

The background is a light gray with horizontal white lines. It is decorated with various colorful geometric shapes and patterns: a large yellow shape with horizontal stripes in the top left; a red shape with a diamond pattern in the top center; a yellow shape with a wavy pattern in the top right; a red shape with a wavy pattern in the top right corner; a red shape with a diamond pattern in the bottom left; a yellow shape with a wavy pattern in the bottom left; a red shape with a wavy pattern in the bottom center; a yellow shape with a wavy pattern in the bottom right; and a red shape with a wavy pattern in the bottom right corner. There are also several red starburst shapes and yellow starburst shapes scattered throughout.

SUPPORTIVE MEASURES AT NAPA VALLEY COLLEGE

BROUGHT TO YOU BY THE TITLE IX & CIVIL RIGHTS
DEPARTMENT

KEY TERMS:

- **What Is Title IX?**

- A federal law that protects against sex-based discrimination, including harassment, assault, dating violence, and retaliation.

• What Are Civil Rights Complaints?

- Protect against discrimination based on race, disability, national origin, and more.

• What Are Supportive Measures?

- Ways we assist students participating in the Title IX or Civil Rights process so they can stay engaged in the educational environment.
- They should be non-punitive, flexible, and available to all parties involved.



WHAT KIND OF CASES DO WE DEAL WITH?

TITLE IX:

- **SEXUAL ASSAULT**
- **STALKING**
- **INTIMATE PARTNER VIOLENCE**
- **SEXUAL HARASSMENT**
- **DISCRIMINATION BASED ON SEX, PREGNANCY STATUS, PREGNANCY RELATED CONDITIONS, OR PARENTING STATUS**

CIVIL RIGHTS

- **HARASSMENT, DISCRIMINATION, AND ASSISTING COLLEGE POLICE IN THE CASE OF A HATE CRIME**
- **THESE CASES ARE BASED ON RACE, COLOR, ETHNICITY, NATIONAL ORIGIN, IMMIGRATION STATUS, SEX, GENDER IDENTITY, GENDER EXPRESSION, SEXUAL ORIENTATION, RELIGION, VETERAN STATUS, DISABILITY STATUS, ANCESTRY, GENETIC INFORMATION, MARITAL STATUS, MEDICAL AND HEALTH CONDITIONS OR OTHERS**

OVERVIEW OF THE TITLE IX/CIVIL RIGHTS PROCESS

1. Report & Initial Assessment

- Students, faculty, or staff report an issue.
- The Title IX office assesses the report and offers supportive measures.

2. Supportive Measures

- Immediate, non-disciplinary options to help students feel safe and supported.
- Examples: Academic adjustments, no-contact orders, counseling, housing changes.

3. Formal Complaint & Investigation

- Investigation gathers evidence from all sides.
- Supportive measures remain in place.

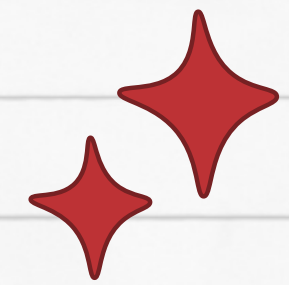
4. Hearing & Resolution

- An administrative decision-maker helps make findings.
- After a decision, additional supportive measures may be needed.

EXAMINING CURRENT SUPPORTIVE MEASURES

- **What's in Place Now?**
 - Academic: Extended deadlines, tutoring, excused absences.
 - Housing: Room reassignments
 - Safety: No-contact orders, campus escort services.
 - Wellness: Counseling, medical services, faculty/ staff advisors
- **What Might Be Missing?**
 - Do students feel comfortable asking for help?
 - Are the current options accessible and effective?
 - Are there gaps in mental health, academic support, or community engagement?





QUESTIONS FOR YOU:



1. WHAT ADDITIONAL RESOURCES COULD HELP STUDENTS FEEL SAFE AND SUPPORTED?
2. ARE THERE UNIQUE CHALLENGES ON OUR CAMPUS THAT AREN'T BEING ADDRESSED?
3. HOW CAN WE MAKE SUPPORTIVE MEASURES MORE ACCESSIBLE, FLEXIBLE, OR STUDENT-CENTERED?



THANK YOU!

