



**UNIVERSITY OF THE
INCARNATE WORD®**

TITLE IX *and* COMPLIANCE

Caitlin McCamish
Title IX and Compliance Coordinator

What is Prohibited Conduct under UIW's [Sexual Misconduct Policy](#)?

- (1) sexual harassment;
- (2) sexual assault;
- (3) sexual exploitation;
- (4) stalking; and
- (5) relationship violence (including dating and domestic violence).

Sexual Misconduct Policy and Procedures

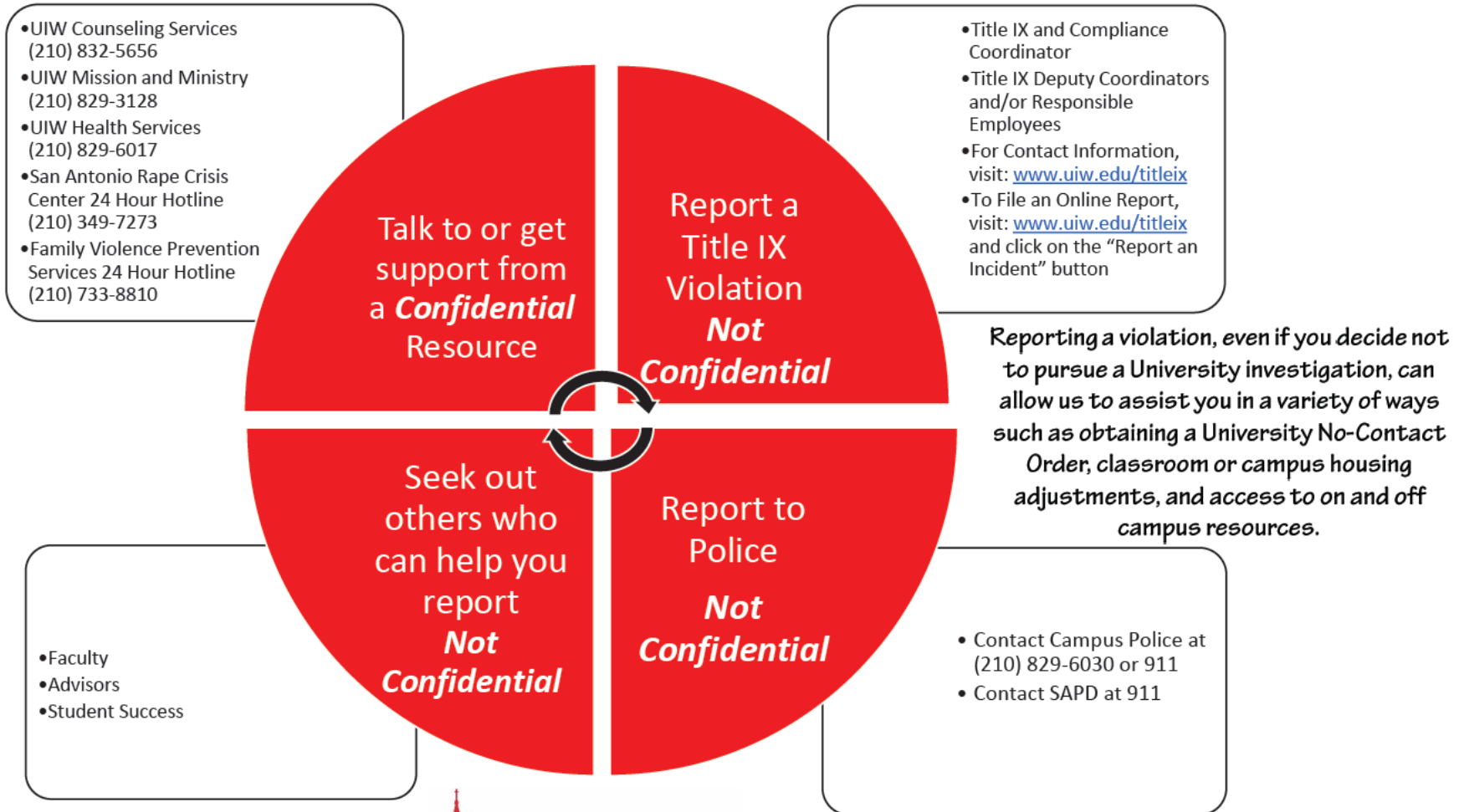
- www.uiw.edu/titleix
- Sexual Misconduct Policy
- Guidelines for Employees
- Sexual Misconduct Adjudication Process for Students (SMAP)

What is Consent?

- To be effective, consent must be an informed, deliberate and voluntary decision to engage in mutually acceptable sexual activity.
- It is important to remember:
 - Consent to one sexual act does not constitute or imply consent to another act.
 - Previous consent cannot imply consent to future sexual acts.
 - Consent cannot be assumed based on the parties' relationship status or sexual history together.
 - Consent can be withdrawn by any person, at any time during the encounter.
 - Consent must be knowing and voluntary.

Reporting Options

What can I do if I have (or a friend has) been a victim of Sexual Harassment, Sexual Assault, Relationship Violence, or Stalking?



Bystander Intervention

- **Ask yourself if it's safe to intervene** If the situation is already violent or looks like it is escalating quickly, don't directly intervene. **Call 911.**
- **Distract:** If you've decided that you can safely intervene, you can create a distraction in an indirect and non-confrontational way. You can disrupt the situation just by talking.
- **Direct:** If you don't have a lot of time, you can still speak out and say what's happening isn't right and reassure the mistreated person they don't deserve these actions.
- **Delegate:** If you don't feel comfortable directly talking with someone or distracting them, look for someone else who might be able to help you intervene.

Campus Safety

- **Have a plan.** Talk to your friends about your plan BEFORE you go out.
- **Go out together.** Go out as a group and come home as a group; never separate and never leave your friend(s) behind.
- **Watch out for others.** If you are walking at night with friends and notice a person walking by themselves in the same direction, ask them to join you so they don't have to walk alone.
- **Trust your instincts.** If a situation or person doesn't seem "right" to you, trust your gut and remove yourself, if possible, from the situation.

It's On Us

To **RECOGNIZE** that non-consensual sex is sexual assault.

To **IDENTIFY** situations in which sexual assault may occur.

To **INTERVENE** in situations where consent has not or cannot be given.

To **CREATE** an environment in which sexual assault is unacceptable and survivors are supported



ItsOnUs.org

Title IX and Compliance Coordinator

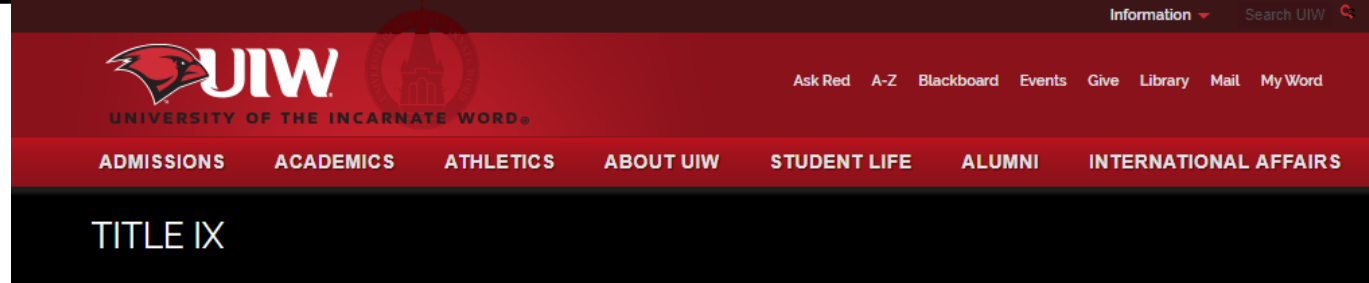
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Online Reporting



Home > Title IX

UIW Title IX



The University of the Incarnate Word prohibits sexual misconduct, that can include: (1) sexual harassment; (2) sexual assault; (3) sexual exploitation; (4) stalking; and (5) relationship violence (including dating and domestic violence).

The University takes all allegations of sexual misconduct seriously and is committed to providing information, education, resources, support, interim measures, and clear direction to University of the Incarnate Word community members to prevent and address such conduct. The University will always attempt to respond to sexual misconduct that it knows or should know about in order to stop prohibited conduct, prevent the recurrence of any conduct of concern, prevent and/or eliminate any hostile environment, and, where appropriate, address any effects on campus from such prohibited conduct.

- [Sexual Misconduct Policy](#)
- [Guidelines for Employees](#)
- [Sexual Misconduct Adjudication Process \(SMAP\) for Students](#)
- [Sexual Misconduct Information and Resources Brochure](#)
- [Reporting Options Flyer](#)

Title IX and Compliance Coordinator

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Responsible Employees

- All Deans
- All Associate and Assistant Deans
- Dean of Student Success
- Associate Dean of Judicial Affairs
- Director of Residence Life
- Assistant Director of Residence Life
- Residence Life Coordinator of Operations
- Residence Life Coordinator
- Assistant Residence Life Coordinator
- Graduate Assistants of Residence Life
- Resident Assistants
- Director of Campus Engagement
- Assistant Director of Campus Engagement
- Director of Athletics
- All Other, Titled Athletic Directors (i.e. Deputy AD, Associate AD, etc.)
- All Athletics Coaches, Administrators, Trainers and Graduate Assistants
- Director of International Student and Scholar Services
- Assistant Director of International Student and Scholar Services
- Campus Police
- Title IX Deputy Coordinators
- Title IX Coordinator

Confidential Reporting Locations

- Licensed Counselors at University Counseling Services
Administration Building, 4th Floor
(210) 832-5656
- Health Services Center
Between Agnese Sosa and Nursing Building, Ground Floor
(210) 829-6017
- Pastoral Counselors at Mission and Ministry
Administration Building, 1st Floor
(210) 829-3128

Questions?



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