to follow federal guidelines could also make you the target of a civil suit by a complainant.

Privilege of Confidentiality Does not Exist

It is important to remember that Title IX does not allow for an employee in a higher education institution to consider a conversation about a Title IX related incident to be confidential.

As a “**Responsible Employee**” you need to inform the student that you must report to the Title IX Coordinator any Title IX related incident involving a student.

“Privilege” of Confidentiality?

For privilege to apply, the person must be:

- Licensed,
- Working in the job they are licensed for,
- And engaged in that work when they hear of an incident.

“Privilege” of Confidentiality?

Therefore:

Even if you are a lawyer, therapist, counselor, licensed care provider, or even clergy who normally has the privilege of confidentiality in your other work setting; when working at Cairn you do not have that same privilege of confidentiality unless the conversation took place while working in Oasis or the Health Center.

SUBMIT A REPORT

- You don't need to determine facts or validity.
- Don't investigate on your own.
- Allow the Cairn University Title IX Team to investigate and determine interventions and actions.

SUBMIT A REPORT

Report Discrimination or Sexual Harassment

REPORT SEXUAL MISCONDUCT

Sexual misconduct includes sexual harassment and sexual assault. Sexual harassment is any sexually based unwelcome verbal, non-verbal, or physical conduct of a sexual nature and can include unwelcome sexual advances, requests for sexual favors, and other conduct of a sexual nature. Sexual misconduct also includes sexual assault, dating violence, domestic violence, or stalking as defined in the Violence against Women Act (VAWA).

REPORT DISCRIMINATORY CONDUCT

Discriminatory conduct is detrimental action based on an individual's sex, race, color, age, national or ethnic origin, or disability that is so severe, persistent, or objectionably offensive that it unreasonably interferes with or limits an individual's ability to participate in or benefit from the University's employment and/or educational program or activities.

Cairn University has Investigative Responsibility

Cairn must investigate every complaint, taking immediate and appropriate steps to:

- Investigate what occurred,
- Take prompt and effective action to end the situation,
- Remedy the effects, support the community members and prevent it from occurring again.

Cairn's: Title IX Team

• Scott Cawood	SR VP Student Affairs	Title IX Coordinator
• Mary Boyer	SR VP Human Resources	Deputy Title IX Coordinator
• Rick Swift	Dean of Students	Lead Investigator
• Kevin Cornetto	Director Safety & Security	OSS Liaison
• Andrew Gordon	Assistant Dean	Investigator
• Paul Ragonese	Resident Director	Investigator
• Lizzie Palmer	Resident Director	Investigator
• Luke Gibson	Director Pathway Center	Investigator
• Brian Luther	Faculty	Hearing Panelist / Investigator
• Abby Holmsten	Coordinator UMC	Hearing Panelist / Investigator
• Andrea Stange	Academic Assistant	Investigator
• Andrea Aldrich	Director Enrollment Ops	Hearing Panelist
• Dana Jalovick	Development Database	Hearing Panelist
• David Babb	Athletic Director	Athletic Compliance
• Liz Mason	Director ARC	504 Coordinator

History of Investigations

2013-14	3 Investigations
2014-15	5 Investigations
2015-16	11 Investigations
2016-17	8 Investigations
2017-18	5 investigations
2018-19	4 investigations
2019-20	6 investigations
2020-21	5 investigations
2021-22	5 investigations

In nine years only **17 of the 52 (33%)** incidents investigated have truly involved a Title IX related incident.

What About Students Needing Help With Issues Other Than Sexual Misconduct?

Cairn encourages community members to look out for one another as part of our covenantal responsibility.

Counseling students is one of the great opportunities within the scope of our work at Cairn. Refer students to professional help as needed.

Identifying Students Who Need Help

Reasons for a Behavior Intervention Referral:

- Significant Depression, abnormal/bizarre behavior, and/or change in personal decision making.
 - Behaviors include, but are not limited to: change in hygiene, overt dependency on people, withdrawn from social behaviors, changes in health/wellness—eating, sleeping, etc.
- Self-injurious behavior/ suicidal ideation or attempt.
- Erratic behavior (including online activities) that disrupts the mission and/or normal proceedings of University students, faculty, staff, or community.
 - Behaviors include, but are not limited to: talk of suicide or suicidal action
 - Behaviors include, but are not limited to: threats of a weapon on campus, significant inappropriate disruption to community, potential for safety being compromised
- Hospital transport for alcohol and drug use/abuse.

Warning Signs of Student Distress

- Loss of interest in previously important activities
- Caring less about personal performance
- Recent drop in grades, missed classes, poor attendance, repeated tardiness
- Talking/writing about suicide or violence toward others
- Changes in sleep patterns; too much or too little
- Abrupt changes or wide variations in mood; angry and hostile, overactive and excitable or withdrawn and passive
- Increasing secrecy about actions, friend possessions
- Obvious withdrawal from family, friends or interests
- Stealing, lying
- Excessively watching violent movies on TV or computers and/or reading violent materials
- Giving away possessions
- Decreased concentration / Increased disorganization

Behavior Intervention Report

An online reporting form is available on the Cairn website for submitting alerts for students. Each report should include as much detail as possible about the behavior and/or incident of concern.

Anyone can report a concern by filling out a BIT online report form.

[Report Online](#)