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# Title IX Training For Faculty And Staff

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Campus Action against Sexual Assault  
Women in the Chemical Workforce  
Negotiating Crime  
Ending Sexual Violence in College  
Title IX Athletics Investigator's Manual  
Foundations of Higher Education Law and Policy  
Sexual Harassment and Bullying  
Sexual Harassment of Women  
Sexual Assault on Campus  
Investigator (IV).  
Gender in the Classroom  
Gender Diversity and LGBTQ Inclusion in K-12 Schools  
The Campus Rape Frenzy  
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Campus Sexual Violence  
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Elevating Customer Service in Higher Education  
The Lecherous Professor  
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Title IX Grievance Procedures  
The Hunting Ground  
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American Government  
Resources in Education  
Sex Discrimination Law in Higher Education  
The Four Corners of Title IX Regulatory Compliance  
The ATIXA Playbook  
Academic and Workplace Sexual Harassment  
The Transformation of Title IX  
The Rise of Women

*Title IX  
Training For  
Faculty And  
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## **BURGESS BEARD**

### Campus Action against Sexual Assault Encounter Books

The ATIXA Playbook offers more than 120 pages of essential "how to" guidance to ensure that the resolution of sexual misconduct allegations on college campuses is done right. The ATIXA Playbook represents three key themes: To offer best practices for the post-regulatory era, taking a long view of where we have been and where we are going. To help colleges and universities hone and fine-tune the substantive decisions that are being made regarding allegations of sexual misconduct and other behaviors covered by Title IX and VAWA 304 through a set of comprehensive models of proof. To offer a spirited defense of why colleges address sexual violence, and why we can, should, and will continue to do so.

### **Women in the Chemical Workforce** Russell Sage Foundation

In the Second Edition of American Government, Essentials Edition, author Scott F. Abernathy tunes in to the voices of all

Americans, showing how our diverse ideas shape the way we participate and behave, the laws we live by, and the challenges we face. From the Constitutional Convention to Ferguson, Missouri, each chapter features rich, personal narratives that illustrate how the American political system is the product of strategies, calculations, and miscalculations of countless individuals. It focuses on real people, the actions they take, the struggles they face, and how their choices influence outcomes. The key concepts are memorable because they are tied to real politics, where students see political action and political choices shaping how institutions advance or impede the fulfillment of fundamental ideas. Participation is at the heart of this groundbreaking new text, with ample background on how and why to participate. Not only will all students see themselves reflected in the pages, but they will come to understand that they, too, are strategic players in American politics, with voices that matter. American Government, Essentials Edition, is identical to the

full version of the text, minus the three policy chapters. Also available as a digital option (courseware). Contact your rep to learn more about American Government, Second Essentials Edition - Vantage Digital Option. Negotiating Crime Routledge  
Despite headlines that label all harassment among youth as bullying, there is in fact a difference between sexual harassment and bullying. This book discusses the similarities and important differences between the two, offering firsthand accounts from victims and others involved in combating the activities that victimize students. It provides parents, youth advocates, scout leaders, and other concerned adults with practical steps to partner with schools to prevent and intervene on the behaviors to help keep kids safe. The book clearly identifies the steps to take to hold schools accountable when a student has been harassed or bullied, even when the school is not stopping the behavior. Providing examples throughout the work, Strauss helps readers become better acquainted with the various activities

that constitute sexual harassment and bullying and what they can do to combat the problem.

Ending Sexual Violence in College National Academies Press

A practical guide to prevention of and response to sexual assault on college campuses, this invaluable resource will help ensure Title IX compliance—and can also help reduce the incidence of these all-too-prevalent events. The frequency of sexual assault on college campuses is startlingly high. Notwithstanding this fact, most campus officials are not trained in the psychology of the victimization process, while most students are not aware of their reporting options. A practical guide to sexual assault at colleges and universities, this book integrates theories and empirical research with information about legislation and techniques to help college administrators deal with—and prevent—these disturbing offenses. The work brings together a team of experts who discuss various types of assault, including rape, stalking, intimate partner violence, and sexual harassment, and detail the legal, educational,

and federal responses to such events on college campuses. They address federal and state laws, including new bills being proposed in Congress, and present research on the physical and psychological dimensions of sexual assault. Perhaps most important, the book shows how human resource techniques and principles can be used to establish preventative measures and to respond appropriately when sexual assault does occur.

Students' accounts of prevention training and education enhance the scholarly and legal contributions to this important—and timely—volume.

**Title IX Athletics Investigator's Manual** CQ Press

One civil rights-era law has reshaped American society—and contributed to the country's ongoing culture wars. Few laws have had such far-reaching impact as Title IX of the Education Amendments of 1972. Intended to give girls and women greater access to sports programs and other courses of study in schools and colleges, the law has since been used by judges and agencies to expand a wide range of antidiscrimination

policies—most recently the Obama administration's 2016 mandates on sexual harassment and transgender rights. In this comprehensive review of how Title IX has been implemented, Boston College political science professor R. Shep Melnick analyzes how interpretations of "equal educational opportunity" have changed over the years. In terms accessible to non-lawyers, Melnick examines how Title IX has become a central part of legal and political campaigns to correct gender stereotypes, not only in academic settings but in society at large. Title IX thus has become a major factor in America's culture wars—and almost certainly will remain so for years to come.

**Foundations of Higher Education Law and Policy** Brookings Institution Press

"In this practical guide for higher education professionals who work in student affairs, the authors lay out a community-based model aimed at eliminating sexual misconduct of all kinds on college campuses"--

**Sexual Harassment and Bullying** Routledge  
Over the last few

decades, research, activity, and funding has been devoted to improving the recruitment, retention, and advancement of women in the fields of science, engineering, and medicine. In recent years the diversity of those participating in these fields, particularly the participation of women, has improved and there are significantly more women entering careers and studying science, engineering, and medicine than ever before. However, as women increasingly enter these fields they face biases and barriers and it is not surprising that sexual harassment is one of these barriers. Over thirty years the incidence of sexual harassment in different industries has held steady, yet now more women are in the workforce and in academia, and in the fields of science, engineering, and medicine (as students and faculty) and so more women are experiencing sexual harassment as they work and learn. Over the last several years, revelations of the sexual harassment experienced by women in the workplace and in academic settings have

raised urgent questions about the specific impact of this discriminatory behavior on women and the extent to which it is limiting their careers. *Sexual Harassment of Women* explores the influence of sexual harassment in academia on the career advancement of women in the scientific, technical, and medical workforce. This report reviews the research on the extent to which women in the fields of science, engineering, and medicine are victimized by sexual harassment and examines the existing information on the extent to which sexual harassment in academia negatively impacts the recruitment, retention, and advancement of women pursuing scientific, engineering, technical, and medical careers. It also identifies and analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in these settings.

*Sexual Harassment of Women* State University of New York Press  
This exploration of effective practices to support lesbian, gay, bisexual, transgender,

queer (LGBTQ) and gender-diverse students in elementary, middle, and high school contexts focuses on curriculum, pedagogy, and school environment. Narratives and artwork from the field are framed by sociocultural and critical theory as well as research-based elaboration on the issues discussed. Applications of antidiscrimination law and policy, as well as learning skills like creativity, collaboration, and critical thinking help teachers tackle some of the most significant educational challenges of our time. The stories of real-world practices offer encouragement for building inclusive environments and enhancing social-emotional relationships among youth, families, and schools. *Gender Diversity and LGBTQ Inclusion in K-12 Schools* provides a helpful roadmap for educators hoping to create safe and empowering spaces for LGBTQ and gender-diverse students and families.

**Sexual Assault on Campus** Rowman & Littlefield

The debate over sexual violence on campus is reaching fever pitch, from

headlines about out-of-control fraternities, to the “mattress protests” by female students at Columbia University and other colleges. The *Hunting Ground*, the new documentary by award-winning filmmakers Kirby Dick and Amy Ziering, has taken this debate to a new level, becoming a galvanizing catalyst for discussion at the hundreds of campuses where the documentary is being screened each month. The film has sparked calls for legislation by Governor Andrew M. Cuomo of New York and other prominent public figures and sparked a backlash from university administrators, fraternities, and conservative groups. Now, in a new companion volume to the film, all those concerned about the “rape culture” on campus will be offered an inside perspective on the controversy, as well as reactions to the film from a range of leading writers and guidance on how to learn more and get active. As in the film, it’s the gripping personal stories told by female students—and the obstinate refusal of college administrators and law enforcement authorities to recognize

the severity of the problem—that will rivet readers.

*Investigator (IV)*.

Bloomsbury Publishing  
USA

Over the last few decades, research, activity, and funding has been devoted to improving the recruitment, retention, and advancement of women in the fields of science, engineering, and medicine. In recent years the diversity of those participating in these fields, particularly the participation of women, has improved and there are significantly more women entering careers and studying science, engineering, and medicine than ever before. However, as women increasingly enter these fields they face biases and barriers and it is not surprising that sexual harassment is one of these barriers. Over thirty years the incidence of sexual harassment in different industries has held steady, yet now more women are in the workforce and in academia, and in the fields of science, engineering, and medicine (as students and faculty) and so more women are experiencing sexual harassment as

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### Gender in the Classroom

National Academies Press  
While powerful gender inequalities remain in American society, women have made substantial gains and now largely surpass men in one crucial arena: education. Women now outperform men academically at all levels of school, and are more likely to obtain college degrees and enroll in graduate school. What accounts for this enormous reversal in the gender education gap? In *The Rise of Women: The Growing Gender Gap in Education and What It Means for American Schools*, Thomas DiPrete and Claudia Buchmann provide a detailed and accessible account of women's educational advantage and suggest new strategies to improve schooling outcomes for both boys and girls. *The Rise of Women* opens with a masterful overview of the broader societal changes that accompanied the change in gender trends in higher education. The rise of egalitarian gender norms and a growing demand for college-educated workers allowed more women to enroll in colleges and universities nationwide. As this shift occurred, women quickly reversed

the historical male advantage in education. By 2010, young women in their mid-twenties surpassed their male counterparts in earning college degrees by more than eight percentage points. The authors, however, reveal an important exception: While women have achieved parity in fields such as medicine and the law, they lag far behind men in engineering and physical science degrees. To explain these trends, *The Rise of Women* charts the performance of boys and girls over the course of their schooling. At each stage in the education process, they consider the gender-specific impact of factors such as families, schools, peers, race and class. Important differences emerge as early as kindergarten, where girls show higher levels of essential learning skills such as persistence and self-control. Girls also derive more intrinsic gratification from performing well on a day-to-day basis, a crucial advantage in the learning process. By contrast, boys must often navigate a conflict between their emerging masculine identity and a strong attachment to school. Families and peers play a

crucial role at this juncture. The authors show the gender gap in educational attainment between children in the same families tends to be lower when the father is present and more highly educated. A strong academic climate, both among friends and at home, also tends to erode stereotypes that disconnect academic prowess and a healthy, masculine identity. Similarly, high schools with strong science curricula reduce the power of gender stereotypes concerning science and technology and encourage girls to major in scientific fields. As the value of a highly skilled workforce continues to grow, *The Rise of Women* argues that understanding the source and extent of the gender gap in higher education is essential to improving our schools and the economy. With its rigorous data and clear recommendations, this volume illuminates new ground for future education policies and research.  
*Gender Diversity and LGBTQ Inclusion in K-12 Schools* CQ Press  
Sexual Harassment of Women National Academies Press

The Campus Rape Frenzy  
Routledge

The obligations of colleges and universities under existing laws prohibiting sex discrimination are discussed. Attention is directed to developments in the law relating to sex discrimination against employees and against students in colleges and universities, and practical and cost-efficient strategies for complying with the law. The pertinent laws on sex discrimination against employees, job applicants, and students are cited. The employee-related laws address hiring, retention, promotion, tenure, salary and fringe benefits, sexual harassment, and affirmative action practices for government contracts. Judicial decisions are based on the prima facie case, rebuttal, pretext, and the discovery of confidential faculty evaluations. The laws on sex discrimination against students address practices in admissions, tuition rates, financial aid, sexual harassment, student organizations, student services, housing and parietal rules, and athletics. Three strategies for compliance are: (1) carefully selecting and training key academic and

administrative personnel, including faculty who serve on review and search committees; (2) implementing a management control system; and (3) securing indemnification against losses suffered as a result of unintentional discrimination. (SW) *EEO Spotlight* National Academies Press  
This book looks at rape myths and rape culture within the university environment, examining the development of social identities in the creation and support of such culture. Building on a four-year research project, this book demonstrates how an understanding of rape culture and of the falsity of rape myths amongst students and staff at university is often at odds with an understanding of the degree to which sexual assaults take place, and of why they take place. This book explores how traditionally held beliefs of sex roles between men and women, poor conceptions of consent processes, lack of available data, and an inability to see the full continuum of sexual assault limit the knowledge of sexual assaults inside the university community.

Taken together the studies demonstrate how socialized social identities of masculinity and femininity hold power in how consent, sexual assaults, and sexual behaviors manifest through cultural values of rape myths and hook-ups. Universities are challenged to examine their sexual assault programming in connection to Title IX and beyond to create educational opportunities about rape culture and rape myths suitable for their students, faculty, and staff. Written in a clear and direct style, this is essential reading for all those engaged in research about rape culture, sexual assault, and violence against women.

How Higher-Ed Leaders Derail Routledge  
Stage 1.

Campus Rape Culture  
State University of New York Press

In recent years, politicians led by President Obama and prominent senators and governors have teamed with extremists on campus to portray our nation's institutions of higher learning as awash in a violent crime wave—and to suggest (preposterously) that university leaders,

professors, and students are indifferent to female sexual assault victims in their midst. Neither of these claims has any bearing to reality. But they have achieved widespread acceptance, thanks in part to misleading alarms from the Obama administration and biased media coverage led by The New York Times. The frenzy about campus rape has helped stimulate—and has been fanned by—ideologically skewed campus sexual assault policies and lawless commands issued by federal bureaucrats to force the nation’s all-too-compliant colleges and universities essentially to presume the guilt of accused students. The result has been a widespread disregard of such bedrock American principles as the presumption of innocence and the need for fair play. This book uses hard facts to set the record straight. It explores, among other things, nearly two dozen of the cases since 2010 in which students who in all likelihood would have or have subsequently been found not guilty in a court of law have, in a lopsided process, been hastily and carelessly branded as sex criminals and expelled or

otherwise punished by their colleges, often after being tarred and feathered by their fellow students. And it shows why all students—and, eventually, society as a whole—are harmed when our nation’s universities abandon pursuit of truth and seek instead to accommodate the passions of the mob. As detailed in the new Epilogue, some encouraging events have transpired since this book was first published in October 2016. A majority of the judicial rulings in dozens of lawsuits by male students claiming their schools treated them unfairly and discriminated against them based on their gender have rebuked the schools for their handling of these cases. And Education Secretary Betsy DeVos called for fairness to accused students and accusers alike, revoked most of the guilt-presuming Obama-era policies, and began a protracted rule-making process designed to compel procedural fairness and nondiscrimination.

#### **Teenage Pregnancy and Parenthood Issues**

Sexual Harassment of Women  
Amid the ongoing national

conversation regarding campus sexual assault, this book thoughtfully explores existing programmatic interventions while wrestling with fundamental questions regarding the cultural shifts in our nation’s higher education institutions. Stressing the critical importance of student inclusion in policy decisions and procedures, scholars and experts provide complex and nuanced analyses of institutional practices, while exploring themes of race, sexuality, and sexual freedom. This volume addresses many of the unanswered questions in the present dialogue on campus sexual violence, including: What’s working and not working? How can outcomes be assessed or measured? What resources are needed to ensure success? This volume provides a truly fresh contribution for higher education and student affairs practitioners seeking to alter, design, or implement effective sexual assault prevention resources at their universities and colleges. *Sexual Harassment on College Campuses* JHU Press



This book represents the first comprehensive resource manual for understanding and preventing sexual harassment in the academic community and in the workplace. Studies indicate that sexual harassment is at epidemic proportions in the academy and in the workplace: from 30%–70% of women in U.S. colleges and universities experience some form of sexual harassment (including sexual assaults) each year; a University of Massachusetts study reports 13% of undergraduate women were raped by acquaintances; and 50% of women in the workplace report serious sexual harassment from supervisors and fellow employees. This manual provides the results of research and of practical, effective experience in reducing the occurrence

of sexual harassment, investigating complaints, and providing counseling and remedies for the victims. In addition, the authors have compiled bibliographies, audio-visual material, and pedagogical techniques for dealing with sexual harassment in the academy and in the workplace, as well as information and workshop techniques to facilitate training programs.

*Out of the Margins* Taylor & Francis

What's missing from your teacher education program? According to research studies, one glaring omission is gender. Tomorrow's teachers receive little instruction or training on the tremendous impact of gender in the classroom. Just how does gender influence teaching, the curriculum, and the lives of teachers and students in the classroom? This

uniqu

**Dear Colleague** Study of Higher Education

"This book is the first textbook of its kind that covers all of the processes through which criminal cases are resolved in the United States beyond trials. *Negotiating Crime* brings together criminal procedure, current policy debates, and dispute resolution concepts to examine the practice of criminal law in the 21st century. The first half of the book is devoted to plea bargaining, first covering the basic caselaw, practice, policy concerns, and reform proposals. In addition, this section explains negotiation theory and applies it to the practice of plea bargaining. The second half of the book covers problem solving and therapeutic justice courts, including drug courts and mental health courts; restorative justice; and juvenile justice"--

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