Title IX and the Classroom

As you know, Title IX policies apply to the classroom and even in a virtual environment Title IX violations can still occur. For the full Title IX policy, how to report a potential Title IX violation, and other questions please see the Title IX website.

As stated by the Department of Education the three areas that can be Title IX violations for students include:

(i) An employee conditioning educational benefits on participation in unwelcome sexual conduct (i.e., quid pro quo);
(ii) Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the educational institution’s education program or activity; or
(iii) Sexual assault (as defined in the Clery Act), or dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (“VAWA”).

Here are some examples that have occured in courses:
Zoom bombing with pornography, inappropriate camera angles on a person’s body, behavior happening in the background – virtual or otherwise, and sexual harassment in course discussions, Zoom chat, and/or learning management discussion boards.

Some strategies to mitigate the aforementioned issues can include the following:

1. Only post/share the Zoom session details in Blackboard as all participants will be required to use their Cal Lutheran credentials to access the session. Additionally, ask students not to share the Zoom details with others.
2. Consider asking students to use Cal Lutheran or other appropriate Virtual Backgrounds in Zoom to avoid distracting or inappropriate materials being seen in the background.
3. Similar to your physical in person courses, set up guidelines and ground rules for course discussions that don't violate University Policies.