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