

# Title IX & Mental Health:

*Care & support for your  
school community*

## Part 3





# About Us

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## OUR MISSION

To provide the best Care and Support for our clients, Community Partners, employees, contractors, collaborators, vendors, and all others who encounter our company.

## GOAL

To assist schools and districts in providing a safe and healthy learning and working environment for students, faculty and staff.



# ICS SPECIALISTS



**Betsy Smith**  
Chief Innovation Officer



**Courtney Bullard**  
CEO



**Celeste Bradley**  
Chief Solutions Officer



**Tawny Alonzo**  
Title IX & Equity Specialist



**Amy Buck**  
Senior Title IX & Equity  
Specialist/Attorney



**Lindsay Hatzis**  
Title IX & Equity Specialist/Attorney



**Michaela Bland**  
Title IX & Equity Specialist/Attorney



**Brittany Gates**  
Title IX & Equity Specialist



**Erica D'Agostino**  
Title IX & Equity Specialist



# BEFORE WE GET STARTED...

- ✓ Not legal advice
- ✓ Materials
- ✓ Questions

- ✓ Breaks
- ✓ Recording

**Chat:**

What brought  
you to this  
session?



# Training Goals



**Consider key areas for partnerships**



**Discuss successful collaborations on your campus**



**Identify strategies to provide care and support for your team**



# TIX x MH Partnership #1: Training & Education

## **Faculty/staff development**

- Training/information sessions to help them understand the emotional, psychological, and policy aspects of sexual harassment and other forms of discrimination.
- Support for talking with students & employees who may need to report discrimination and harassment.

## **Cross-training**

- Counselors provide insight into the care needed to support survivors and TIX staff educate counselors on the procedural pathways of TIX.



# TIX x MH partnership #1: Training & Education



## Awareness campaigns

- Educate campuses and affinity groups about protections from discrimination and harassment and fostering a safer, more supportive environment (healthy relationships, making reports)
- Enlist the support of student and employee volunteers, this will ensure you are using language that resonates and makes sense for your community.
- April: Sexual Assault Awareness Month



# University of Texas at Austin

## *Schedule of Events*

### **Monday, April 1: SAAM Launches**

Sexual Assault Awareness Month begins! Add the upcoming events to your calendars. Follow us on instagram @utaustintix for updates. You can also change your virtual backgrounds to show support throughout the month.

### **Tuesday, April 2: Wear Teal Day**

Show your support for survivors of sexual harassment and abuse by wearing teal, the color of sexual violence prevention.

### **Each Tuesday in April from 10am-1pm: TIX Tabling**

Come find us on Speedway to learn about the services, resources, and education and training opportunities available to the campus community from the Title IX Office.

### **Wednesday, April 3 from 6pm-7:30pm: Bonny Shade Speaks Event**

Join us for free dinner and conversation with professional speaker Bonny Shade about what we can do to end sexual violence. This event is in William C. Powers (WCP) 2.302 Legislative Assembly Room.

### **Thursday, April 4 from 6pm-9pm: Take Back the Night**

(Organized by Voices Against Violence, a program of the Longhorn Wellness Center): Dedicated to illuminating the movement to end sexual violence, this annual event includes a resource fair, student performances, artwork created by survivors and supporters and a survivor speak-out. This year's event features singer-songwriter Julie Williams, one of Country Music Television's Next Women of Country, as keynote speaker and performer. Sign up to perform, speak out or submit artwork to be featured at the event.

### **Wednesday, April 24: Denim Day**

Stand in solidarity with survivors of sexual assault by wearing denim. Learn more about the history of Denim Day.



# TIX x MH Partnership #2: Trauma-Informed Care



**MH teams train TIX teams on using trauma-informed practices when meeting with parties, conducting investigations, and making determinations.**

- Minimize retraumatization
- Create supportive environments for reporting, investigations, and hearings



**MH teams offer support to students during the grievance process to assist with management of anxiety, depression, PTSD, and other mental-health related issues.**



# TIX x MH Partnership #3: Academic & Campus Life Adjustments

*Support for academic and emotional success following a report of harassment, discrimination, and/or retaliation*

## **Accommodations (Accessibility Services, Counseling Center)**

- Extra time for tests, modified assignments, alternative learning environments

**No contact orders**

**Housing modifications**

**Schedule changes**

**Access to academic coaching**

**TIX team member serves as part of your campus support team**



MENU

[Home](#)

[Who SHAREs](#)

[What to SHARE](#)

[Resources](#)

[Moravian University](#) / SHARE

## SHARE (Support Help and Referral)

Moravian University has established the SHARE process to engage the entire community in attending to the wellness of each individual member and the community as a whole. This includes supporting students and employees who are experiencing financial need, food or housing insecurity, and mental or physical health concerns.

Two teams have been established, one focussing on meeting employee needs and the other on meeting student needs. Each team meets weekly to review information received and actions taken to ensure that the best available resources are deployed to support members of the community. The teams endeavor to address concerns early and often to avoid the need to respond to more serious concerns.

Members of the community should also report situations in which community members are displaying behaviors that are concerning, disruptive, or threatening in nature and that may inhibit their own or others' ability to engage successfully or safely in the campus community.

It is the responsibility of faculty, staff, and students to immediately report any situation that could possibly result in harm to anyone at the University. Any member of the campus community may become aware of a concern or situation that is causing serious anxiety, stress, or fear and should report this using the SHARE form.

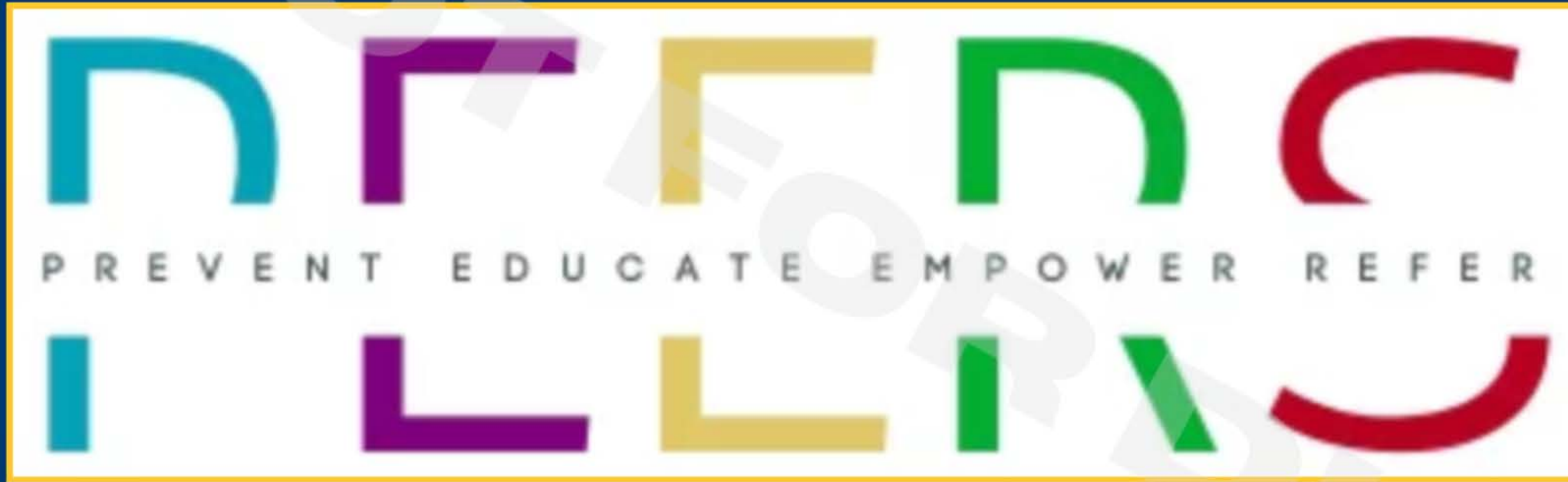


# TIX x MH Partnership #4: Creating long-term systems of support

- Ensure TIX teams know about:
  - *Individual therapy, group sessions, support and advocacy groups, community partnerships, legal aid*
- Collaborate w/Counseling Team to train peer educators/advocates who can support students and employees in the wake of discrimination and harassment



# Stanford University



The PEERs (Prevent, Educate, Empower, Refer) are paid undergraduate (and cotermin) student health educators that **P**revent harms, **E**ducate about holistic health and well-being, **E**mpower our community, and **R**efers students to campus resources. They are trained in the fundamentals of public health as it relates to the following topic areas: substance use, sexual citizenship (sexual violence prevention), and mental health and well-being.

The PEERs program is a collaboration between the Office of Substance Use Programs Education and Resources (SUPER) and the SHARE Title IX Office, with support from Well-being at Stanford.





# TIX x MH Partnership #5: Policy Review & Improvement

## ***Assess Current Policies***

1. Are the policies compliant?
2. Are the policies effective?
3. Do the policies feel safe?
4. Does the policy language make sense?
5. Do parties feel supported?
6. Gap analysis
  - a. What additional tools can be created to assist parties? Flowcharts, mind map, etc.

***What are the campus barriers to reporting?***



# **TIX x MH Partnership #6:**

## **Research & Data collection**

**Collect and analyze data regarding the effectiveness of the campus's response to harassment and discrimination**

**Follow-up surveys**

**Climate surveys**

**Tracking the outcome of reports, investigations, decisions**

**Compare confidential reports to Counseling against complaints to TIX**

**Percentage of parties (Complainants, Respondents) accessing mental health services**



# Other partnerships to consider

## Campus Safety/Police

- Safety demonstrations/classes
- TIX liaison who provides surveillance footage
- Investigation techniques
- Safe transport

## Athletics, Greek Life & Affinity Groups

- Training student leaders
- Sport or group-specific awareness campaigns

## Residence Life

- RA training
- Tabling during move-in
- Residence Hall signage and events

## Advising Office

- Reporting how to's
- Talking with students in a trauma-informed manner



**Care &  
support!**

**Title IX is  
challenging  
work**

**Start w/  
care for  
yourself...**

**...followed  
by support  
for your  
team.**





# **VICARIOUS TRAUMA**

**Cost of caring, compassion fatigue,  
secondary traumatization, burnout, etc.**

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**Defined by the American Counseling  
Association (2016) as “the emotional residue  
of exposure to traumatic stories and  
experiences of others through work;  
witnessing fear, pain, and terror that others  
have experienced.”**



# Symptoms of vicarious trauma

**TARDINESS AND/OR  
ABSENTEEISM**

**LACK OF  
INTEREST/CARING**

**ANGER/IRRITABILITY**

**DETACHMENT**

**EXHAUSTION**

**SLEEP  
DISTURBANCES,  
NIGHTMARES**

**FREQUENT JOB  
CHANGES**

**APATHY**

**WEAKENED IMMUNE  
SYSTEM**



# Team IX Wellness

- Stay organized
- Work w/partners
- Breaks/check-ins throughout the day
- Practice gratitude
- Take time for yourself
- Seek social support
- Professional development
- Set boundaries
- Take your vacation days
- Find a therapist
- Journaling
- Nourish your body
- Deep breathing
- Engage in critical incident debriefing



**Chat:**

One  
takeaway  
from this  
session





**YOU'VE  
GOT THIS!**



**TITLE IX**  
**UNIVERSITY**

PRESENTED BY INSTITUTIONAL COMPLIANCE SOLUTIONS





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