

# CIVIL RIGHTS & TITLE IX



UNIVERSITY OF  
**South Carolina**

# INTRODUCTION

Please remember:

You can step away at any point or engage in steps to take care of yourself.

# OUR MISSION

The Office of Civil Rights & Title IX is on a mission to create an environment where all people are treated with **dignity and respect** and have an **equal opportunity to learn and work** at a university **free from discrimination, harassment, and sexual misconduct**.

# LIST OF PROTECTED CLASSES

- Age
- Ancestry
- Citizenship status
- Color
- Disability
- Ethnicity
- Familial status
- Gender (including transgender), gender identity or expression
- Genetic information
- HIV/AIDs status
- Military status
- National origin
- Pregnancy (false pregnancy, termination of pregnancy, childbirth, recovery therefrom or related medical conditions, breastfeeding)
- Race
- Religion (including religious dress and grooming practices)
- Sex
- Sexual orientation
- Veteran status

# SEXUAL MISCONDUCT

- Sexual harassment
- Sexual assault
- Relationship violence
- Stalking
- Sexual exploitation
  
- Prohibited Relationships

# ARE THESE PROHIBITED?

<input type="checkbox"/>	YES
<input type="checkbox"/>	NO
<input type="checkbox"/>	MAYBE

- **Student and Instructor?**
- **Student and Advisor?**
- **Student-employee or Employee and their supervisor?**

# FIRST RESPONSES

- Thank you for trusting me.
- I am sorry that happened to you.
- USC has resources I can help connect you with.

# INITIAL STEPS

- Focus on immediate safety
  - If this is a true emergency, call emergency responders
  - “Is immediate safety a concern right now?”
  - “Is medical attention needed?”
- Limit the number of questions
  - You are not an investigator/counselor/advocate
- Offer support resources



# DUTY TO REPORT

- All University of South Carolina employees are required to report incidents of discrimination, harassment, sexual misconduct, and related retaliation.
- Exceptions: confidential resources, student-employees outside of their scope of work, public survivor support events

# CONFIDENTIAL RESOURCES

- **Sexual Assault and Violence Intervention & Prevention**

(SAVIP)

Call 803-777-8248 at any time — 24 hours a day, 7 days a week

- **Counseling & Psychiatry Services**

Thomson Building, Second – Fourth Floors

Call 803-777-5223 or visit website for 24/7 numbers

# HOW TO REPORT

- [Report form](#)
- 803-777-3854
- [CivilRights@mailbox.sc.edu](mailto:CivilRights@mailbox.sc.edu)
- Visit us in Byrnes 401

# REPORT = SUPPORT

- You make a report on behalf of yourself or someone else
- The university offers supportive measures
- Consider resolution options

# SUPPORTIVE MEASURES

Examples include:

- Academic support
- Change in work schedule/location
- Consideration of leave requests
- Counseling
- Health services
- Housing assistance/relocation
- No contact directive
- Safety resources
- Victim advocacy
- Visa/Immigration services

# RESOLUTION OPTIONS

- Investigative Resolution
  - Requires a formal complaint
- Informal Resolution
  - Requires a formal complaint
- Educational Conversation

# SUPPORT YOUR FELLOW GAMECOCKS

When you see discrimination, harassment, or sexual misconduct happening or about to happen, please stop the harm from happening!

- Direct
- Delegate
- Distract

If unable to do the above, please use Delay and check in on the impacted person later.

# WRAP-UP

- What is one thing you commit to do to create a safer, more inclusive environment?



# QUESTIONS

# THANK YOU!

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