

Sexual and Gender-Based Misconduct Policies for Faculty 2020-2021

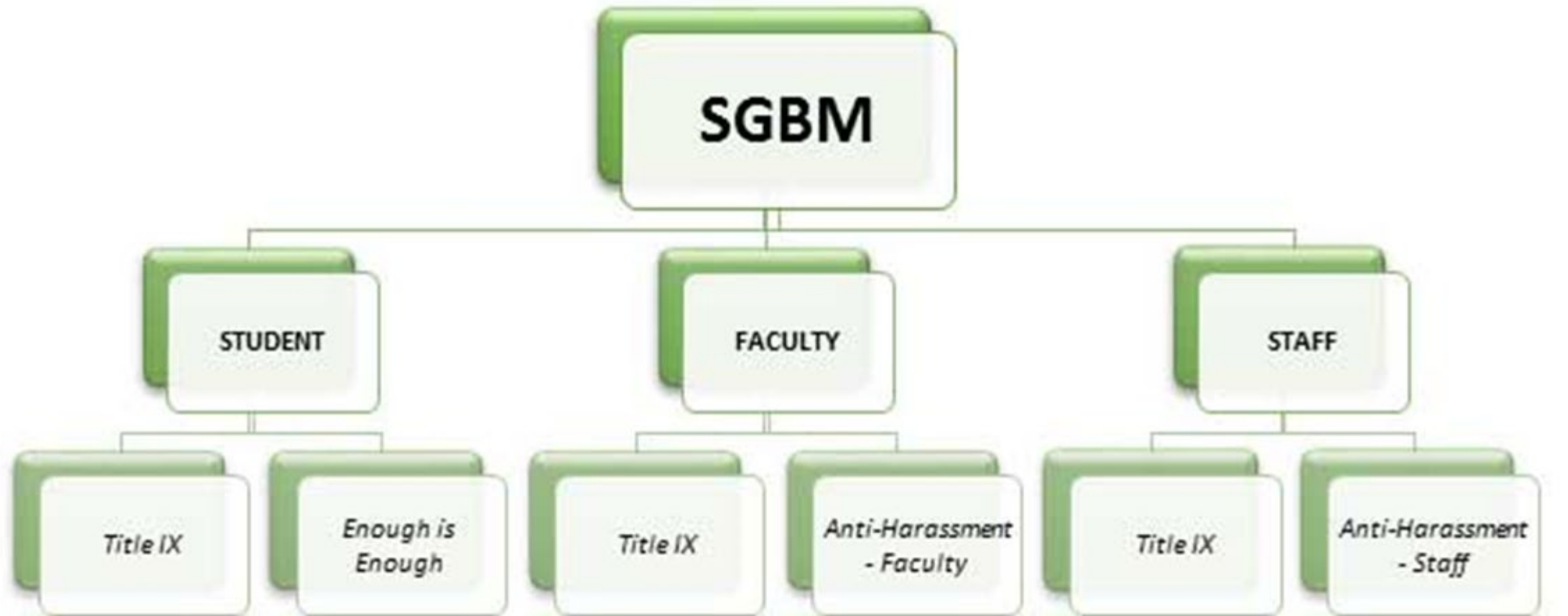
Faculty Meeting
September 4, 2020

Sexual and Gender-Based Misconduct Policies

- Skidmore College prohibits the crimes of:
 - **Sexual Harassment**
 - *Quid Pro Quo*
 - *Severe, Pervasive, & Objectively Offensive*
 - **Sexual Assault**
 - **Dating Violence**
 - **Domestic Violence**
 - **Stalking**
- Affirmative consent definition still applies.
- Retaliation remains prohibited.
- There are two policies for faculty that may be applied in response to sexual and gender-based misconduct (SGBM) depending on jurisdiction:
 - Title IX Policy
 - Anti-Harassment Policy for Faculty
- The full SGBM definitions and policies can be found at

www.skidmore.edu/sgbm

Organization of SGBM Policies



Comparison of SGBM Faculty Policies

Title IX:

- Definitions & Jurisdiction:
 - Definitions determined by Department of Education
 - Complainant is a Skidmore student, staff, or faculty member
 - Respondent is Skidmore faculty
 - Must have occurred on College controlled property
 - Must have occurred in the United States
- Investigation
- Live Hearing with Cross-Examination
- Appeal

Anti-Harassment Policies:

- Definitions & Jurisdiction:
 - Definitions determined by College, Title VII, and NY Human Rights Law
 - Respondent is Skidmore faculty
 - Could occur anywhere
- Informal Resolution
- Investigation
- Administrative Review
- Appeal

Questions and Comments

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