



Inspiring every day.

## Title IX Compliance

April 2016

*From the addition of an expanded Title IX and inclusion administrator role to our nationally recognized Mentors in Violence Prevention program, MCC works to prevent and respond to incidents of sexual harassment, violence, and misconduct. We offer ongoing prevention and awareness education programs for students and employees to promote a safe and secure environment and prevent acts of sexual misconduct and gender discrimination from occurring in accordance with Title IX requirements.*

## Panel Discussion Aims to Change Cultural Attitudes towards Sexual Violence



Members of the MCC Chapter of the American Association for Women in Community Colleges (AAWCC) are doing their part to promote a safe and inclusive college environment. In March, the group hosted a panel discussion to

explore ways faculty, staff, and students can work together to create a “web of safety” on campus to prevent sexual victimization. The event was hosted in conjunction with AAWCC’s National Day of Dialogue on “How can community

*“We are extremely fortunate to be going to a school that takes this so seriously.*

*– Martha Lapple, MCC Student (pictured far left)*

colleges STOP a culture of sexual violence against women?”

Panelists included representatives of MCC’s Student Services, Public Safety and Health Services departments, along with faculty leaders of the Mentors in Violence Prevention program at MCC. The student voice was also represented in discussions about the College’s responsibility in protecting students from sexual violence as well as ways to engage more male students in sexual violence prevention.

## Kristin Lowe Oversees MCC’s Title IX Compliance

In March 2016, Kristin Lowe, Esq. joined MCC as the assistant to the president for Title IX and inclusion. Lowe oversees the development, implementation, and monitoring of the College’s compliance with Title IX and collegewide policies prohibiting discrimination, harassment and retaliation. She also helps develop an inclusive environment at MCC.

Prior to MCC, she served as the director of human resources for Monroe #1 BOCES and as an attorney. Here, she reflects on being MCC’s first full-time Title IX coordinator:



– Kristin Lowe, Esq., assistant to the president, Title IX and Inclusion

*“Awareness is key at all levels—among students, faculty, and staff—because we all play a critical role in preventing sex discrimination from occurring in our college community.”*

**Q. How would you describe your role to a student?**

**A.** My role requires someone who will listen, advocate, and educate. I will advocate on behalf of students and employees, and use my voice to bring attention and action when needed.

**Q. What are you looking forward to achieving in this role?**

**A.** I am looking to achieve awareness because it is a tool we can use to prevent sex discrimination in all of its forms. Empowering people with knowledge will enable them to identify issues, causes, misconceptions, stereotypes, and misconduct. I will feel like I have achieved some success in this role if there is a dialogue surrounding sex discrimination that did not exist before.

**Q. What is your first task?**

**A.** My first task is to meet people. Together I hope we can identify opportunities for growth in terms of increasing awareness and education regarding sex discrimination.



**Monroe Community College**

STATE UNIVERSITY OF NEW YORK

## MCC's Society of Women Engineers Empowers Students

Inclusiveness in academics is an MCC priority, especially in disciplines like engineering or nursing that primarily attract mostly male or female students respectively.

The percentage of women enrolled in MCC's Engineering Science associate degree program mirrors the national average (17 percent) of undergraduate enrollment in engineering programs. Faculty and students are working to attract more female students to the program by highlighting the success of current female students and offering



*Female engineering students compete in annual design and build competitions.*

scholarships in partnership with the MCC Foundation and community partners. In 2014, under the leadership of Kierstyn Dodson '15, the first female president of MCC's Engineering Leadership Council, and fellow engineering student Katie Eberhart '15, MCC established its own Society of Women Engineers (SWE) group. SWE is an educational and service organization that empowers women to succeed and advance in the field of engineering. The group has close ties with Rochester Institute of Technology's SWE chapter.

## Enough is Enough: Preventing Sexual Misconduct

MCC has adopted SUNY's policies on sexual violence prevention and response, as put forth in December 2014. Our policies and procedures are also in line with New York state's Enough is Enough legislation, signed into law in July 2015.

MCC offers training and educational outreach to students in regards to prevention and reporting of sexual misconduct. In orientation for

new students, the College covers unacceptable behaviors and procedures for reporting sexual misconduct. Additionally, the College provides training to student leaders, student-athletes and student residence hall staff. An educational video regarding student rights and responsibilities is sent to all new students and is incorporated into the college's online and in-person orientation programs.



*In 2015, MCC opened two "every body's restrooms" at its Brighton Campus. The restrooms are open to everyone—individuals of any gender identification or physical ability.*

## Mentors in Violence Prevention Program

Monroe Community College is recognized nationally as a "pioneer" for its Mentors in Violence Prevention program (MVP-MCC). MVP-MCC is affiliated with MVP Strategies, an international organization co-founded by Jackson Katz, Ph.D. (Northeastern University), that introduced the "bystander approach" to sexual assault prevention to thousands of educators

and coaches. MVP-MCC empowers students and others to intervene when faced with potential violence, bullying and harassment. MCC is the first community college in the nation to offer the program and infuse it into coursework in the criminal justice, English, health education, psychology, sociology and speech communication disciplines.

To date, more than 270 MCC students, alumni, faculty/staff and community members have earned certification in bystander intervention techniques and empowerment through the program. MVP-MCC also provides a full-year "MVP in ACTION" academic scholarship to students committed to violence prevention.

### Contact MCC

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