



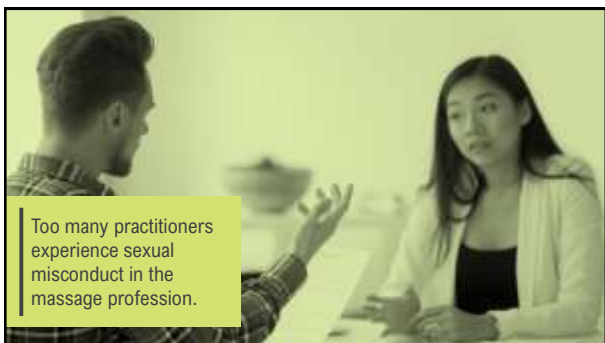
Preventing Sexual Misconduct in the Massage Profession
– It Starts at School

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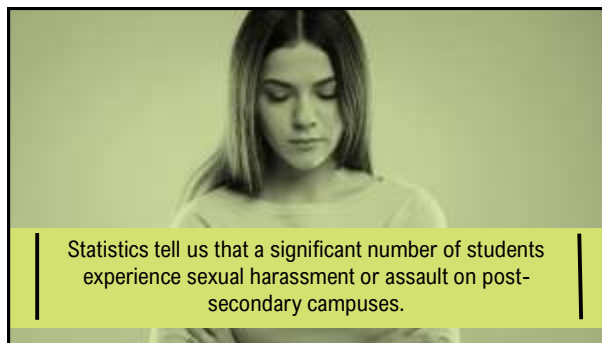
Too many clients experience sexual misconduct in the massage profession.

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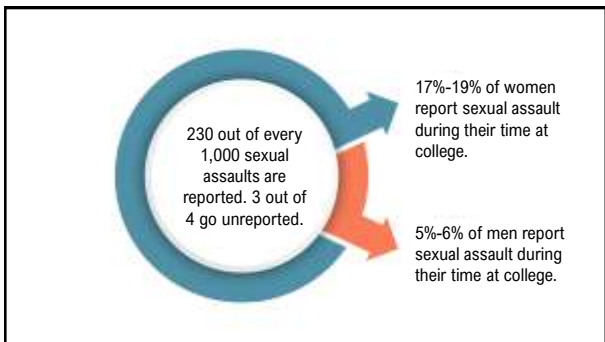
Too many practitioners experience sexual misconduct in the massage profession.

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Statistics tell us that a significant number of students experience sexual harassment or assault on post-secondary campuses.

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The numbers are higher for marginalized student groups.

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Your Turn What types of sexual misconduct have you experienced on your campuses, and how did you deal with it? Please maintain the confidentiality of individuals while you describe your experiences.

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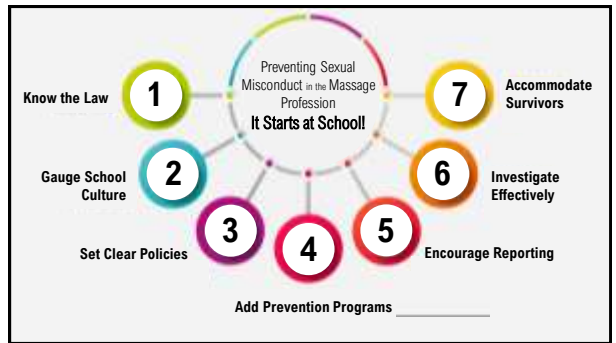
You can bet that someone on your campus is behaving in a way that is sexually inappropriate.

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GOAL: Safety for students, faculty, clients, administrators, and guests.

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KNOW THE LAW

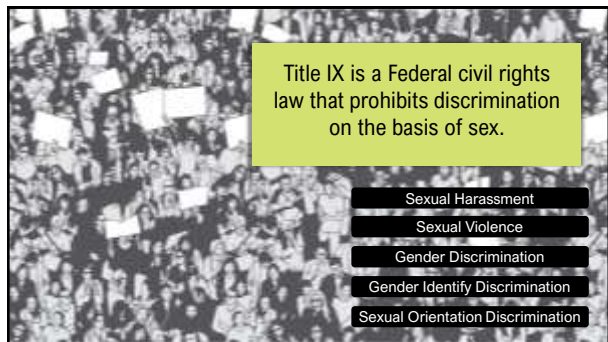
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Title IX of the Education Amendments of 1972

"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."

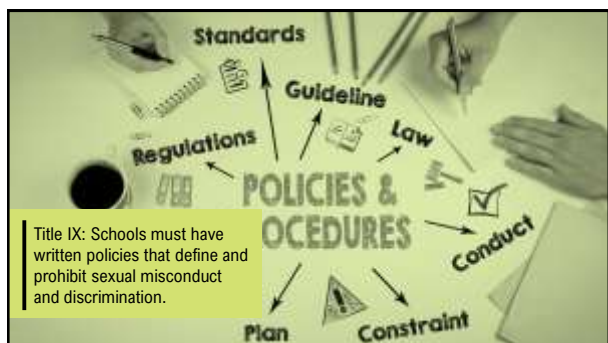
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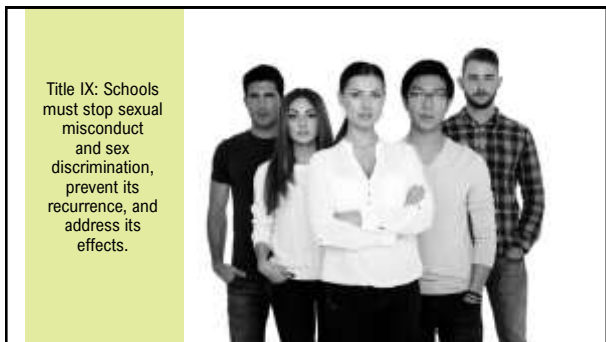
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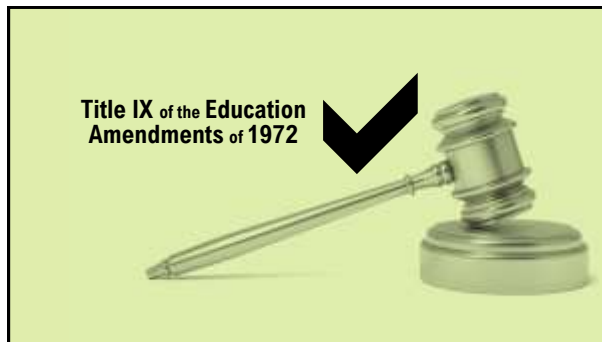
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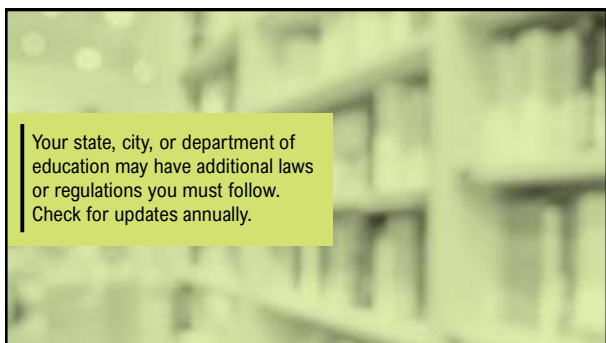
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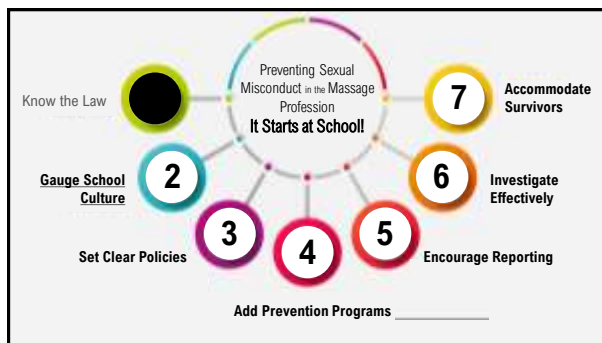
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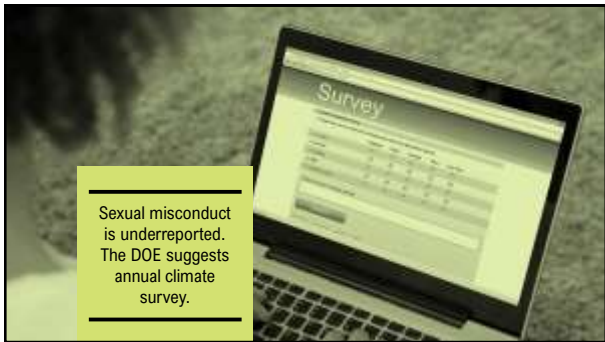
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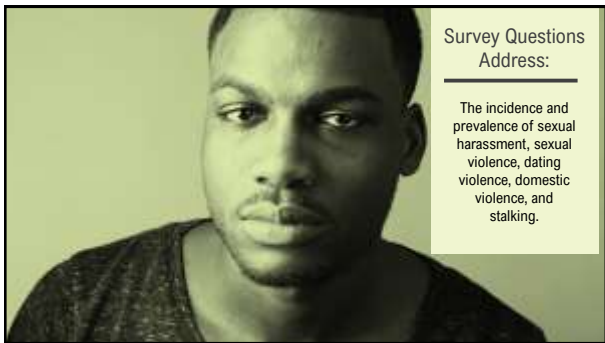
Sexual misconduct is underreported. The DOE suggests annual climate survey.

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The Campus Climate Survey Validation Study

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Survey Questions Address:
The incidence and prevalence of sexual harassment, sexual violence, dating violence, domestic violence, and stalking.

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2. Whether the perpetrator was a student, and if force, incapacitation, or coercion were involved.

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3. Whether students know the institutional policies and procedures, such as the identity of the Title IX Coordinator, the location of campus resources, and definitions of sexual misconduct.

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4. If survivors reported gender-based harassment violence, to whom they reported, and what response the survivor may have received.

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www.abmp.com

Digital Handouts

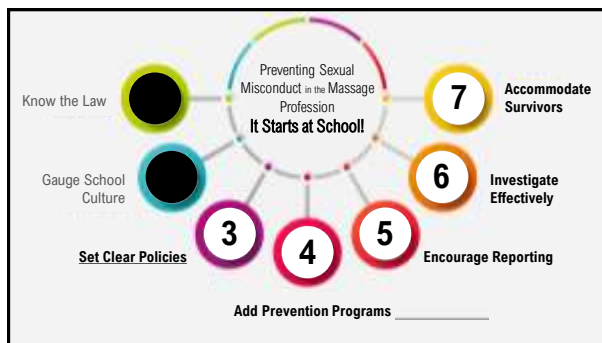
The US Justice Department "Campus Climate Survey Validation Study (CCSVS) and Sample Survey" available via email and on the ABMP website.

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Your Turn

Is anyone here conducting an annual survey to collect data on the prevalence of, or attitudes toward, sexual misconduct and sex discrimination? If not, what other methods do you use to ensure sexual misconduct is not occurring, under the radar, at your campus?

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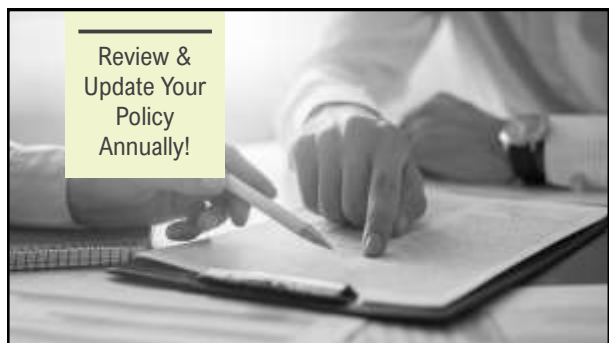
Sexual Misconduct Policy Language Example

- Created by ABMP to provide sample language schools can use to update their sexual misconduct policy.
- Based on recommendations from **Know Your IX** (www.knowyourix.org).
- Utilized models from Princeton University, Columbia University, Duke University, and University of Pennsylvania.
- Not vetted

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- Intro: Statement of 0 Tolerance
- Definitions of Terms
- Prohibited Behaviors
- Title IX Coordinator
- Deputy Title IX Coordinator
- Informal Complaint Information and Procedure
- Formal Complaint Information and Procedure
- Rights and Expectations During a Complaint Investigation
- Investigation and Adjudication Process
- Unsubstantiated Allegations
- Substantiated Allegations and Sanctions
- The Appeals Process
- Accommodations for Survivors
- Community Resources for Survivors
- National Organizations and Resources

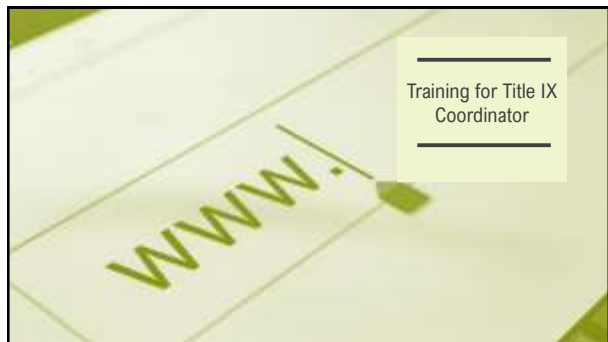
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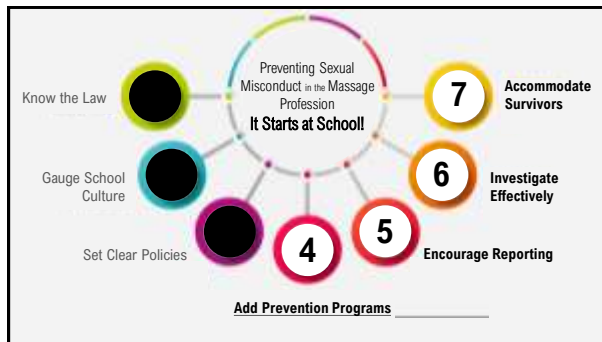
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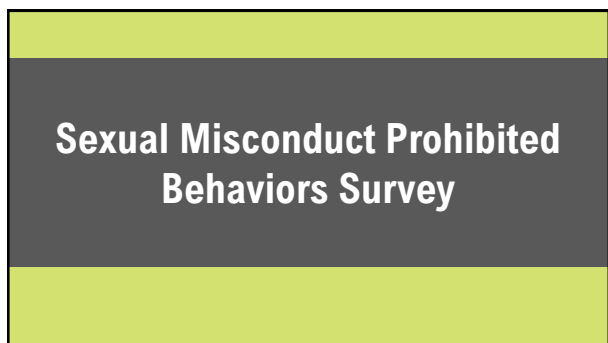
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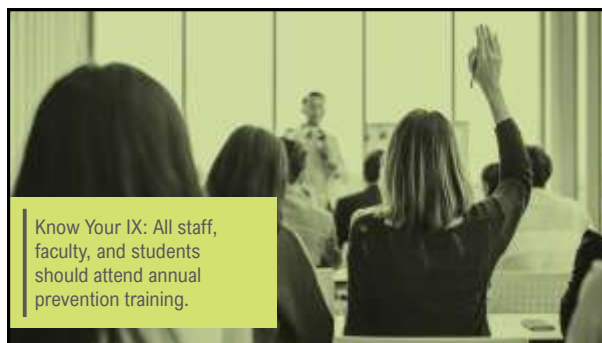


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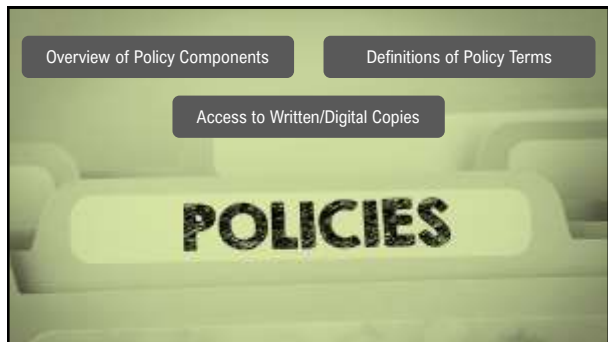
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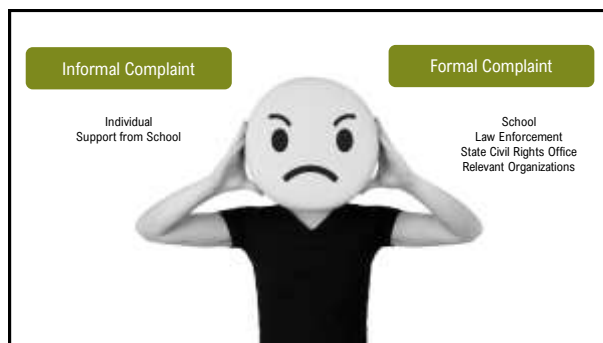
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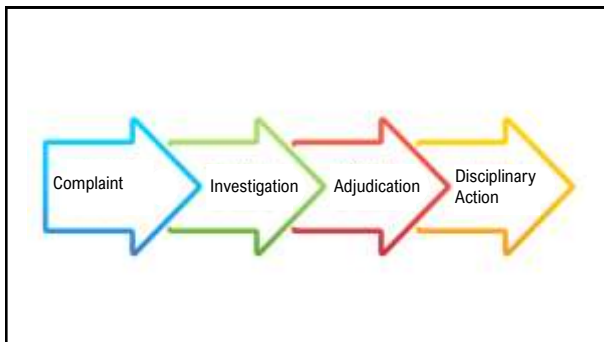
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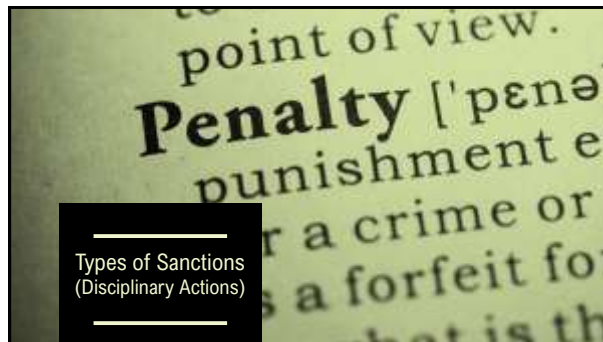
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Additional Training Recommendations from Know Your IX

- How to give or withhold consent to sexual acts
- Connections between power differentials and sexual misconduct
- Methods for prevention of stalking and cyberstalking
- Methods for bystander intervention

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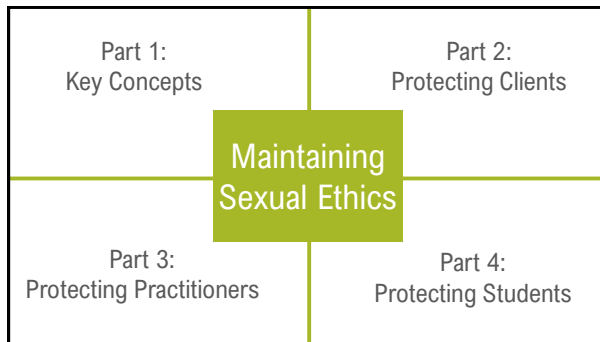


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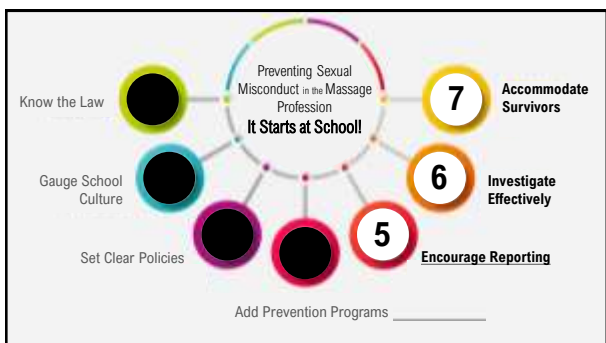


Your Turn Discuss the current sexual misconduct and sexual discrimination prevention training you offer students and staff. Are you covering all of the recommended areas? Thoughts?

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Sexual Misconduct Reporting

- We have an effective complaint process
- Students know how to report sexual misconduct
- Staff know how to handle complaints properly
- When it is and isn't appropriate to maintain student confidentiality

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Informal Complaints

When a person's behavior is less severe and can be resolved between the complainant and respondent without school involvement.

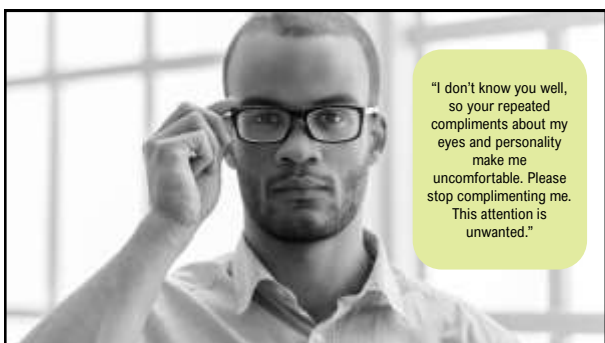
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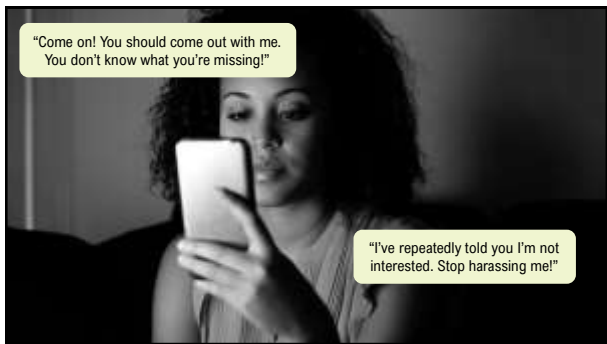
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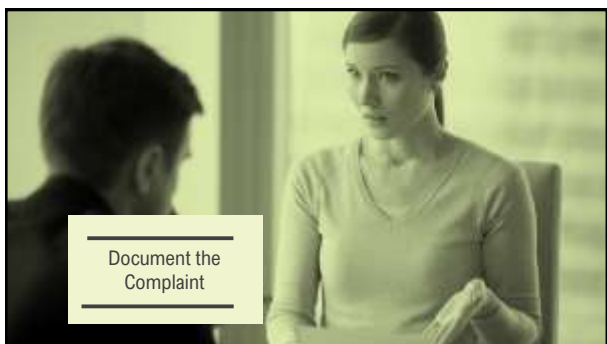
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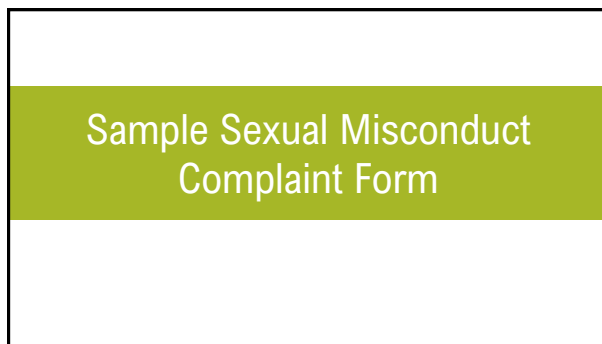
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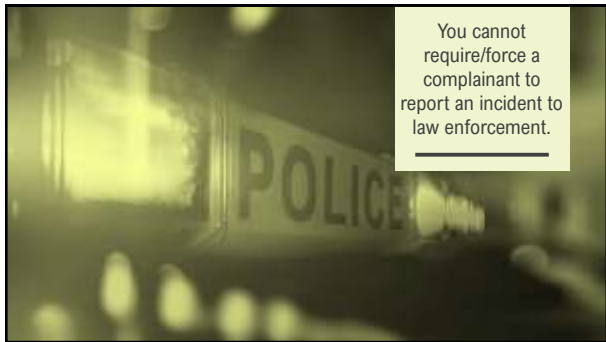
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You cannot require/force a complainant to report an incident to law enforcement.

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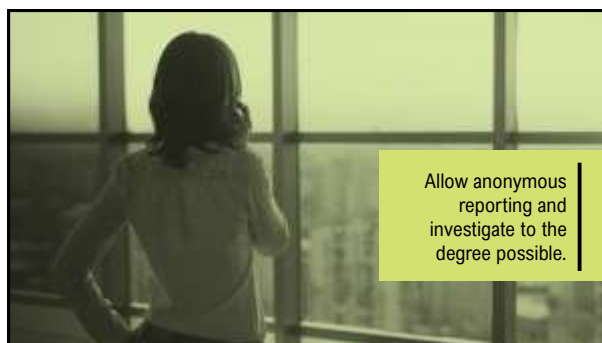
When sexual behaviors involve the use of a weapon, a minor, or a person with a disability, it must be reported to law enforcement if a school employee knows about it.

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Encourage Prompt Reporting

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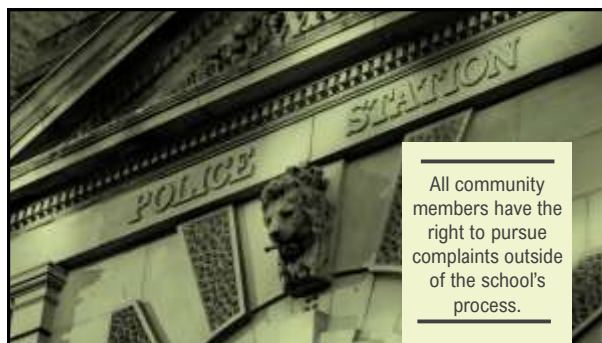
Allow anonymous reporting and investigate to the degree possible.

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A formal complaint to any school staff constitutes a report to the school and obligates the school to take action.

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All community members have the right to pursue complaints outside of the school's process.

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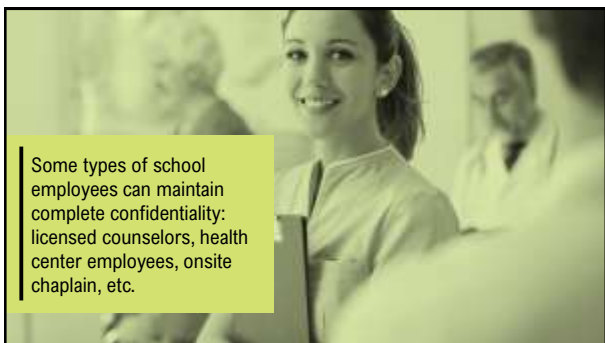


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A school cannot always honor a request for complete confidentiality.

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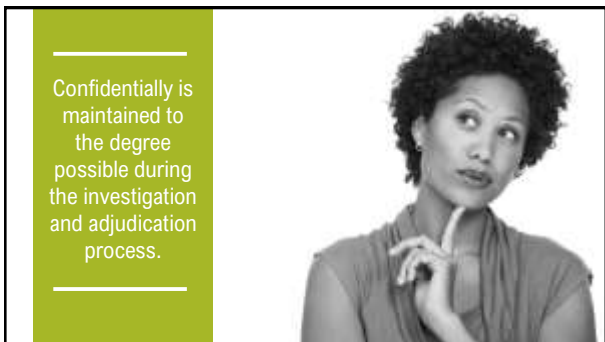
Some types of school employees can maintain complete confidentiality: licensed counselors, health center employees, onsite chaplain, etc.

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To investigate a complaint requires information be passed to the Title IX staff.

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Confidentiality is maintained to the degree possible during the investigation and adjudication process.

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Do not contact law enforcement without the complainant's consent unless required by law.

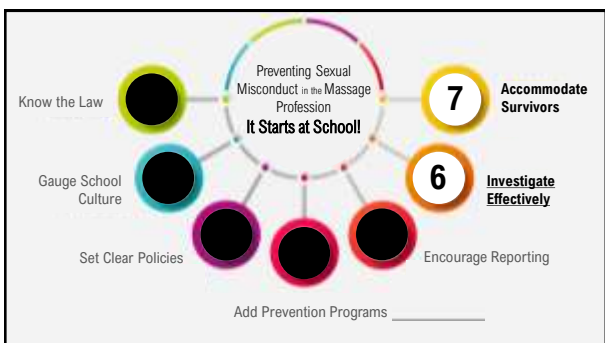
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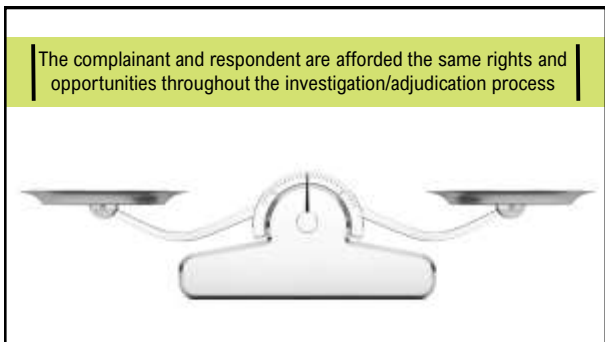
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RIGHTS AND EXPECTATIONS (Common Practices)

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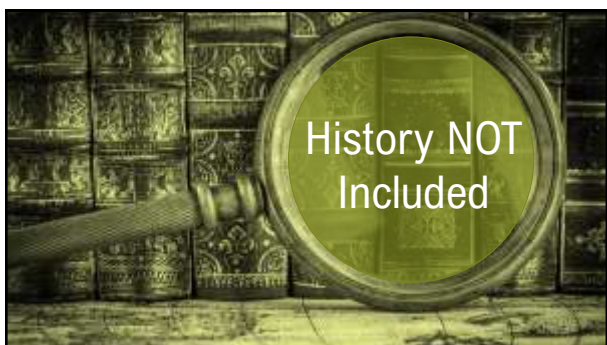
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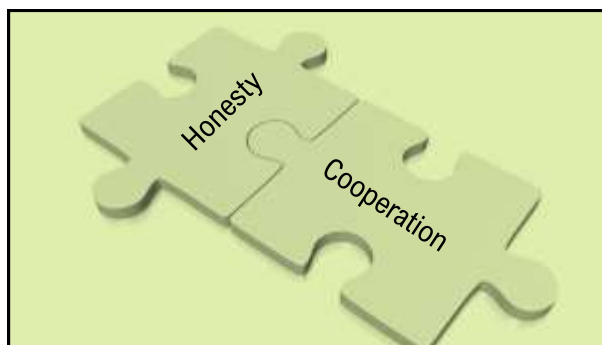
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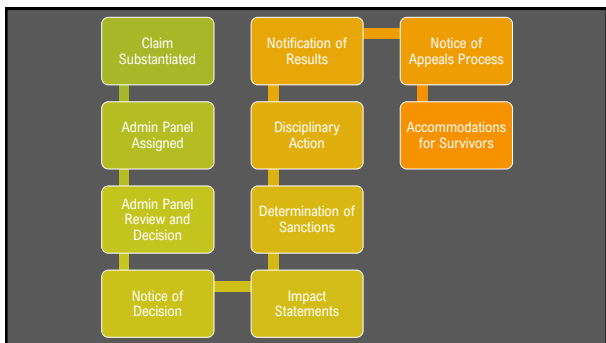
Overview of an Appropriate Investigation and Adjudication Process

Review this process in the sample policy language document page

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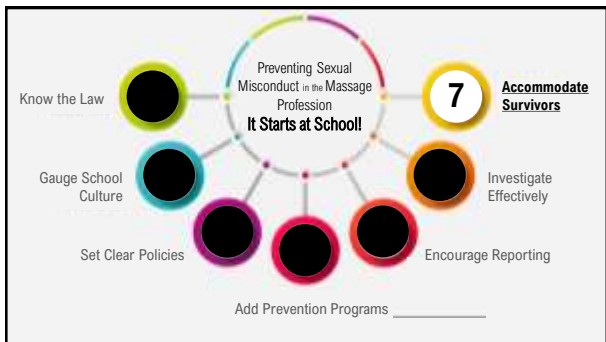
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We just explored the recommended investigation and adjudication process.
 What stands out as important? What stands out as challenging?
 What thoughts does this discussion trigger?

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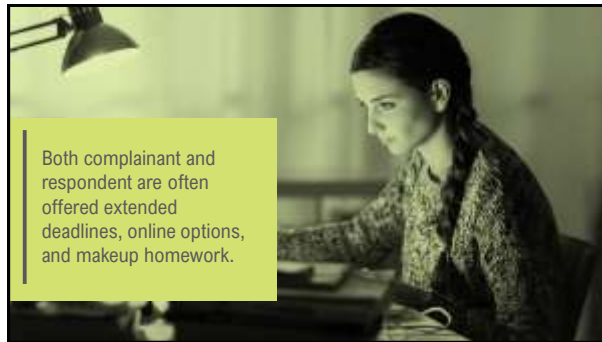
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KNOW YOUR IX
 Campus Organizing Tool Kit

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No Contact Order: The complainant and respondent cannot contact each other directly, online, or via friends. They cannot share classes or extracurricular activities. The burden falls on the respondent.

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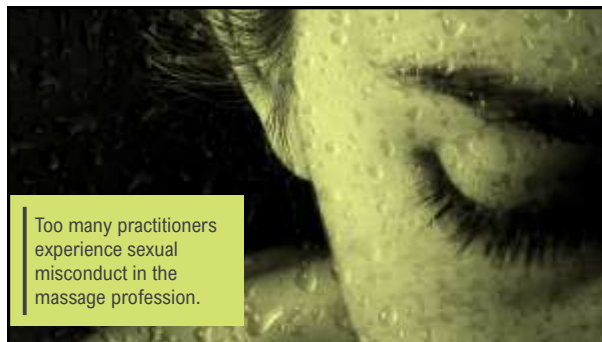
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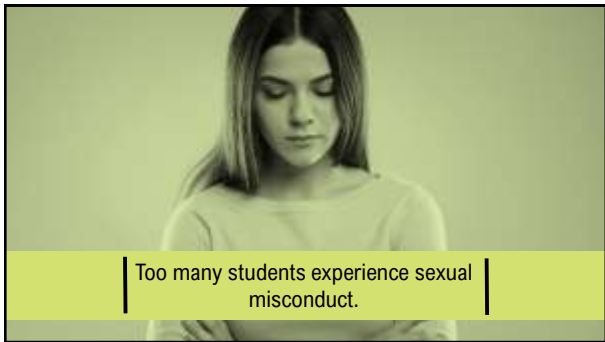
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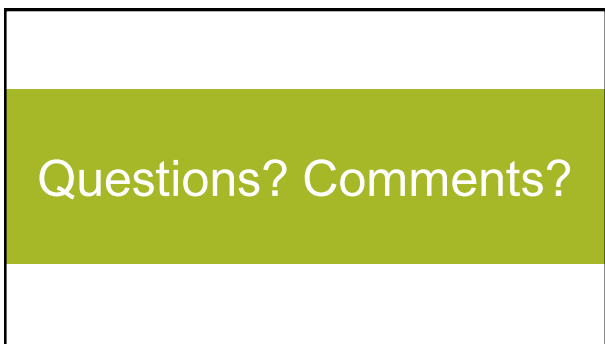
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