

**WELCOME TO**



*A SCTCS Division of Academics, Student Affairs & Research Initiative*

**TILT**  
TEACHING & LEARNING TUESDAY

## **Recent Title IX Changes & Behavioral Intervention Teams**

August 17, 2021

2:30pm

# ABOUT THE PRESENTER

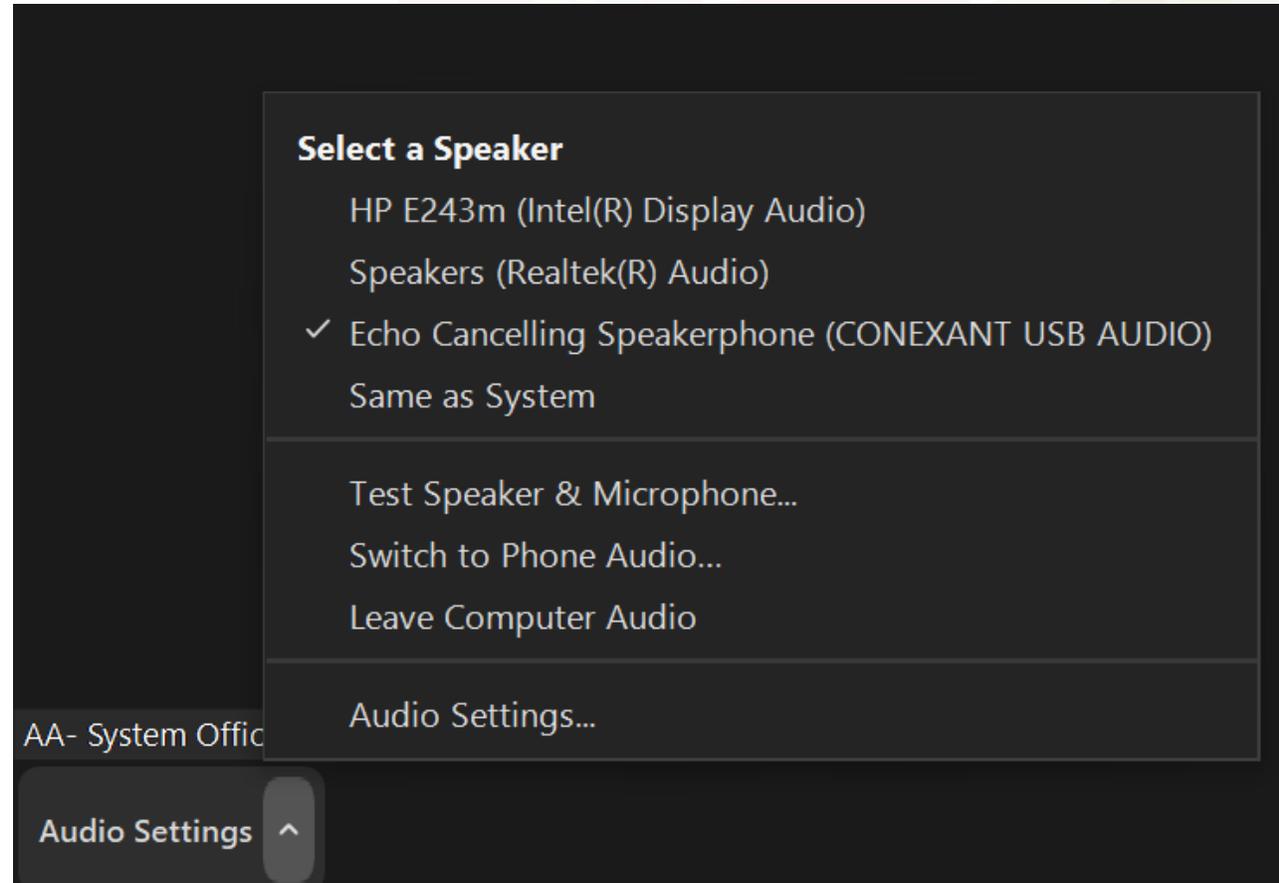


**Dr. Matteel Knowles**  
Vice President for Student Services  
Greenville Technical College



**Lane Goodwin**  
Director of Academic &  
Program Compliance  
SC Technical College System

# ZOOM WEBINAR



AA- System Office

**Select a Speaker**

- HP E243m (Intel(R) Display Audio)
- Speakers (Realtek(R) Audio)
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# ZOOM WEBINAR

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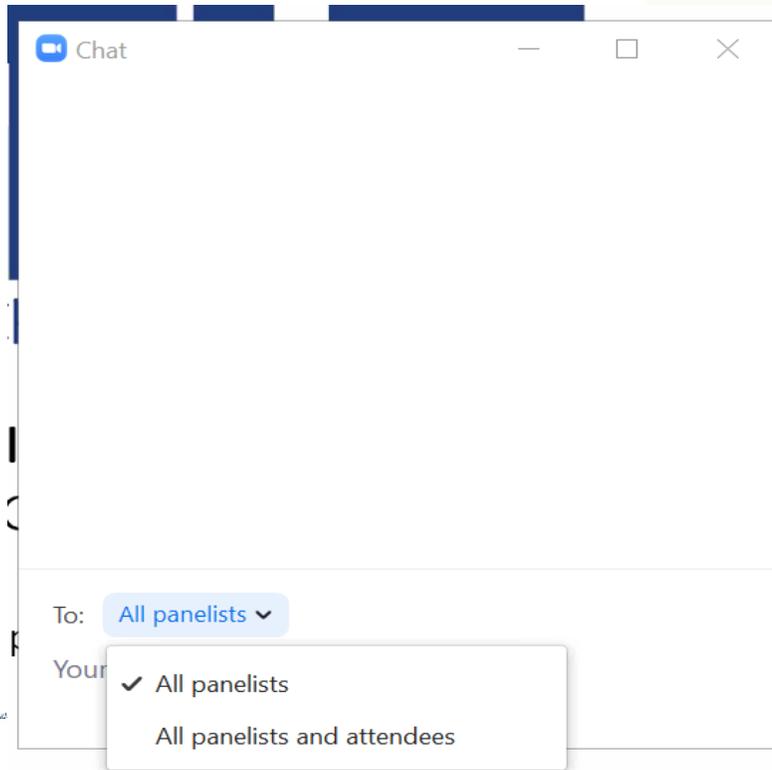
- Zoom Ratio Fit to Window ▸ ✓ Fit to Window
- Exit Full Screen 50%
- ✓ Side-by-side mode 100%(Original Size)
- 150%
- 200%
- 300%

Contact Us

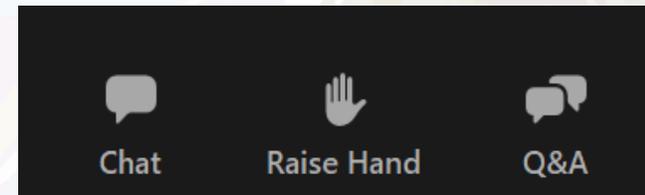
 **TLT**  
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# ZOOM WEBINAR

## Chat



## Raise Hand and Q&A



# Title IX Updates and Behavioral Intervention Teams

*Dr. Matteel Knowles, Greenville Technical College  
Lane Goodwin, SC Technical College System*

*August 17, 2021*



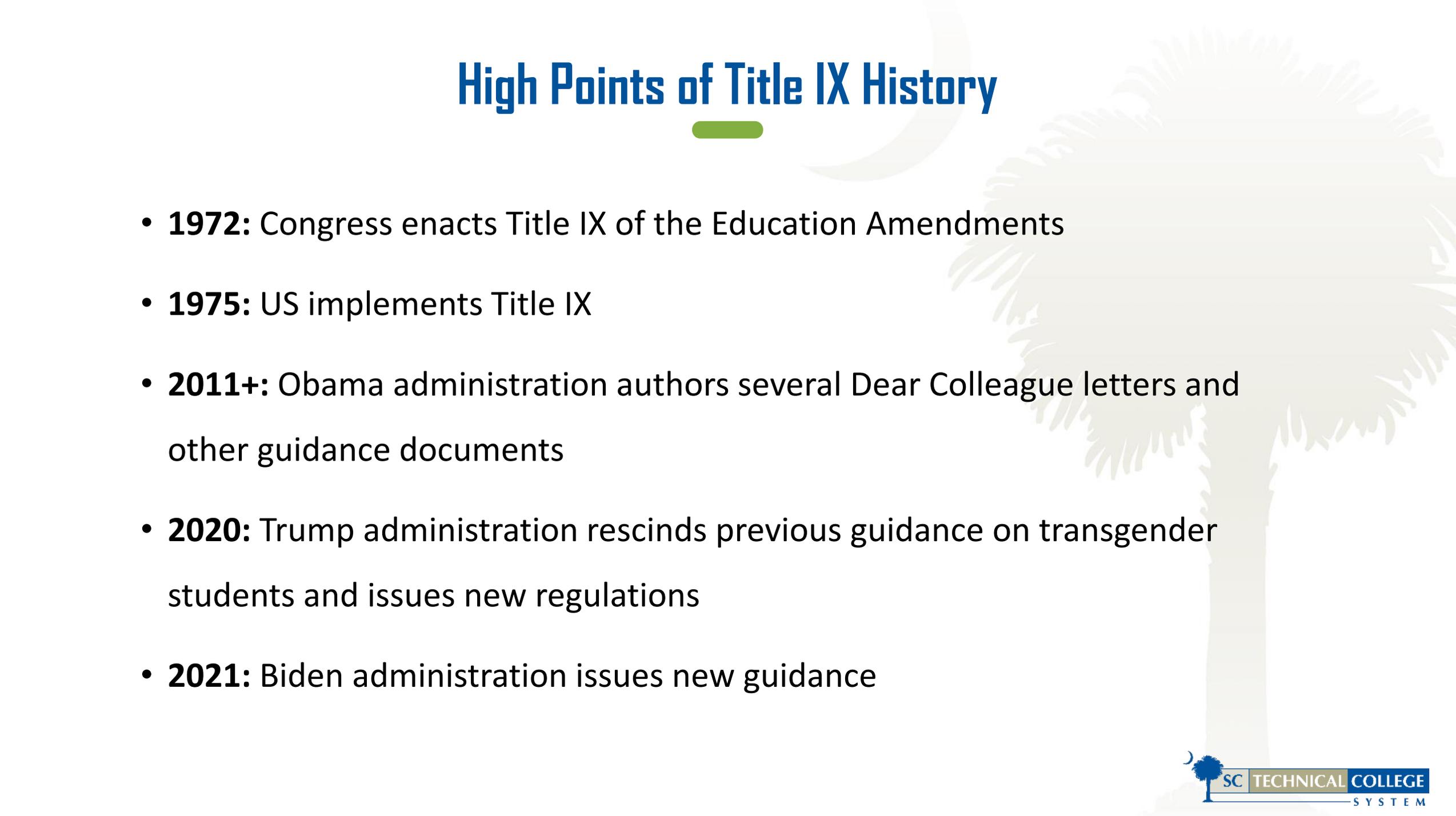
# Title IX Update



## 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.”

# High Points of Title IX History



- **1972:** Congress enacts Title IX of the Education Amendments
- **1975:** US implements Title IX
- **2011+:** Obama administration authors several Dear Colleague letters and other guidance documents
- **2020:** Trump administration rescinds previous guidance on transgender students and issues new regulations
- **2021:** Biden administration issues new guidance

# The New 2020 Regulations

Changes in terminology/definitions



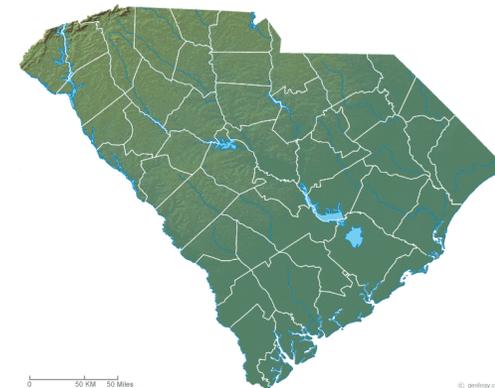
Officials Involved



Live Hearing and Cross Examination



Jurisdiction



# SBCTE Student Codes

The screenshot shows a web browser window displaying the SC Technical College System website. The browser's address bar shows 'sctechnsystem.edu'. The page features a navigation menu with 'FACULTY & STAFF' selected. A sub-menu is open, listing 'MySCEmployee (SCEIS)', 'Policies and Procedures', and 'Staff Directory'. Below the navigation is a large banner with a smiling man and the text 'short-term, no-cost training opportunities' and a 'SIGN UP NOW' button. At the bottom, three statistics are displayed: '+ 160K SOUTH CAROLINA'S LARGEST HIGHER EDUCATION SECTOR', '<30 mins GEOGRAPHICALLY ACCESSIBLE ACROSS THE STATE', and '1100+ FLEXIBILITY THROUGH BREADTH AND DEPTH OF PROGRAMS'.

SC Technical College System

COVID-19 INFORMATION FOR SYSTEM EMPLOYEES

Apprenticeship Carolina™ EZone readySC™

SC TECHNICAL COLLEGE SYSTEM

A-Z Index EDGE Magazine IDefy IMade It

ABOUT US OUR COLLEGES STUDENTS BUSINESS & INDUSTRY **FACULTY & STAFF** CONTACT

COVID-19  
Catalog of Approved Courses  
Employee Email

Employee Performance Management System (EPMS)  
Fraud: File a Complaint  
Holiday Schedule

MySCEmployee (SCEIS)  
**Policies and Procedures**  
Staff Directory

T-web  
Web Accessibility Resource Guide

short-term, no-cost training opportunities

SIGN UP NOW →

+ 160K SOUTH CAROLINA'S LARGEST HIGHER EDUCATION SECTOR

<30 mins GEOGRAPHICALLY ACCESSIBLE ACROSS THE STATE

1100+ FLEXIBILITY THROUGH BREADTH AND DEPTH OF PROGRAMS

https://www.sctechnsystem.edu/faculty-and-staff/policies-and-procedures/index.html

# SBCTE Student Codes

## Section 1 - General Administration

[1-2-100.1: Request to Change Name of An Institution](#)

[1-2-101.1: Inter-Service Area Activities and Agreements – Continuing Education](#)

[1-2-101.2: Inter-Service Area Curriculum](#)

[1-2-102.1: Printed and Electronic Materials](#)

## Section 2 - Reserved for Future Expansion (General Administration)

## Section 3 - Educational Programs and Related Activities

[3-0-100.1: Intellectual Property Rights](#)

[3-1-101.1: Structure of Baccalaureate Degree, Associate Degree, Diploma, and Certificate Programs](#)

[3-1-102.1: Non-Credit Programs: Definition of Terms](#)

[3-1-103.1: Course Levels](#)

[3-1-301.1: Instructional Program Evaluation Timetable and Procedures](#)

[3-1-502.1: Approval for Cancelled Curriculum](#)

[3-2-100.1: Dual Enrollment](#)

[3-2-101.1: Open Admissions](#)

[3-2-102.1: Admission of International Students](#)

[3-2-105.1: Grading System and Standards of Student Progress](#)

[3-2-106.1: The Student Code for the SC Technical College System](#)

[3-2-106.2: Student Code Procedures for Addressing Alleged Acts of Sexual Harassment Under Title IX](#)

[3-2-106.3: The Student Grievance Procedure for the SC Technical College System](#)

[3-2-107.1: Service Animals](#)

[3-2-205.1: Procedure for Awarding the Four Percent Fee Waiver](#)

[3-2-301.1: Athletic Programs](#)

[3-2-307.1: Lottery Tuition Assistance Administration](#)

[3-3-101.1: Required Data Base Reporting Elements](#)

[3-5-101.1: Transfer of Student Credits Among Technical Colleges](#)

[3-6-101.1: Procedures for Developing Course and Program Articulation Between Secondary Schools and Technical Colleges](#)

## Section 4 - Physical Facilities and Equipment

# SBTCE Student Codes

The screenshot shows the SC Technical College System website. At the top, there are four navigation buttons: "Affordable tuition - Find a college", "Start classes online now - SCTechConnect", "Grow your own workforce - Apprenticeship Carolina", and "We'll train your workforce - readySC". Below these are three main content areas: "DEVELOPING A DIGITAL WORKFORCE" with a photo of a student working on a circuit board and a link to "View latest issue of EDGE Magazine"; "RECENT NEWS" featuring two tweets from @SCTechSystem; and a grid of six promotional images. The footer contains three columns: "QUICK LINKS" with links like "About Us" and "Title IX" (highlighted with a red arrow); "RESOURCES" with links like "A-Z Index" and "Site Map"; and "CONNECT" with social media icons for Facebook, Flickr, Instagram, LinkedIn, and YouTube, plus a "Subscribe to EDGE" link. The SC Technical College System logo is on the right. The bottom of the page has a dark blue bar with copyright information and additional links like "Apprenticeship Carolina" and "EZone".

# SBTCE Student Codes

SC Technical College System

sctechsystem.edu/title-ix/index.html

Apprenticeship Carolina™ EZone readySC™

SC TECHNICAL COLLEGE SYSTEM

A-Z Index EDGE Magazine I Defy I Made It

ABOUT US OUR COLLEGES STUDENTS BUSINESS & INDUSTRY FACULTY & STAFF CONTACT

TITLE IX

HOME > TITLE IX

- » [About Title IX](#)
- » [What to Do](#)
- » [Complainant and Respondent Rights](#)
- » [Resources](#)
- » [Training](#)
- » [Contacts](#)

Welcome to the Title IX website, a resource on sexual misconduct for students, faculty, staff, and visitors who are part of the SC Technical College System Community.

**About Title IX**

Title IX is a groundbreaking statute intended to end sex discrimination in education. Title IX of the Education Amendments of 1972 states: "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".

The SC Technical College System is committed to creating safe environments that are free of sexual misconduct and discrimination. Click on the link below to access the SC Technical College System Student Code Procedure for Addressing Alleged Acts of Sexual Violence and Sexual Harassment.

[SC Technical College System Student Code Procedure for Addressing Alleged Acts of Sexual Violence and Sexual Harassment](#)

[Title IX Formal Complaint Action Steps](#)

[Title IX Grievance Timeline](#)

Examples of the types of conduct that violates Title IX include, but are not limited to:

- An employee conditioning educational benefits on participation in unwelcome sexual conduct (*quid pro quo*). For example: an instructor promising a better grade in exchange for sexual favors.
- Unwelcome conduct of a sexual nature that a reasonable person would consider so severe, pervasive, and objectively offensive that it effectively denies a person equal access to educational programs or activities. Examples:
  - Another student repeatedly making sexual jokes, comments, and/or innuendos despite requests to stop
  - Repeated and unwelcome touching, hugging, stroking, squeezing
  - Sending multiple unwanted sexually suggestive texts, emails, etc.
- Dating violence
- Domestic violence
- Sexual Assault (including rape, fondling, incest, and statutory rape)

# Scenario One



Several students meet at an off-campus Starbucks for a class study group. Student A makes sexually suggestive comments to Student B through DMs and asks Student B on several dates during study group sessions. Student B repeatedly declines. Student B considers dropping the class because they are so uncomfortable around Student A.

## Scenario Two



An adjunct instructor makes comments to Nursing Student A during every clinical rotation that Nursing Student B would be able to calculate doses faster if she were a man. “Everyone knows women are bad at math!” The instructor isn’t aware that Nursing Student A is a transgender male.

# Common Issues



- Preferred Pronouns
- Bathrooms and Housing
- Student/Employee Issues

*What are you seeing on your campuses?*

# The New 2021 Guidance



QA  
Questions & Answers  
Questions and Answers on the Title IX Regulations on Sexual Harassment (July 2021)



UNITED STATES  
DEPARTMENT  
OF EDUCATION  
Office for Civil Rights  
July 20, 2021



U.S. Department of Education

Student Loans

Grants

Laws

## U.S. Department of Education Confirms Title IX Protects Students from Discrimination Based on Sexual Orientation and Gender Identity

JUNE 16, 2021

Press Office, (202) 401-1576, [press@ed.gov](#)

June 18, 2021

## No Question: OCR Recognizes Sexual Orientation and Gender Identity Discrimination as Violation of Title IX

NEWS

### Protections for LGBTQ+ Students

While the Office for Civil Rights' notice of interpretation likely won't bring monumental changes, institutions will still need to consider how their campuses could be more equitable for LGBTQ+ students.



By Alexis Gravelly // July 16, 2021

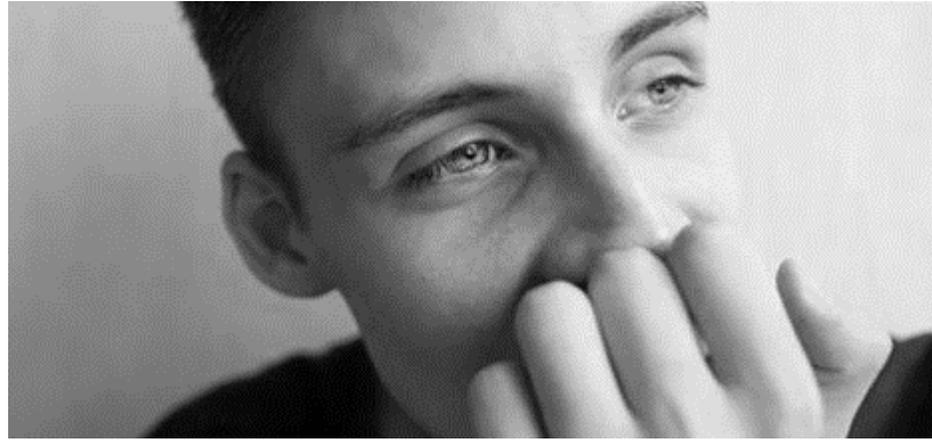
# What's Next?

- **May 2022: Notice of Proposed Rulemaking**
  - ✓ Public comment period
  - ✓ Comment review
  - ✓ New regulation released
  - ✓ New regulation implemented



# What Might Change?

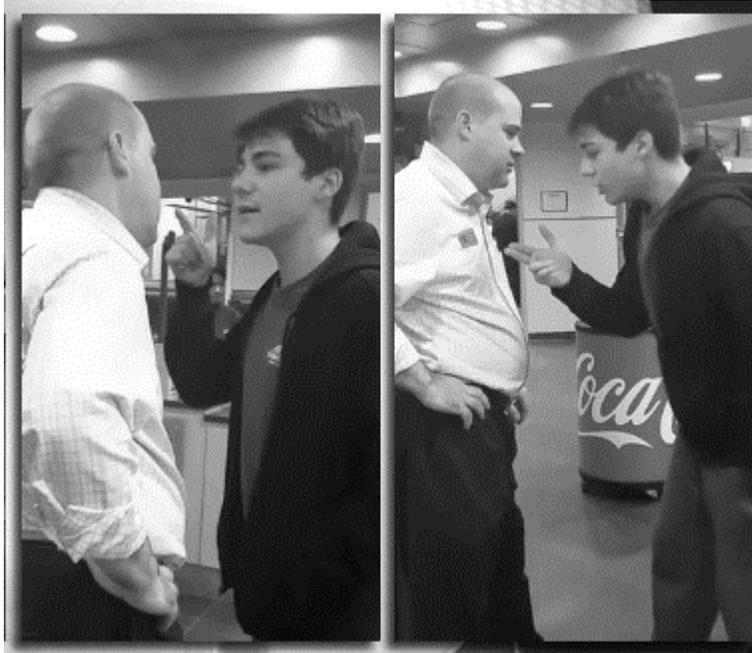




Behavioral Intervention Team

**B.I.T.**

# Highly Sensitive, Disruptive Issues



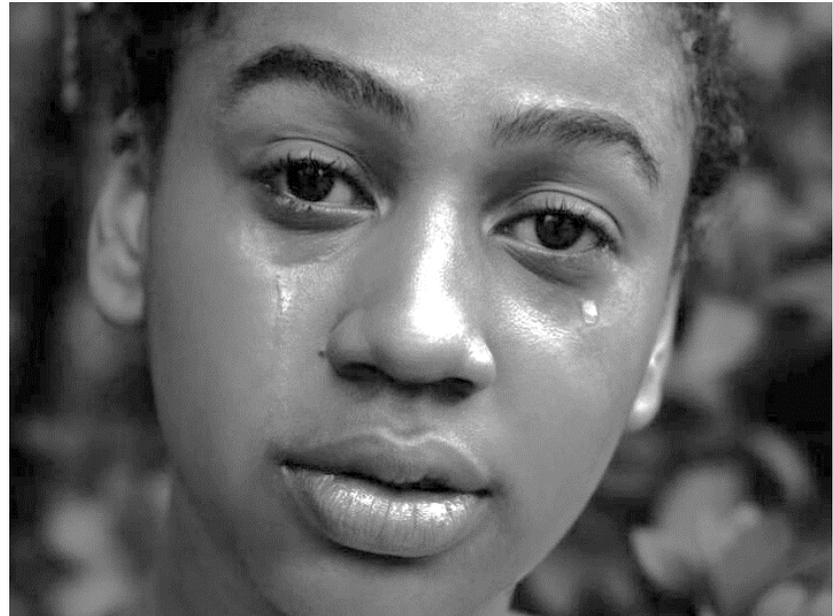
The Greenville Technical College Behavioral Intervention Team is a multi-disciplinary group that helps detect early indicators of potential disruptive content, self-harm, and violence to others. The team uses an established protocol to support students, employees, faculty, staff, communities, and workplaces. When the Behavioral Intervention Team receives a report of problematic or concerning behavior, the team determines the best way to support, intervene, and respond. The team then deploys its plan and coordinates a follow-up.

# Best Practice Framework



# Purpose

Greenville Technical College expects and encourages students to demonstrate a reasonable concern for their own welfare. This is particularly true in the areas of self-harm and harm to others.



# Team Composition

## Campus & Community Partners

Dean of Students, Chair  
Associate Dean of Students, Co-Chair  
Chief of Campus Police  
Director of Counseling Services  
Director of Disability Services  
Director of the Center for Collegiate Recovery  
Faculty Representative  
Ad Hoc Members

**FAVOR**  
**FACES AND**  
**VOICES OF**  
**RECOVERY**  

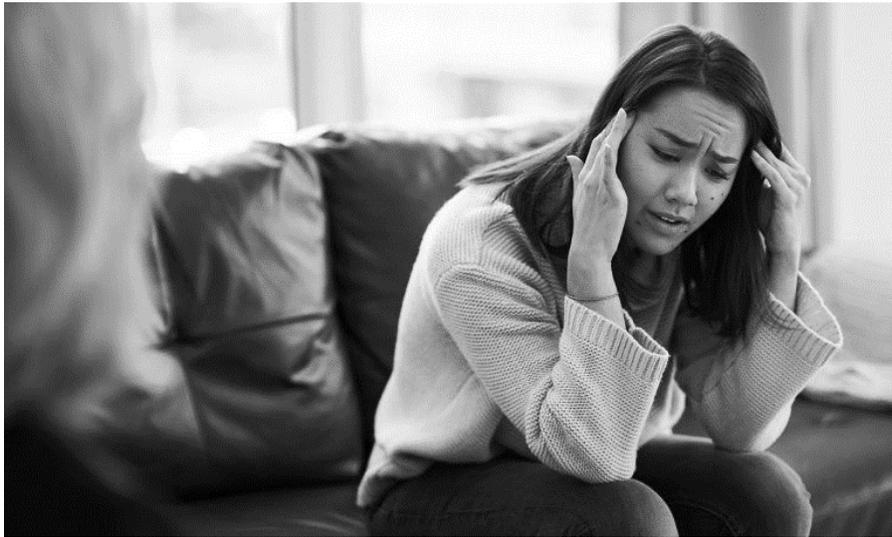
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**GREENVILLE**

# Scenario One

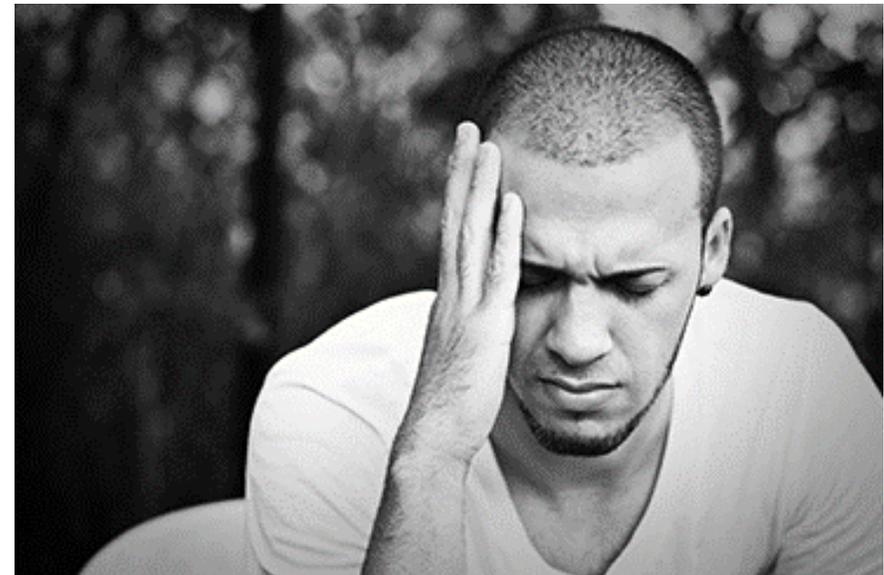


Student brought a  
pet to class.



# Scenario Two

Student experienced a PTSD episode in a clinical setting.

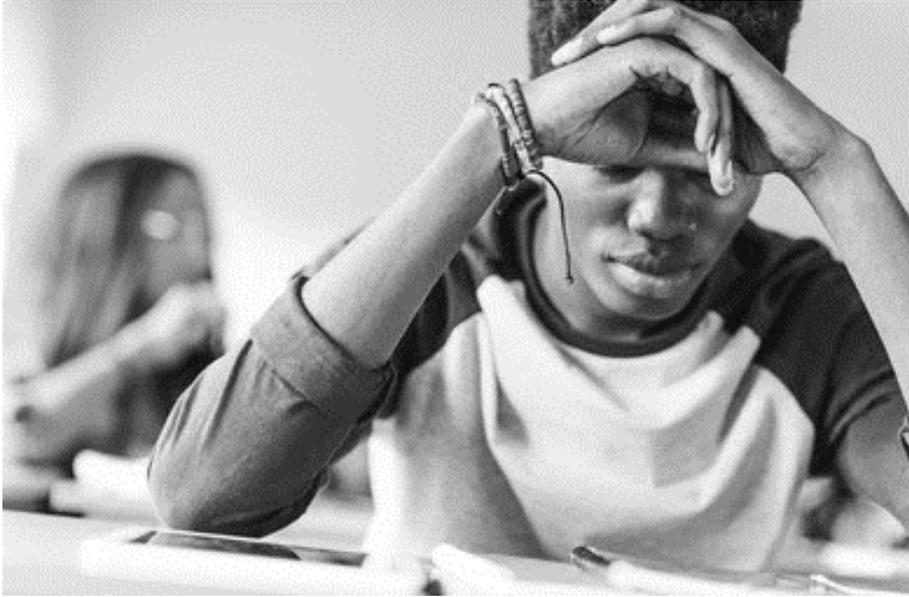


# Training for Faculty



- The Human Side (hands-on caring and concern)
- Go to the Student (classroom, satellite campus, etc.)
- Presentations to Faculty
  - New Faculty Orientation
  - Academic Division Meetings
  - Faculty Senate
  - Management Team

# Recognizing a Troubled Student



- Overwhelmed, anxious or stressed
- Breakdown of student's normal coping mechanisms
- Level 1 - Not disruptive but counterproductive to self
- Level 2 – Reflects significant emotional distress
- Level 3 – Student is in obvious crisis

# Referring a Distressed Student



- Be simple, direct, firm
- Demonstrate respect
- Caring, non-judgmental
- Undivided attention
- Let the student talk
- Control your emotions
- Give the student a chance to respond

# Determining Severity

- Low – These behaviors indicate a problem is developing and will likely continue without intervention
- Medium – These behaviors should indicate an escalation, and without intervention an incident could occur
- High – These behaviors are dangerous and require immediate intervention



Specific recommendations are in place for each level of severity, depending on the behavior situation.

# Recordkeeping



- Weekly B.I.T. Meetings
- Discuss students who have caused a disturbance
- Discuss B.I.T. Referrals
- FERPA/Information Release Authorization

# Student Removals

- Several options
- Re-enrollment eligibility requirements
- Required documentation
- Required weekly meetings
- GTC counseling staff
- Private mental health provider
- One-year behavior monitoring
- Appeal process



# B.I.T. Policies and Procedures



- Procedures for addressing disruptions caused by possible mental health issues
- Procedures for addressing erratic behavior and behavior that disrupts the living and learning environment



**Behavior Intervention Team**  
*Make Caring a HaB.I.T.*



# CONTACT INFORMATION

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# 2021 TLT FALL SESSIONS

**September 21** – MUSC Healthcare Studies Transfer Partnership

**October 19** – Student Panel

**November 16** – Supporting Hispanic & Latinx Students

**Want to showcase your expertise? Is there a teaching technique that has been effective in the classroom? Apply to be a TLT presenter! For more information and full schedule: [www.sctechsystem.edu/tlt](http://www.sctechsystem.edu/tlt)**



# GIVE US YOUR FEEDBACK

<https://www.surveymonkey.com/r/Aug2021TLT>

