Caltech

equity+
title IX OFFICE

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What Does it Mean to Learn and Work on an International Campus?

• Diversity of thoughts, experiences, and opinions make richer learning and working environment

• Cross-generational and cross-cultural friendships

• Cultural differences can cause miscommunication

• Cultural norms and pressure from home follow you to campus
Understanding the Equity and Title IX Office
### What Types of Issues Does the Equity Office Work on?

<table>
<thead>
<tr>
<th>Issue</th>
<th>Group</th>
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<tbody>
<tr>
<td>Sexual Harassment and Sexual Misconduct</td>
<td>Faculty, Staff, Postdocs, Students, Visitors, Vendors</td>
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<tr>
<td>Domestic, Dating, Relationship Violence, Stalking</td>
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<tr>
<td>Discrimination and Harassment Based on Protected Characteristics</td>
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</tbody>
</table>

- Faculty
- Staff
- Postdocs
- Students
- Visitors
- Vendors
What are you not allowed to do?

Ignore Caltech Inclusivity Culture

**Mistreat** someone on the basis of a **protected social identity**

- Treating women or others from your own country or other countries worse than Americans or other nationalities

- Mistreating or excluding people who are not socially accepted outside Caltech and the United States (e.g., gay people, transgender people, black people, people of a certain religion)

- Using racist slurs or language, making jokes about other countries, nationalities, or religions
What are you not allowed to do?

Engage in Sexual Misconduct

Engage in any sexual overtures, touching, or actions **without consent**

- Sexual Harassment
  - Jokes, teasing, statements, requests for favors
  - Inappropriate touching, even if not on an intimate body part
  - Inappropriate conditioning of benefits or decisions

- Sexual Violence
  - Any penetrative sexual activity without consent
  - Any sexual touching, even through clothes, without consent
  - Any repeated social interactions without consent
  - Violence towards your dating partner, relationship partner, or spouse
- Violence towards family members, children
A Word on Immigration Status

Getting help from us or other resources WILL NOT AFFECT IMMIGRATION STATUS.

BUT being found to have engaged in sexual harassment, sexual violence, or other sexual and criminal misconduct MAY AFFECT YOUR ACADEMIC AND VISA STATUS.
What do we hear from students?

• “It seems like the hierarchical structure from my home country is showing up in my lab and impacting my education/work”

• “It is more difficult than I thought to connect with people outside of my culture, but this is making it difficult to network like I want to”

• “Someone in my lab keeps making disparaging comments about my accent. I am worried I am getting fewer opportunities because of it”

• “I think I am experiencing racism/sexism in my lab, but I need this work for my visa. My whole family is here with me! What can I do?”

• “I find the way that people in my lab talk about stuff, especially dating and sex, offensive. But I don’t want to say anything because I know we are from different cultures. It makes me not want to collaborate with others.”

• “Sometimes when I try to date Americans they say really weird stuff about my culture and background. Sometimes it is in a sexual context and makes me uncomfortable. What can I do about it?”
What can I do if I am nervous about telling the office about my issue/experience

1. Talk with the office about a hypothetical situation

2. Talk to a confidential resource on campus
   - Pilar Montenegro = Confidential Advocate
   - Student Wellness Center

3. Make an anonymous report
US Dating Norms
Dating in the United States

Who
People in the U.S., including women, are permitted to date anyone of any social identity or socio-economic status

What
Two people mutually understand and agree to socialize in a manner that goes beyond friendship and suggests romance

How
• Casual, serious, exclusive, open
• Alone, in groups, in public, at home
Safe, Respectful Endings

• Saying No (or No Longer)

1. Be polite, clear
2. Respect privacy, avoid gossipping
3. Choose a location where you feel safe
4. Seek help if you don’t feel comfortable saying no

• Accepting No (or No Longer)

1. Do not harass for reasons and explanations
2. Do not engage in verbal or physical abuse or threats
3. Get support from friends & Campus resources
4. Show yourself kindness, patience, and care in healing
Limitations to Dating

There are some dating situations that are **prohibited** by Caltech policy and/or the law

- No sexual activity with anyone under the age of 18
- No dating between supervisor/advisor/instructor and those they evaluate (their students, subordinates)
- No dating between employees and undergrads
- Pestered or bullying someone into dating you
- Abuse of any kind (yelling, hitting, threatening)
Understanding and Communicating Boundaries
What are Boundaries?

• Personal boundaries, just like the “No Trespassing” sign, define where you end and others begin and are determined by the amount of physical and emotional space you allow between yourself and others. Personal boundaries help you decide what types of communication, behaviors, and interactions are acceptable to you and respectful of others.
Identify Consent: Basic Requirements

- Affirmative, conscious, voluntary
- Ongoing
- Limited in scope to each activity engaged in before the activity begins.
- Revocable at any time
- Power Differentials Matter
- Silence is not consent
Why might it be difficult to verbally communicate boundaries or consent?

<table>
<thead>
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<th>Feeling coerced</th>
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<tbody>
<tr>
<td>• Begging</td>
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<tr>
<td>• Threatening self-harm</td>
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<tr>
<td>• Intimidation</td>
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<tr>
<td>• Social dynamics</td>
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</tbody>
</table>

| Different strength/size |

| Not wanting to hurt that person’s feelings |

<table>
<thead>
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<th>Power dynamic</th>
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<tbody>
<tr>
<td>• Age</td>
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<tr>
<td>• Position of power or perceived power on campus</td>
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<tr>
<td>• Past Experience of Boundaries Not Being Considered</td>
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<tr>
<td>• One person knows a secret about another</td>
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| Not norm in family/culture/age |
What do we hear?

“I was scared he would hurt me.”

“I was scared she would hurt herself if I said no.”

“I froze because I didn’t know what to do, I just wanted it to stop.”

“I thought if they thought I was asleep they would stop.”

“I was really drunk and didn’t realize what was happening until it went kinda far.”

“I did want to have sex, but not then. I didn’t know how to reject him but keep that door open.”
SELF REFLECTION: How can being from different backgrounds complicate communication around boundaries and consent?
Resources
Campus Sexual Violence Advocate
Confidential and Free

Community served
• Students, staff and faculty

Areas of Support
• Sexual harassment
• Sexual assault
• Relationship violence
• Stalking

Services
• Crisis intervention, even after-hours
• Case management
• Accompaniment services
• Advocacy
• A friendly and supportive presence 😊

Contact: confidentialadvocate@caltech.edu
626-395-4770
Dedicated Campus Security Officer

Community served
• Students, staff and faculty

Areas of Expertise
• Trauma Informed Interviewing
• Sexual assault response
• Relationship violence response
• Stalking response

Services
• Title IX Dedicated Field Response Officer
• Caltech Security Investigator
• Special Response Officer: Security and EMT Hybrid
• R.A.D. Instructor

Contact: csaurenm@caltech.edu
Direct: 626-395-2099 Emergency: 626-395-5000
QUESTIONS?