



SAN DIEGO
Community College District

City College · Mesa College · Miramar College
College of Continuing Education

What Should Employees Know About Title IX and California SB 493??

Amber Eckert, Title IX Coordinator

Eva Alford, Deputy Title IX
Coordinator/Investigative Analyst

Before We Begin - A Thank You to the Miramar Community for Enhancing Awareness of Title IX

Posters and Flyers on Miramar Campus

KNOW YOUR RIGHTS

You have the right to feel safe and accepted here!

Title IX (9) is a federal law that prohibits the following:

Sexual Assault
Sexual assault is:
• a forcible or non-forcible sex act or
• unwelcome sexual conduct
That occurs:
• without consent
• when under the influence of drugs/alcohol
• while unconscious
• using physical force or threats

Online Sexual Harassment
Online sexual harassment is the sharing of explicit images (sexting), pornography or other explicit content with or without consent, or by using coercion (extortion), threat or intimidation online.

Dating Violence
Dating violence is violence committed by a person who is or was in a social, emotional, intimate, or romantic relationship with another person.

Sexual Harassment
Sexual harassment is unwelcome sexual conduct that prohibits a student's access to their education or school-related extracurricular activities.

Pregnant and Lactating Students
For students experiencing pregnancy or related conditions:
• Reasonable modifications to policies, practices, and procedures
• Voluntary access to a separate and comparable education program or activity
• Voluntary leave of absence
• Access and time to utilize a designated lactation space

If you or someone you know has been impacted by these behaviors, contact the San Diego Community College District Title IX office at the email & number below. Help is available.
AMBER ECKERT, TITLE IX COORDINATOR
TITLEIX@SDCCD.EDU • (619) 388-6660 or visit: <https://www.sdccd.edu/students/titleix/>

REPORT NOW

The Rights of Any Student Reporting Incidents of Sexual Harassment:
• to file a formal complaint
• to be provided support services
• to an informal resolution option
• to explain and provide evidence related to their complaint
• to receive notice of the outcome of their complaint
• to receive information on how to appeal the decision

The Rights of the Individual Named in the Complaint:
• to be informed of the claims brought forth against them
• to be provided support services
• to an informal resolution
• to explain and provide evidence related to their complaint
• to receive notice of the outcome of their complaint
• to receive information on how to appeal the outcome of their complaint

The Responsibilities of the Title IX Office:
• provide support services
• investigate allegations
• communicate the investigation outcome to impacted individuals
• maintain confidentiality
• implement appropriate corrective actions

24/7 Crisis Text Line: Text HOME to 741741 to reach a volunteer Crisis Counselor

Syllabi Statements

- Campus Safety presentation to [Miramar Academic Senate](#) December 2024 and recommendation for Syllabi Statement for Title IX awareness.
- AFT support for Syllabi Statement January 2025:

The San Diego Community College District is committed to providing safe and equitable learning and working environments for all students and employees, free from sexual harassment, sexual assault, dating violence, domestic violence, stalking, and any other sex-based or gender-based misconduct. If you or someone you know has been impacted by sex-based or gender-based harassment, sexual assault, dating/domestic violence, stalking or sexual exploitation, please visit <https://www.sdccd.edu/students/titleix/index.aspx> to access resources and support. Any incident committed on District property or at a District-sponsored event or activity may be reported directly to the Title IX Coordinator, who will determine the appropriate response and who may offer supportive measures, regardless of whether a formal complaint is submitted. Title IX contact: Amber Eckert, aeckert@sdccd.edu, 619-388-6504.

Title IX Office Overview of Responsibilities

Grievance Process via AP 3434/3434.1 (*Responding to Discrimination/ Harassment Based on Sex Under Title IX*)

- Responding to reports of sex and gender-based discrimination and harassment with the aim to: ***Stop the behavior; Prevent its reoccurrence; Remedy the impacts of the behavior***

Supportive Measures

- Coordinating and facilitating supportive measures for persons impacted by Sexual Violence, Intimate Partner Violence/Domestic Violence, or Stalking ***regardless where the incident occurred***

Oversight of Protections for Pregnancy or Related Conditions

- Ensure reasonable modifications to policy, practice, or procedure (DSPPS manages process at SDCCD for Students/Employee Relations for Employees); Ensure lactation spaces are available;





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Review: Behavior in Scope of Title IX or California SB 493

Conduct That May Violate Title IX: Sex Discrimination or Harassment

Sex Discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions

Title IX Sexual Harassment Definition – Conduct that satisfies one or more of the following as defined in 34 CFR § 106.30:

- 1) Quid Pro Quo Harassment** (A District employee conditions the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual); and/or
- 2) Specific Offenses** (sexual assault, dating violence, domestic violence, and stalking); and/or
- 3) Hostile Environment Harassment** Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity (hostile environment sexual harassment)

More About **STALKING**

Who Are Stalkers?

Most stalkers target people they know

Many stalkers commit this crime against people they have dated or been romantically involved with.

Stalkers may also be acquaintances, family members, and/or strangers.

Stalking is a series of actions that make you feel afraid, distressed or in danger. Stalking is a **serious crime** and can escalate over time.

Unwanted contact through repeated calls (including hang-ups), texts, emails or message; Tracking you using technology like air tags or hidden cameras; Hacking your accounts, changing your passwords, or impersonating you online

Spreading rumors about you – in person or online; Posting or sharing or threatening to post intimate images of you; Gathering information about you by using the internet or going through your trash

What Actions May Be Considered Stalking?



Following you; Sending unwanted gifts or letters; Showing up or waiting for you at home, work or class



Damaging your property; Harassing your co-workers, family, or friends; Threatening to hurt you or those close to you – family, friends, pets



Examples of Conduct That May Violate Title IX: Sexual Harassment-Hostile Environment



- Sexual innuendos and comments
 - Sexually explicit questions
 - Requests for sexual favors
 - Unwelcome touching, hugging, stroking, squeezing
 - Spreading rumors about a person's sexuality
 - Sexual ridicule
 - Displaying or sending sexually suggestive electronic content, including but not limited to emails, text messages, etc.
 - Pervasive displays of pictures, calendars, cartoons, or other materials with sexually explicit or graphic content
-and more

Conduct That May Violate Title IX: Sex Discrimination

Sex Discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions

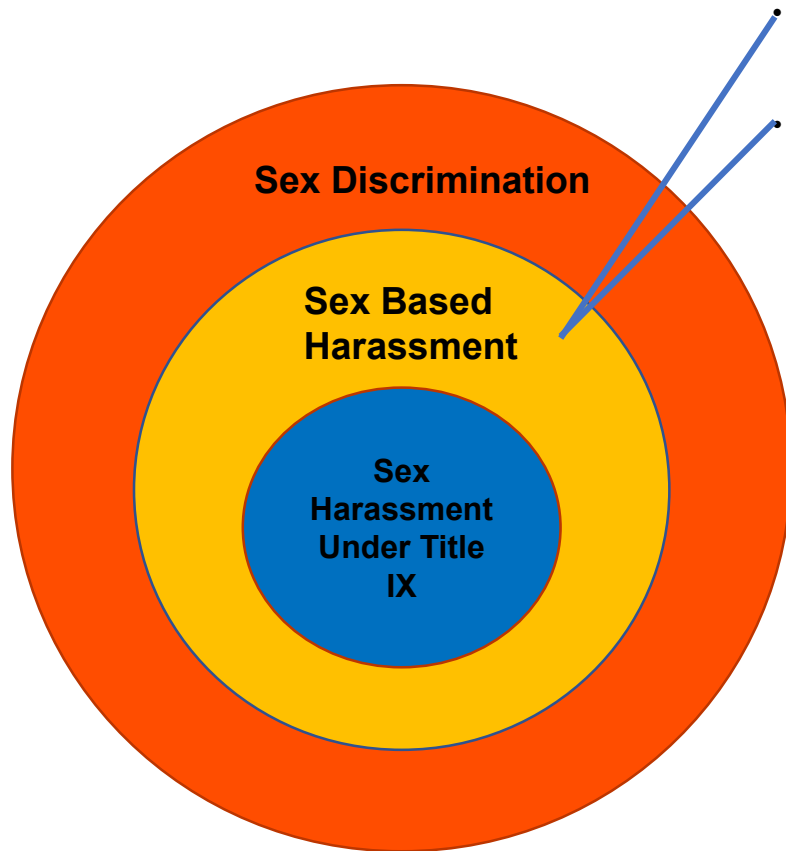
1) Disparate Treatment Discrimination:

- Any intentional differential treatment of a person or persons that is based on an individual's actual or perceived protected characteristic and that:
 - Excludes an individual from participation in;
 - Denies the individual benefits of; or
 - Otherwise adversely affects a term or condition of an individual's participation in a SDCCD program or activity.

2) Disparate Impact Discrimination:

- Disparate impact occurs when policies or practices that appear to be neutral unintentionally result in a disproportionate impact on a protected group or person that:
 - Excludes an individual from participation in;
 - Denies the individual benefits of; or
 - Otherwise adversely affects a term or condition of an individual's participation in a SDCCD program or activity.

Other Conduct in Scope of SB 493 (Chaptered 9.29.2020)

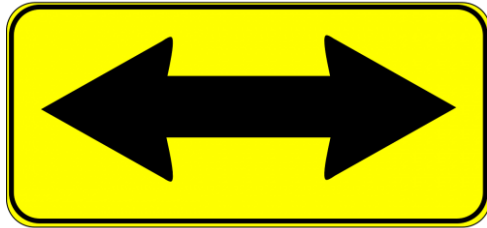


Sexual Battery: The intentional touching of another person's intimate parts without consent, intentionally causing a person to touch the intimate parts of another without consent or using a person's own intimate part to intentionally touch another person's body without consent.

Sexual Exploitation:

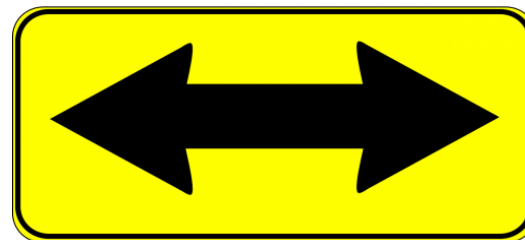
- **Prostituting** or trafficking of another person
- **The recording of images**, including video or photograph, or audio of another person's sexual activity or behavior, intimate parts, or in any state of undress, without that person's consent;
- **Intentionally observing**, spying on, or listening to person(s) involved in sexual activity or behavior or in any state of undress, without their consent;
- **The distribution, sharing, or posting of images**, including video or photograph, or audio of another person's sexual activity or behavior, intimate parts, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not consent to the disclosure;
- **The viewing of another person's sexual activity or behavior**, intimate parts, or allows others to observe another person in any state of undress, in a place where that other person would have a reasonable expectation of privacy, without that person's consent, for the purpose of arousing or gratifying sexual desire;
- **Removing a condom during sexual intercourse without the consent** of the other person; or the act of intentionally misleading another person to believe a condom is being used during sexual intercourse;
- **Inducing incapacitation** of another by providing drugs, alcohol, or other substances—with or without their knowledge—with the intent to impair their ability to withhold consent or their ability to knowingly consent to sexual activity or behavior, regardless of whether sexual activity or behavior actually occurs. If sexual activity or behavior does occur, such conduct may also constitute Sexual Assault; and/or
- **Indecent Exposure** which is exposing one's intimate parts, such as genitalia, groin, breast, and/or buttocks to someone without their consent. This behavior is the deliberate showing of intimate parts of the body and may, but does not necessarily have to, include a sexual act. Engaging in sexual activity in public, witnessed by non-consenting person(s), is also a form of Indecent Exposure.

Conduct That Does NOT Violate Title IX or SB 493



Conduct that is rude, unwelcome, inappropriate, mean, or hateful might not be reviewed under Title IX/SB 493, but may be referred to **Student Affairs** or **Employee Relations** for follow up via other District policies and pathways.

Minor slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of a Hostile Environment - Sexual Harassment. In order to violate this policy, the conduct must create an environment that would be intimidating, hostile, or offensive to a reasonable person and effectively denies a person equal access to the District's education program or activity.





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Employees: Making a Report or Referral to the Title IX Team

Three Scenarios for Reporting to Title IX – **Must Report vs. Option to Report**

1) **Must Report:** An employee learns of Sexual Harassment/Violence or Discrimination occurring between two or more members of the College or District community.

What Actions are Possible? Evaluation for Title IX/SB 493 Grievance proceedings and/or **Supportive Measures**

2) **Must Report:** An employee learns that a student or employee has been impacted by Domestic Violence/Intimate Partner Violence or Sexual Assault outside of the District community.

What Actions are Possible? **Supportive Measures**

3) Option to Report: An employee wishes to self report to Title IX to initiate Grievance proceedings and/or access **Supportive Measures** if they are impacted by scenario 1 or 2.

Reminder: Responsible Employees Obligation to Report to Title IX Office



[This Photo](#) by Unknown Author is licensed under [CC BY](#)

Responsible Employee – Any District employee who is not a confidential resource. If a Responsible Employee learns, in the course of employment*, that a student or employee may have experienced prohibited conduct, they must promptly notify the Title IX Office.

Confidential Resource - Employees who receive information about prohibited conduct in their confidential capacity and are not required to report to the Title IX Coordinator: 1) Student Health Center Nurses/Physicians & Mental Health Counselors working in a professional licensure capacity; and 2) Employee Assistance Program (EAP) counselors

* This includes classroom assignments or discussions - Such disclosures constitute reportable knowledge and require follow up by Title IX Office.

What Happens When a Report to Title IX Office is Made?

Trauma Informed Communications and Outreach

Mandatory Outreach from Title IX:

- A student or employee receiving outreach from Title IX has agency to respond (or not...)
- Title IX will typically make 3 outreach attempts over 3 weeks
- If no response is received, the Title IX Office will send a notice that the report is being closed, but the Complainant may contact us at any time

Excerpt from Title IX Outreach

Choosing to make a report, file a complaint, and/or meet with the Title IX Coordinator after a report or complaint has been made, and deciding how to proceed, can be a process that unfolds over time. You do not have to decide whether to pursue a complaint or to name the other party/ies at the time of the report.

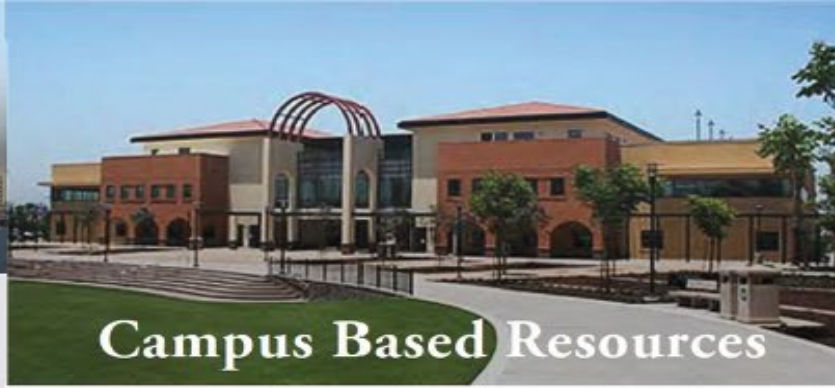
Reporting does not mean you wish to pursue a complaint—it may mean you would like help accessing resources and supportive measures. You do not have to pursue a complaint to take advantage of the supportive measures available to you.

I've attached a brochure that highlights the services of the Title IX Office. If you are interested in speaking further about our services and resources, I am available to schedule a meeting via phone or zoom to discuss how we can be a support to you. Let me know what day and time you are available and we can set a meeting.



National and Community Based Resources

NATIONAL/STATE	
LGBT NATIONAL HELP CENTER	888.843.4564
NATIONAL DOMESTIC VIOLENCE HOTLINE	800.799.SAFE (7233)
RAPE ABUSE AND INCEST NATIONAL NETWORK (RAINN)	800.656.HOPE (4673)
U.S. CITIZENSHIP AND IMMIGRATION SERVICES -SAN DIEGO FIELD OFFICE	800.375.5283
CALIFORNIA VICTIMS OF CRIME COMPENSATION PROGRAM	800.777.9229
COMMUNITY	
2-1-1 SAN DIEGO	2-1-1
CENTER FOR COMMUNITY SOLUTIONS -COASTAL	858.272.5777
- EAST COUNTY	619.697.7477
- NORTH COUNTY	760.747.6282
DOMESTIC VIOLENCE HOTLINE & RESOURCES	888.DV.LINKS (385.4657)
FAMILY ADVOCACY PROGRAM -NAVY	619.565.8809
- MARINE CORPS	619.279.6113
FAMILY HEALTH CENTERS OF SAN DIEGO	619.515.2300
HEALTH AND HUMAN SERVICES AGENCY - PUBLIC HEALTH SERVICES	858.694.3900
INDIAN HEALTH COUNCIL, INC. (PEACE BETWEEN PARTNERS PROGRAM)	760.749.1410 x5249
LA JOLLA BAND OF LUISENO INDIANS A VELLAKA PROGRAM	760.685.4736
LEGAL AID SOCIETY OF SAN DIEGO	677.534.2524
NATIONAL ALLIANCE ON MENTAL HEALTH ILLNESS (NAMI) - SAN DIEGO HELP LINE	619.543.1434
- NORTH COASTAL HELPLINE	760.722.3754
PEER2PEER- TEXT AND CHAT SUPPORT AND REFERRAL SERVICES	619.377.7111
SAN DIEGO ACCESS AND CRISIS LINE (24 HOURS)	888.724.7240
SOUTH BAY COMMUNITY SERVICES - 24 HOUR ASSISTANCE	800.640.2933
- CHULA VISTA OFFICE	619.420.3620
SOUTHERN INDIAN HEALTH COUNCIL, INC.	619.445.1188
NORTH COUNTY LGTB RESOURCE CENTER	760.994.1690
SAN DIEGO LGTB COMMUNITY CENTER	619.692.2077
UCSD SEXUAL ASSAULT RESOURCE CENTER	858.534.5793
VICTIM WITNESS ASSISTANCE	619.531.4041
WOMEN'S RESOURCE CENTER - OCEANSIDE	760.747.8800
- SAN DIEGO	760.757.3500
WOMEN'S LEGAL CENTER OF SAN DIEGO	619.699.5700
YWCA DOMESTIC VIOLENCE SERVICES	619.234.3164



Campus Based Resources

CONFIDENTIAL COUNSELING SERVICES FOR STUDENTS

City College: 619.388.3055

Mesa College: 619.388.2774

Miramar College: 619.388.7881

CONFIDENTIAL COUNSELING SERVICES FOR EMPLOYEES

Employee Assistance Program (EAP): 888.625.4809

CAMPUS SAFETY ESCORT

A safety escort service is available 24 hours a day to and from any point on campus.

District Police Department Dispatch: 619.388.6405

Seeking Medical Attention

Prompt medical attention is important. Medical providers can treat injuries and test for pregnancy or STDs. To speak with a Sexual Assault Nurse Examiner about getting a forensic exam, please call Palomar Forensic Health Services during business hours at 760.739.2150. For after hours, weekends, and holidays please call 1.888.211.6347.



SAN DIEGO
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Title IX Information and Resource Guide



SAN DIEGO COMMUNITY COLLEGE DISTRICT
CITY COLLEGE • MESA COLLEGE • MIRAMAR COLLEGE • COLLEGE OF CONTINUING EDUCATION

SDCCD Title IX



The San Diego Community College District is committed to providing a safe and equitable learning and working environment for all students and employees, free from sexual harassment, sexual assault, dating violence, domestic violence, stalking, and any other sex-based or gender-based misconduct.

Any incident committed on District property or at a District sponsored event or activity may be reported directly to the Title IX Coordinator, who will determine the appropriate response. This may include informal options, such as mediation or facilitated dialogue, or formal options, which include an investigation conducted in accordance with District policies and procedures*.

Sexual assault will never be mediated. Where it is determined that a violation of policy occurred through the formal complaint process, the District will impose appropriate sanctions, up to and including, expulsion of students and termination of employees. In addition, the Title IX Coordinator may offer supportive measures, regardless of whether a formal complaint is submitted.

*A full list of these policies and procedures are available for review on the Title IX Website at: <https://www.sdccd.edu/titleix>



Title IX Coordinator

Amber Eckert
619.388.6660
titleix@sdccd.edu

Title IX Office

3375 Camino del Rio South
Suite 385
San Diego, CA 92108-3883

To report an incident to the Title IX Office, please use the online Title IX Incident Report Form available at <https://www.sdccd.edu/students/titleix.aspx>.

Board of Trustees: Geyzl Arroyo, Mary Graham, Craig Higgins, Bernia Robinson, Maria Nelo Serout, Ph.D.
Chancellor: Gregory A. Smith
President: Ricky Shabazz, Ed.D., San Diego City College; Ashanti T. Hand, Ed.D., San Diego Mesa College; P. Waiyee Lundberg, Ph.D., San Diego Miramar College; Thai M. King, Ed.D., San Diego College of Continuing Education.
The San Diego Community College District includes San Diego City College, San Diego Mesa College, San Diego Miramar College, and the San Diego College of Continuing Education. The SDCCD is governed by its Board of Trustees. No oral or written agreement is binding on the San Diego Community College District without the express approval of the Board of Trustees.



What To Do

if you're a victim...

If you're a victim of sexual harassment, sexual assault, dating violence, domestic violence, or stalking. Campus officials are available to assist.

The following are steps you can take:

1. GO TO A SAFE PLACE.

In an emergency, call 9-1-1.

2. PRESERVE EVIDENCE.

Do not bathe, douche, or brush your teeth. Do not wash your clothing, linens, or the area where the assault occurred. Preserve text messages, voicemail messages, and any other evidence.

3. CONSIDER CONTACTING CONFIDENTIAL RESOURCES FOR SUPPORT AND GUIDANCE.

On-campus: Mental health counselors & nurses/physicians in the Student Health Center.

Off-campus: The Center for Community Solutions may be reached at 888.385.4637. They can assist students and employees with counseling, legal advocacy, and obtaining a restraining order.

4. CONSIDER REPORTING THE INCIDENT TO LAW ENFORCEMENT OR THE DISTRICT'S TITLE IX COORDINATOR.

Reporting these incidents will initiate steps to help protect you and the campus community, however, non-reporting is also an option. If you would like

assistance reporting an incident to law enforcement, the Title IX Coordinator can assist you.

SDCCD Police Department:
619.388.6405

Local Law Enforcement:
619.531.2000

To report an incident to the Title IX Office, please use the online Title IX Incident Report Form available at: [sdccd.edu/students/titleix.aspx](https://www.sdccd.edu/students/titleix.aspx)

Title IX Coordinator:
titleix@sdccd.edu or 619.388.6660

* The District will protect confidential student and employee information to the highest degree possible under applicable law and district policy.

5. SEEK AVAILABLE RESOURCES, INCLUDING MEDICAL ATTENTION.

There are many resources available at the colleges and in the community to assist you. A partial list is included in this guide.

6. SEEK ACCOMMODATIONS AT WORK OR SCHOOL AS NECESSARY.

The District will make every effort to accommodate assistance for the victim if it is reasonably available, regardless of whether the victim chooses to report the crime to law enforcement. Contact the Title IX Coordinator for assistance.

Definitions

The following definitions are abbreviated for this brochure. For complete definitions, please refer to the District's Title IX Policies & Procedures at <https://www.sdccd.edu/titleix>. For definitions under the California Penal Code, please refer to the current Safe & Sound Brochure at <https://www.sdccd.edu/docs/policies/currentsafeandsound.pdf>

CONSENT: Affirmative, conscious and voluntary agreement to engage in sexual activity. Both Parties must give affirmative consent to sexual activity. It is the responsibility of each person involved in the sexual activity to ensure that they have the affirmative consent of the other or others to engage in the sexual activity. Lack of protest, lack of resistance, or silence does not indicate consent. Affirmative consent must be ongoing and can be revoked at any time. Consent cannot be given when someone is incapacitated, unconscious, or if that person's understanding of the act is affected by a physical or mental impairment.

SEXUAL HARASSMENT UNDER TITLE IX: For the purposes of Title IX and Administrative Procedure AP 3434, conduct that satisfies one or more of the following:

- District employee conditions the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct (quid pro quo harassment).
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; and/or
- Sexual assault, including the following: Sex Offenses, Rape (except Statutory Rape), Sodomy, Sexual Assault with an Object, Fondling, Incest, Statutory Rape, Dating Violence, Domestic Violence, Stalking.

SEXUAL ASSAULT: A sex offense directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

DOMESTIC VIOLENCE: A crime or violence committed by a current or former spouse or intimate partner of the victim, a person with whom the victim shares a child in common, a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, a person similarly situated to a spouse of the victim under the domestic or family violence laws of California, and/or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of California.

DATING VIOLENCE: Violence against a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of a relationship will be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

STALKING: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or suffer substantial emotional distress.

Supportive Measures

Supportive Measures are designed to preserve the equitable access to the San Diego Community College District's educational programs and activities and workplace. Supportive Measures are non-disciplinary, non-punitive individualized services offered free of charge to the Complainant or the Respondent regardless of whether a formal complaint has been filed.

Supportive Measures may include:

- Academic Accommodations (extensions of deadlines other course-related adjustments)
- Leaves of Absence or Excused Withdrawal
- Confidential Counseling at Student Health Center
- Community Resource referrals for housing and legal aid (Center for Community Solutions)
- Mutual no-contact order
- Change to work schedule or location
- Campus Safety Escorts
- Increased security and monitoring of specified areas of the campus

Navigating Mandated Reporter Conversations: Explaining Your Duty To Report



Frame your duty to report as one designed to help them get access to support

Your duty to report stems from the District's commitment to getting our community members the information they need to make an informed decision about what next steps, if any, they want to take.

Be clear about the difference between private and confidential

It's important not to promise confidentiality if you are not a confidential resource

Be able to answer questions about the next steps

Although you don't need to know all the details of Title IX procedures and resources, sharing general information is helpful

Navigating Mandated Reporter Conversations: Sample Phrases for Consideration

“I really appreciate you sharing this with me, and I want to help you. I need to let you know though, as an employee of Mesa/City/Miramar/College of Continuing Education, I have an obligation to report any incidents of things like gender-based harassment, or violence when I become aware of them. So, I’ll need to let the Title IX Coordinator know what you’ve told me.”

[Pause!]

“I want you know that, although I cannot keep what you’ve told me confidential, I can keep it private. I’m only telling the people I need to tell, and they only share the information with other people who need to know. Only a limited group of people will know. Does that make sense?”

[Pause!]

“The Title IX Office is going to reach out to you to provide you with information on pathways to address your complaint and also about supports that are available to you. You don’t have to respond to the Title IX office if you don’t want to, but I do need to let them know this information. I want to help you, and I appreciate you sharing this information with me, but I wanted to be transparent with you.”



I am a ...



SEARCH

FACULTY/STAFF

ONLINE LEARNING

Academics & Programs

Paying for College

Support for Students

Campus Information

Discover Your Path

Explore Miramar Clubs!

Undocu-Transfers

Harassment: Title IX

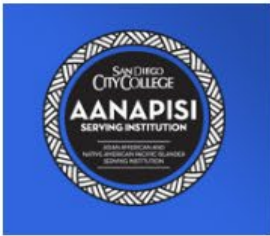
Everyone is Protected from Discrimination & Harassment - Even Undocu-Students! The San Diego Community College District is committed to providing a safe and equitable learning and working environment for all students and employees, free from sexual harassment, sexual violence, dating violence, domestic violence, stalking, and any other sex-based or gender-based misconduct.

[Report an Incident](#)

If you need to file a report but are worried about your immigration status, please note the following: Members of the San Diego Community College District community can report sex or gender based offenses, including an incident of dating violence, domestic violence, sexual assault, or stalking, to law enforcement, to the District, to both, or to neither. A report does not need to be made by the victim of an incident, but may be made by a third party.

✓ [I'm a Victim. What Should I Do?](#)

✓ [Definitions](#)



AANAPISI



Dreamer Resource Center



Military Friendly



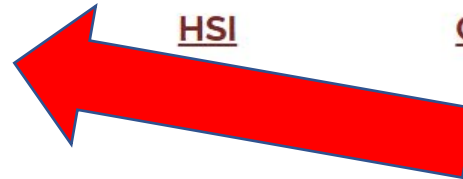
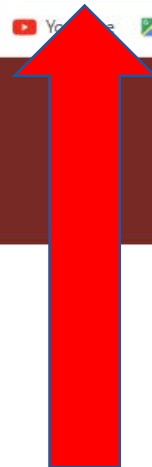
Title IX / IV



HSI



City Pride



GIVE TO CITY *Help A Student*



Donate to Reduce Food



Donate Business Attire to



Donate to Offer Two Years of



Donate to Support Books &



STUDENT SUPPORT

- APPLY & REGISTER >
- PAY FOR COLLEGE >
- ACADEMIC SUPPORT & GUIDANCE >
- GET INVOLVED >
- BASIC NEEDS & WELLNESS >
- FOOD & DINING >
- POLICIES & PROCEDURES >
- Accessibility Statement
- Disciplinary Clearance Process
- Privacy Policy
- Sexual Conduct & Title IX**
- Student Complaint Process
- Student Forms & Petitions
- Student Policies, Rights, & Responsibilities
- MAPS, PARKING, TRANSPORTATION, & SAFETY >
- SUPPORT PROGRAMS >
- TOOLS & RESOURCES >
- FINISH >

Sexual Conduct & Title IX

Mesa College is committed to creating a safe and equitable learning environment for all students. This means, we do not discriminate on the basis of sex or gender in our programs and activities. Any incident, including sex discrimination or harassment, but not limited to, sexual assault including rape, dating violence, domestic violence, or stalking committed on campus or at a campus sponsored event or activity, should be reported to the Title IX Coordinator immediately.

In addition, Title IX prohibits discrimination on the basis of pregnancy and parenting concerns, including lactation, childbirth, abortion, and related conditions. Please see our [District Title IX link](#) to gain further information, or contact the Title IX office at 619-388-6660.

Pregnant students may also seek disability protection and accommodations under the Americans with Disabilities Act. Please review Mesa College's [DSPS Department](#) to seek information on accommodations.

Report an Incident

If you have experienced an incident of sex- or gender-based discrimination, including sexual violence, that you wish to report, we can guide you to the appropriate reporting party (this may be the District, campus police, or a confidential resource). We are here to support you and provide the accommodations you need to feel safe and included on campus.

[File a complaint](#)



Policies

Student Rights, Responsibilities and Code of Conduct District policy 5500 enumerates the rights and responsibilities of all San Diego Community College District students.

[SDCCD Policy 5500](#) prescribes procedures by which the student or the district may formally initiate action to resolve disputes. If you have any problems, complaints or situations that you feel need to be addressed you may contact Counseling (student services), the campus Dean, or the Vice President of Continuing Education.

The complete text of Policy 5500 is also available in each campus' administration office.

Statistics + Resources

The [Student Success Scorecard](#) is a performance measurement system provided to all colleges in the state by the Chancellor's Office for California Community Colleges. The Scorecard is intended for colleges, districts and the public to track student progress and success, and to help inform quality improvement efforts.

The [Jeanne Clery](#) Disclosure of Campus Security Policy and Campus Crime Statistics Act is the landmark federal law, originally known as the Campus Security Act, which requires colleges and universities across the United States to disclose information about crime on and around their campuses.



Title IX and Campus SaVE Act: San Diego Community College District (SDCCD) is committed to a safe and equitable learning environment for all students and employees. [SDCCD's Title IX and Campus SaVE Act website](#) provides students with important resources, policies and instructions on how to prevent and report incidents of sexual violence to the Title IX coordinator on each campus.

Title IX Incident Report Form




Title IX Incident Report Form

If you are in an emergency situation, please contact 9-1-1 for immediate assistance.

This form may be used to report any alleged incidents involving sexual harassment, sexual violence, dating violence, domestic violence, stalking, and any other sex-based or gender-based misconduct. It may be submitted by individuals who have experienced this behavior or those who have knowledge of the incident, including faculty and staff who are referring this incident to the Title IX Office for follow-up.

Please fill in all the information requested below as completely as possible. You will have the option to have a copy of your report sent to you via email prior to submission. Once submitted, your report will be sent to the Title IX Office for review and appropriate follow-up.

Please be aware that your report may not be reviewed outside of standard business hours. A representative from the Title IX Office will contact you within 1-2 business days to further discuss your reported concerns.

The District will protect confidential student and employee information to the highest degree possible under applicable law and District policy. For additional information regarding the District's Title IX policies and procedures, please visit our [Title IX website](#) .

Reporting Party and Incident Information

Please provide your name and contact information below, and as much information regarding the incident(s) as possible. The Title IX Office will use this information to contact you to gather additional information needed to determine how to best address the reported concerns. If you are unsure of specific details, provide an approximation or you can indicate "unknown."

Full Name:

District Affiliation:

- *You won't get in trouble for reporting.*
- *You have a right to an advisor & supportive measures.*
- *Title IX will keep confidentiality to the extent possible.*



Alternatively, Contact the Title IX Team Directly

Amber Eckert

Title IX Coordinator
aeckert@sdccd.edu 619-388-6660

Eva Alford

Title IX Investigative Analyst/Deputy Title IX
Coordinator
ealford@sdccd.edu 619-388-6660

Send an email to titleix@sdccd.edu or arrange to visit in person at the District Office, Room 385

Deputy Title IX Coordinators are present at each College

San Diego City College

Marciano Perez
Vice President, Student
Services
mperez@sdccd.edu
619-388-3981
Location: M-200

San Diego Mesa College

Victoria Miller
Dean of Student Affairs
vmiller@sdccd.edu
619-388-2699
Room: I4-408

San Diego Miramar College

Cheryl Barnard
Dean of Student Affairs
cbarnard@sdccd.edu
619-388-7313
Room: K1 - 210

San Diego College of Continuing Education

Michele Madrid Novak
Dean of Student Affairs
mnovak@sdccd.edu
619-388-4850
Room: ECC 104



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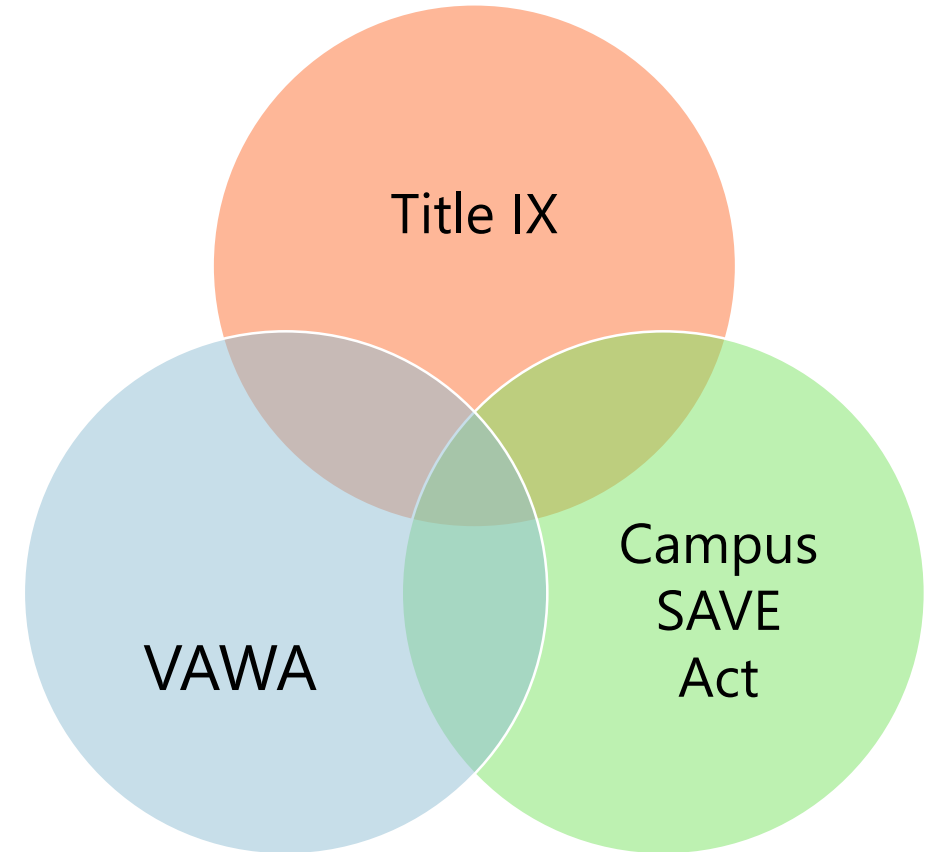
Supportive Measures

Federal Regulations Guide Our Supportive Actions to Persons Impacted by Sexual Assault, Intimate Partner Violence/Domestic Violence, or Stalking

The **Campus Sexual Violence Elimination (SaVE)** Act increases transparency on campus about incidents of sexual violence, guarantees victims enhanced rights, sets standards for disciplinary proceedings, and requires campus-wide prevention education programs. Incorporated into Clery Act effective 2014.

The original **Violence Against Women Act (VAWA)**, passed in 1994 and authored by then-Senator Joseph R. Biden, was the first federal legislation acknowledging domestic violence and sexual assault as crimes and provided federal resources to encourage community-coordinated responses to combating violence against women. Up for renewal every five years, each VAWA reauthorization has built on existing protections and programs to better meet the needs of survivors. Reauthorized 2022.

Title IX: *"No person in the US 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."* Originally passed into legislation in 1973, 2011- Dear Colleague Letter, 2020 Amendments guide grievance process.



Supportive Measures for People Impacted by Dating Violence, Domestic Violence, Sexual Assault, Sexual Harassment or Stalking:

Supportive Measures may include:

- Academic Accommodations (extensions of deadlines or other course-related adjustments)
- Leaves of Absence (Employee) or Excused Withdrawal (Student)
- Confidential Counseling at Student Health Center (Student) or Referral to Employee Assistance Program (Employee)
- Community Resource referrals for housing and legal aid (Center for Community Solutions)
- Change to work or class schedule or location
- Campus Safety Escorts
- Increased security and monitoring of specified areas of the campus

***Did You Know?** Supportive Measures may be authorized by the Title IX office for supports even if the unwelcome behavior occurred off-campus and is not associated with SDCCD – Per VAWA and Campus SAVE ACT.*



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Title IX and Pregnancy and Related Conditions

Support for Pregnant Students (and Related Conditions)

Schools must:

- Provide ability to take time for pregnancy, related medical conditions, childbirth, recovery, miscarriage & pregnancy termination without being penalized
- Must not discriminate against or treat a pregnant student differently – e.g., requiring a doctor's note to clear them for class or lab participation
- Pregnant students can request leaves of absence & modifications. **Modifications can include:** Extra breaks to breastfeed, eat or drink; Intermittent absences to attend medical appointments; changes to schedule; access to online learning; and/or extensions



Other District Policies and Procedures: Title 5 Complaints

What is it? District policies and procedures, in conjunction with California state regulations known as “Title 5,” provide for a process for making complaints regarding unlawful discrimination based on a protected class and/or category, and the investigation of such complaints.

What is covered? Ethnic group, national origin, religion, age, sex or gender, gender identity, gender expression, race, ethnicity, color, ancestry, sexual orientation, physical or mental disability, military or veteran status, pregnancy, marital status, medical condition, denial of Family Medical Leave, citizenship, genetic information, retaliation, including being perceived to be in a protected category or associated with others who are in a protected category

For additional information, please visit <https://www.sdccd.edu/about/departments-andoffices/human-resources/eo-diversity/how-to-file-a-complaint.aspx>

Or, call the EEO/Diversity Office at (619) 388-6591, or email sdccdlegalservices-eeo@sdccd.edu .

Other District Policies and Procedures:

[BP /AP 3410 Nondiscrimination](#)

[BP 3420 Equal Employment Opportunity](#)

[BP/AP 3430 Prohibition of Harassment](#)

[AP 3435 Discrimination and Harassment Investigations](#)

[AP 3440 Service Animals](#)

[AP/AP 5140 Support Services, Program and Disability Discrimination Procedures for Students with Disabilities](#)

[BP 7100 Commitment to Diversity](#)

For additional information, please visit <https://www.sdccd.edu/about/departments-andoffices/human-resources/eo-diversity/how-to-file-a-complaint.aspx>

Or, call the EEO/Diversity Office at (619) 388-6591, or email sdccdlegalservices-eeo@sdccd.edu .



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Thank You!

Amber Eckert, Title IX Coordinator

Eva Alford, Deputy Title IX
Coordinator/investigative Analyst