

Caltech

equity+  
title IX OFFICE

*Postdoc Orientation*

# WHO WE ARE

## *Need to Know*

- Lynzie De Veres: Title IX Coordinator
- Paula Knop: Team Administrator

## *Confidential*

- Shirley Paz: 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

# Discrimination and Harassment Based on Protected Characteristic

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

# 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)
- Facilitate access to support resources
- Facilitate access to and cooperation with law enforcement
- Use of grant funding
- Coordination with resources to facilitate resolutions

# HOW TO MAKE A REPORT



EMAIL US INDIVIDUALLY OR  
AT [EQUITY@CALTECH.EDU](mailto:EQUITY@CALTECH.EDU)



DROP BY THE CENTER FOR  
STUDENT SERVICES IN SUITE  
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FILL OUT THE ONLINE REPORT  
FORM ON OUR WEBSITE  
[EQUITY.CALTECH.EDU](http://EQUITY.CALTECH.EDU)