

THE
equity OFFICE
+ title IX

Hima Vatti

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Website and Email Address

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Who we are

Need to Know

Hima: Asst VP Equity/Equity Investigations and Title IX Coordinator

Paula: Team Administrator

Valerie: Deputy Title IX Coordinator/Civil Rights Resolution Specialist

Sarah: Assistant Deputy Title IX Coordinator and CRRS

Confidential

Pilar: Campus Sexual Violence Advocate

Issues Addressed by Title IX Office

- **Sexual Harassment** (quid pro quo, hostile environment)
- **Sexual Violence/Misconduct** (sexual assault, non-consensual sexual touching, relationship violence, domestic violence, dating violence, stalking)
- **Discrimination and Harassment** on the basis of protected characteristics (e.g., sex, gender, sexual orientation, race, disability, color, national origin, ethnicity, religion)
- **Climate Concerns** (disrespectful behaviors)

Protected Characteristics

Race, national origin, nationality, ethnicity, ancestry

Color

Medical Condition

Disability

Age (if over 40)

Religion

Sex/gender/gender identity/gender expression (includes pregnancy, etc)

Sexual orientation

Being a domestic violence victim

Military or veteran status

Association with anyone with a protected characteristic

Climate Concerns

- Comments devaluing/bullying others (e.g., merit, knowledge, contributions)
- Interrupting
- Anger management issues
- Inappropriate jokes
- Overfamiliar interactions (professionalism v friendship)
- Other unprofessional behaviors

How do we help

Information

Intake

Assessment

Safety Response (imminent, immediate threat to physical safety)

Supportive Measures

Options counseling

Independent action by Caltech (no participation required)

Informal resolutions

Formal resolutions (mediations w/wo disciplinary measures, investigations)

How do we help

Facilitate access to support resources

Facilitate access to law enforcement

Cooperation w/law enforcement

Use of grant funding

Coordination with resources to facilitate resolutions

Faculty, Provost, President

Housing, ORE, Deans

Other schools

How can you help

Model appropriate conduct

- Be kind and respectful to others, show empathy

- Respect boundaries

- Model good boundaries

- Look out for people and encourage others to do the same

- Encourage use of resources, including E/Title IX Advocates

- “This is not ok.”

Praise those who engage in appropriate conduct

Share what you know—encourage facts over rumors