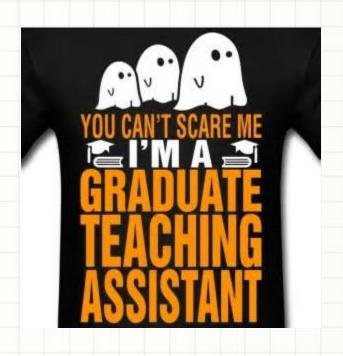


Congratulations!!

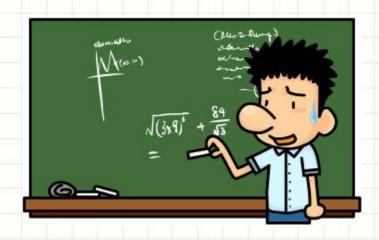


- New position
- New duties
- New responsibilities





- Being Nervous OK! –
- Resources to help!





- Various rules/regulations
 - FERPA
 - Sexual Harassment
 - Title IX

What you need to know about FERPA



Family Education Rights and Privacy Act



- Policies/Procedures to Know:
- Family Educational Rights and Privacy Act (FERPA)

What you need to know about FERPA



Family Education Rights and Privacy Act

- Purpose?
- Privacy of student records defines who has right of access to records
- Prohibits disclosing educational records/ personally identifiable information from student's records without student's consent.



- What are "education records"?
- Records, files, documents, other materialsinformation directly related to student/ maintained by university in various forms paper/electronic.



- Specific Examples -
 - Grades
 - Assignments
 - Class Lists
 - Student Course Schedules
 - **Disciplinary** Records
 - Attendance
 - Student Financial Records ...



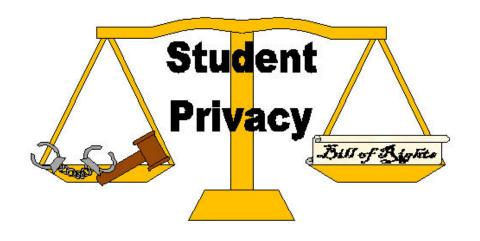
- What is "personally identifiable information"?
- Could reveal identity/personal information of students - could allow someone track down identity of student.



- Specific Examples:
 - Social security number (SSN)
 - Student ID
 - Street Address
 - Telephone numbers
 - E-mail address



- What Does this Mean for GTA?
 - Protect Privacy of Students
 - Do Not Discuss Students *
 - Do Not E-mail Grades
 - Others...



 When in Doubt – Ask! Much Easier to Go Back Than "Un"-Do an Action.



- Another important law -
- Title IX protects people from discrimination or violence based on sex in education programs/activities receive federal financial assistance.



Specific Policy -

https://www.umsystem.edu/ums/rules/collected_rules/equal_employment_educational_opportunity/ch600/600.020-sexual-harassment-under-title-ix-matters-involving-conduct

- 600.020 Sexual Harassment under Title IX (matters alleged on or after August 14, 2020)
- ..."University intends that sexual harassment in the work place or educational environment is unacceptable conduct..."



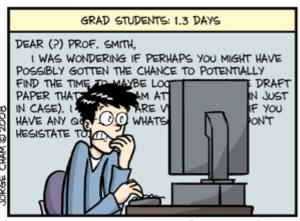
- Relationships with Students:
 - Be Friendly, but Maintain Boundaries
 - Show You Care Do Not Cross Line
 - Be Respectful
 - Be Aware of Cultural Differences



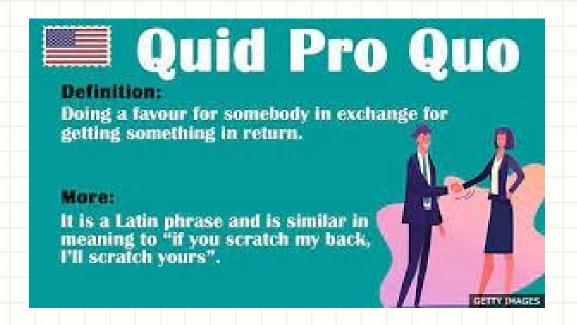
- Social Media Check Policies
- Communication ~ e-mail best (not grades ⊕)
- After Hours?
- When in Doubt ASK!

AVERAGE TIME SPENT COMPOSING ONE E-MAIL





 "Quid Pro Quo" - employee of University conditioning provision of - aid, benefit, service of University on individual's participation in unwelcome sexual conduct



Hostile Environment Sexual Harassment –
"Unwelcome conduct determined by
reasonable person to be so severe, pervasive,
objectively offensive - effectively denies
person equal access to University's education
program/activity...



- What Does This Mean for You?
 - Be Aware
 - Inform Yourself
 - Understand Cultural Differences
 - Intent = Irrelevant



- Your Position Creates Imbalance of Power
- Psychologists Propose Consent Not Possible in this Relationship





Research – Williams, Gruenfeld, Guillory
 (2017) in <u>Journal of Personality and Social</u>
 <u>Psychology</u> "Sexual aggression when power is new: Effects of acute high power on chronically low-power individuals"



Practical Suggestions:

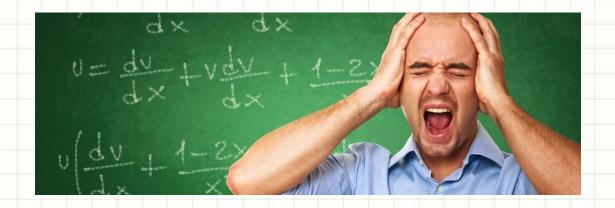
- Do NOT initiate any type of romantic or sexual relationship with students
- Do NOT suggest even as joke requirements lessened or grade changed if spend time socially/romantically with you



- Do NOT make remarks about students' clothing, body, activities that could be interpreted as sexual. Even if consider to be in appreciation.
- Do NOT say as put-down
- Do NOT use terms of endearment



- Do NOT make insulting sounds (suggestive whistling...)
- Do NOT make intimidating, angry, loud, or insulting language where someone feels frightened (this is verbal violence)



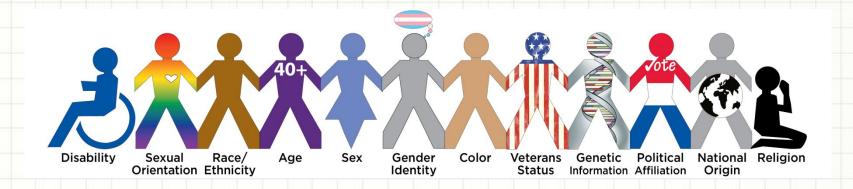
- Do NOT make any jokes about sex or gender
- Do NOT touch students inappropriately (attempted kissing, fondling, or assault)
- Do NOT make obscene gestures or expose your body to students



- Do NOT display sexually explicit or sexually derogatory cartoons, photos, drawings, calendars, posters, T-shirts.
- Do NOT say, joke or imply women (any group)
 cannot learn material/run an instrument as
 quickly or as well as men (others).

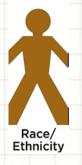


- Various laws also exist to guard students members of certain groups:
- Protected Classes groups with common characteristic legally protected from discrimination on basis of that characteristic

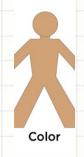


Some examples:

- Race
- Color
- Religion
- National Origin
- Age (40 and over) ...











Conclusion -

- Be Informed
- Know Policies
- Take Care of Yourself
- Ask Questions

- Questions...?
- My e-mail <u>Krueger@mst.edu</u>

