

# Legal Connections



POWERED BY THE COLUMBUS BAR ASSOCIATION

AUGUST 4, 2017

## SEXUAL ASSAULTS ON CAMPUS: WHAT YOU SHOULD KNOW ABOUT TITLE IX

**A**s an attorney who represents colleges, universities, and school districts, I am often asked about Title IX: "What's the big deal with Title IX these days? I thought it just dealt with women's sports."



**MELISSA CARLETON**  
Bricker & Eckler LLP

Title IX is applied much more broadly these days than it was when it was enacted in 1972. It prohibits educational entities that receive federal funding from discriminating against individuals on the basis of sex. This means not only striving to provide equal athletic opportunities for women, but also working to eliminate sexual harassment and sexual violence, both of which can significantly disrupt an individual's educational environment.

Title IX makes the news for sexual assaults on college campuses, but it's not just an issue for college students. All children should be receiving age-appropriate information

on good touching and bad touching, how to behave appropriately in personal relationships and how to foster mutual respect as they begin to experiment with romantic partners. Understanding this information can help them exit a problematic situation before it escalates, assist someone else in getting help and help them make good choices about how they treat

others.

"So," I am often asked, "what would you tell my daughter when she goes to college?" Well, I would tell her the same thing I would tell your son, or any other student. They need to know four things:

**1. Where to find the Title IX Policy:** The policy provides a grievance procedure for handling complaints of prohibited conduct. Look for it in the student handbook, the policy manual, or a dedicated Title IX publication. If you can't find it, ask an administrator.

**2. What is prohibited:** In order to know the limits of their own behavior, and when to make a report, all students should review the definitions of prohibited conduct and make sure they understand what is permissible and what is not.

**3. What constitutes consent:** All schools generally require consent for sexual activity to be knowing and voluntary, but what that means at a particular institution can vary widely.

**4. Who to tell:** The Title IX Coordinator handles formal complaints, but confidential resources like rape crisis centers and counseling centers can also be helpful. Not everyone is ready to report sexual misconduct immediately, but if and when they are ready, they should know who to call.

The best thing you can do is to keep the lines of communication open with your student and be ready to connect them to resources when they need help. For more information on Title IX, visit the U.S. Department of Education's website at [www.ed.gov/ocr](http://www.ed.gov/ocr).



"Students will soon be heading back to college. Help them be prepared and know their rights: whether it's reviewing lease agreements, understanding their financial responsibility or keeping themselves safe."

**Jill Snitcher McQuain, Esq.**  
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More than **50%** of college sexual assaults occur in either August, September, October, or November.

Only **20%** of female victims of sexual violence, age 18-24, report to law enforcement.



### EDUCATION & EVENTS

Tuesday, Oct 3  
8:30 – 10:30 a.m.  
Muffins and Medicare

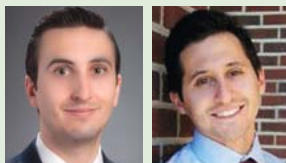
For a full listing of Columbus Bar Association events, visit us online at: [www.cbalaw.org](http://www.cbalaw.org). To register, call 614-221-4112 or enroll online.

Learn more at our Title IX and Sexual Assault Litigation CLE on Oct. 13 • Register today: (614) 221-4112

## SMALL BUSINESS ESSENTIALS: GREAT SUPPORT STAFF

**T**he Columbus Bar Association's Incubator Program, which allows new lawyers to open their own practice under the tutelage of experienced attorneys, has partnered with the Paralegal Program at Capital University to send its students to "inc" for a semester-long internship. As two long-term members of inc – and lawyers that are new to not only the profession, but also to running a small business – it's become abundantly clear just how important hiring the right support staff is for the success of your practice.

These future paralegals have helped us learn what qualities we should look for



**MATTHEW DOYAGA AND JACOB LEVINE**  
Columbus Bar Inc

and how to spot said qualities in potential employees without having to risk the financial burdens that come with hiring a paralegal; risks that are amplified when a practice is as young as ours.

Even with a partnership as short as one semester, the difference between a good staff member and a great one is striking. A great one can make your life easier, your clients happier and your business more successful.

The experience is also great for paralegals, as well. In addition to being able to get real world job experience, they do so in a wider variety of legal fields. Instead of getting an internship working for a specialized attorney, they get to work in areas of law including bankruptcy, criminal, landlord/tenant, estate planning, domestic and more.

The partnership between the inc and paralegal programs has been a success for both parties – and it all starts with a great staff. If you're looking for interns in the near future, make sure you start with the great local colleges in Columbus.

September 19, 2017 1:00pm Bent Tree Golf Club

### The Columbus Bar golf outing is back!

Tickets and sponsorship opportunities are now available for the First Annual Jay Yano Memorial Golf Outing, to be held on September 19 at Bent Tree Golf Club. All proceeds from the outing benefit the Jay Yano Memorial Fund of the Columbus Bar Foundation.

### More info:

Visit [www.cbalaw.org](http://www.cbalaw.org) to order tickets or to learn about how you can sponsor this event.

