

# EQUITY & COMPLIANCE

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**TRIGGER WARNING**

# RISD EQUITY & COMPLIANCE

Our staff is charged with addressing compliance with federal and state regulations as well as College-wide policy regarding RISD's Non-Discrimination Policy, ADA/504, Title IX, and VAWA/Campus SaVE Act in addition to certain aspects of Titles VI and VII of the Civil Rights Act of 1964.

## Non-Discrimination Notice:

RISD does not discriminate on the basis of race, color, religion, age, sex, sexual orientation, gender identity or expression, disability, national origin, veteran status, genetic information or any other characteristic protected by law in admission to, participation in, or administration of its educational programs and activities; in employment; or in its other programs and activities.

## Title IX & Sexual Misconduct:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance. RISD is committed to creating and providing a learning, living and working environment free from gender-based discrimination. Gender-based discrimination includes but is not limited to sexual misconduct, stalking, and intimate partner violence.



# BEHAVIORAL EXPECTATIONS

INFORMED BY U.S. FEDERAL LAW, RHODE ISLAND STATE LAW, RISD CODE OF CONDUCT,  
HR POLICIES & FACULTY POLICIES

## **Sexual Misconduct Policy:**

RISD students who engage in sexual behavior, of any kind, are expected to do so only with effective consent of all parties involved. Doing otherwise constitutes sexual misconduct and is a violation of this policy.

## **Consensual Relationship Policy:**

All faculty, staff, professional and student employees of RISD are prohibited from having a sexual or romantic relationship with any undergraduate student enrolled at RISD.

## **Our Department Areas Include:**

- Sexual Misconduct & Assault
- Bias
- Discriminatory Harassment
- Dating Violence/Domestic Violence
- Stalking + Cyberstalking
- Nonconsensual interactions
- Purposeful misgendering
- Hostile Environment
- Sexual Exploitation
- Retaliation



# RISD's Consent Defintion



# Effective consent is:

conscious, informed, voluntary words or actions, that give permission for specific sexual activity; freely and voluntarily given; mutually understandable words or actions which indicate a willingness to participate in mutually agreed upon sexual activity.

# Consent CANNOT be given if:

forced, threatened, coerced, convinced, deceived, or someone is incapacitated by alcohol/drugs, asleep, unconscious, unaware, or otherwise unable to consent.

# Consent can be withdrawn at any time!

# BIAS

# &

# DISCRIMINATORY HARASSMENT





# Bias Incidents:

- any hurtful, discriminatory, or harassing action that one could reasonably believe targets an individual, group, or thing based on actual or perceived membership to a particular identity group.
- These groups include, but are not limited to protected classes as defined under RISD's Non-Discrimination policy.
- Bias incidents are not required to be a crime under any state, federal, or local statutes, nor does it have to violate any College policies.

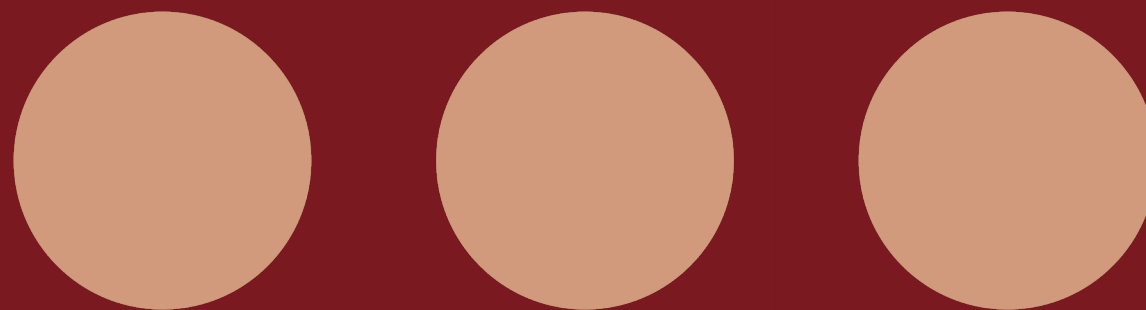
# DISCRIMINATORY HARASSMENT

- adversely impacts an individual's access to employment, education, living environment, and/or participation in a College activity or program when similarly situated individuals, outside of the same protected class(es), received more favorable treatment
  - creates a hostile environment that is severe, persistent, and pervasive
- on the basis of:
- Race
  - Color
  - Religion
  - Age
  - Sex
  - Sexual orientation
  - Gender identity & expression
  - Disability
  - National origin
  - Veteran & military status
  - Genetics



# REPORTING OPTIONS

We have a range of on- and off-campus  
resources to help you navigate incidents —  
let us know so we can help!



# We Address:

Medical Needs

Emotional Support

Safety Plans

Formal investigation processes

Educational interventions

# in hopes to:

Stop the behavior

Remedy the effects

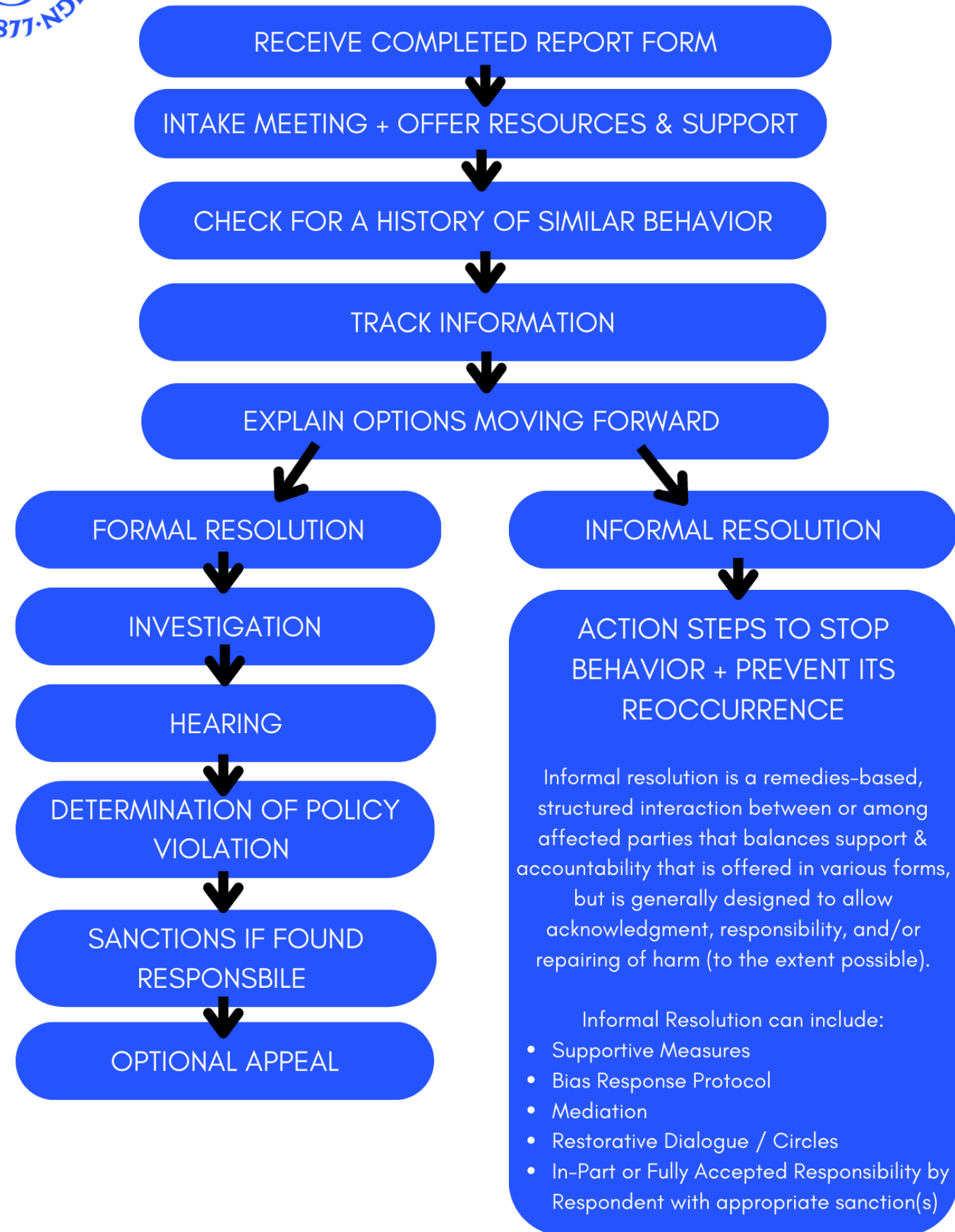
Investigate to the best of our ability

Prevent its recurrence

# What happens when I report?



## EQUITY & COMPLIANCE PROCESS



**NOTE: Union members also have the right to pursue a grievance process**

# Ways to Report

- Online reporting forms
- Email
- Phone call
- In person in our office
- You can also report to an RA, Public Safety, or Human Resources

## FOR EMERGENCIES:

Our staff is on call 24/7  
Please call Public Safety 401-454-6666 and ask to  
speak with the Equity + Compliance On Call Staff





[equitycompliance.risd.edu](https://equitycompliance.risd.edu)





**SCAN TO SIGN**



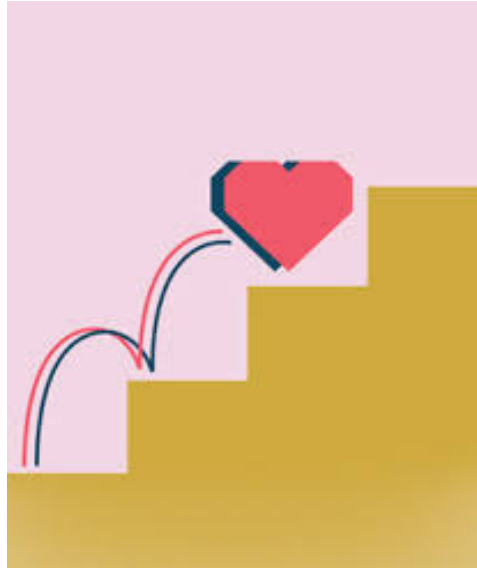
# Healthy Relationships

Think about some of your favorite people—they could be your friends, family or romantic and/or sexual partners.

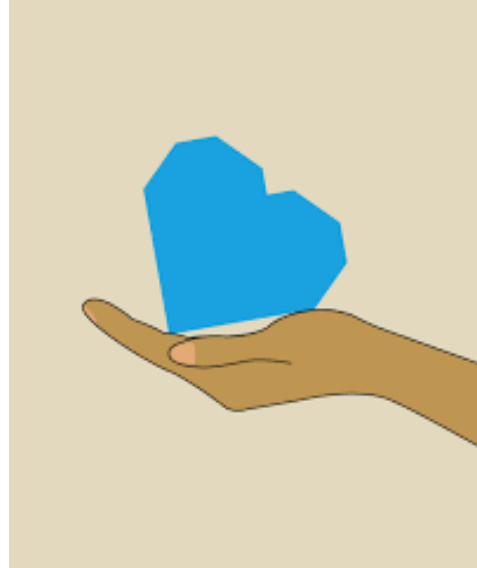
What is about those relationships that you enjoy?

How do they make you feel?





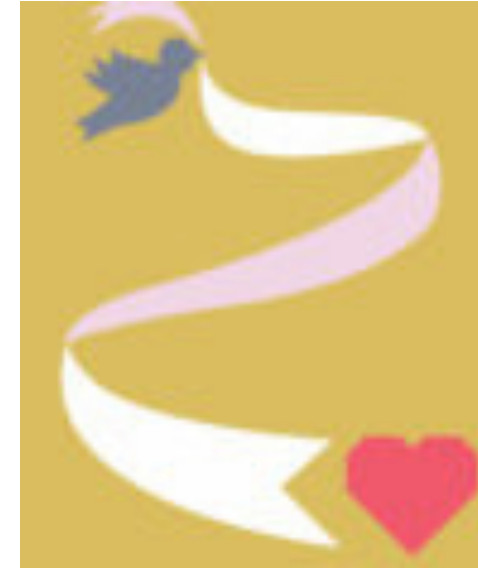
Move at a  
comfortable  
pace



Cultivate  
trust



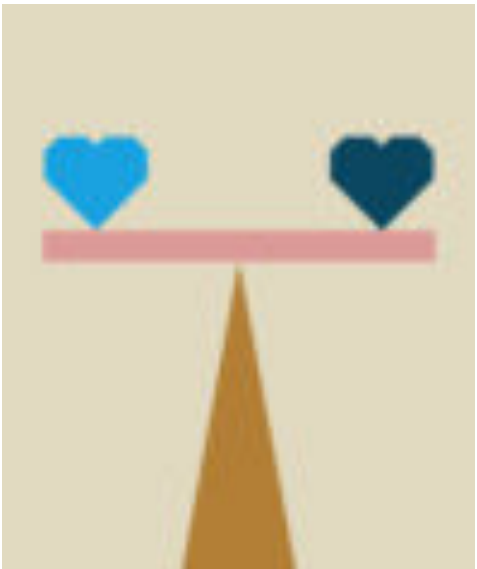
Value  
honesty



Encourage  
independence



Center  
respect



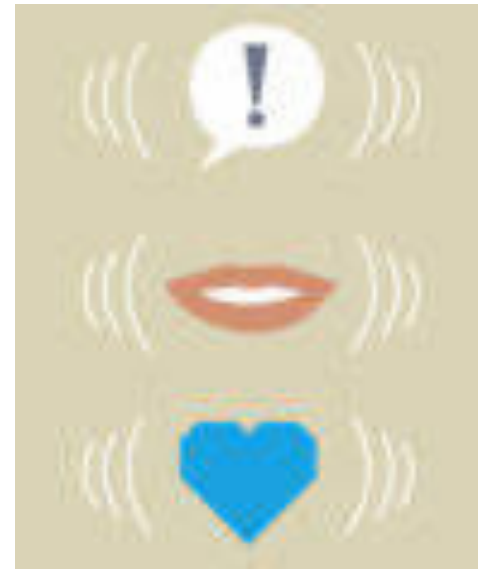
Equal  
partnerships



Kind &  
caring



Take  
responsibility



Respectful  
conflict



Feels fun!



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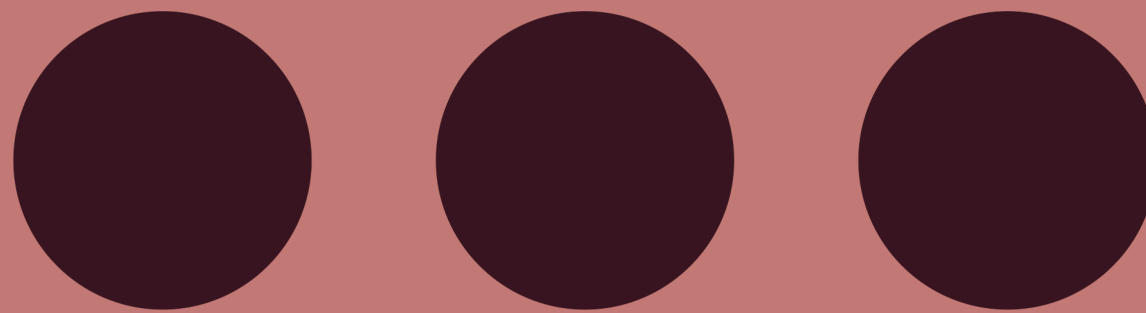
# Consent can be withdrawn at any time!

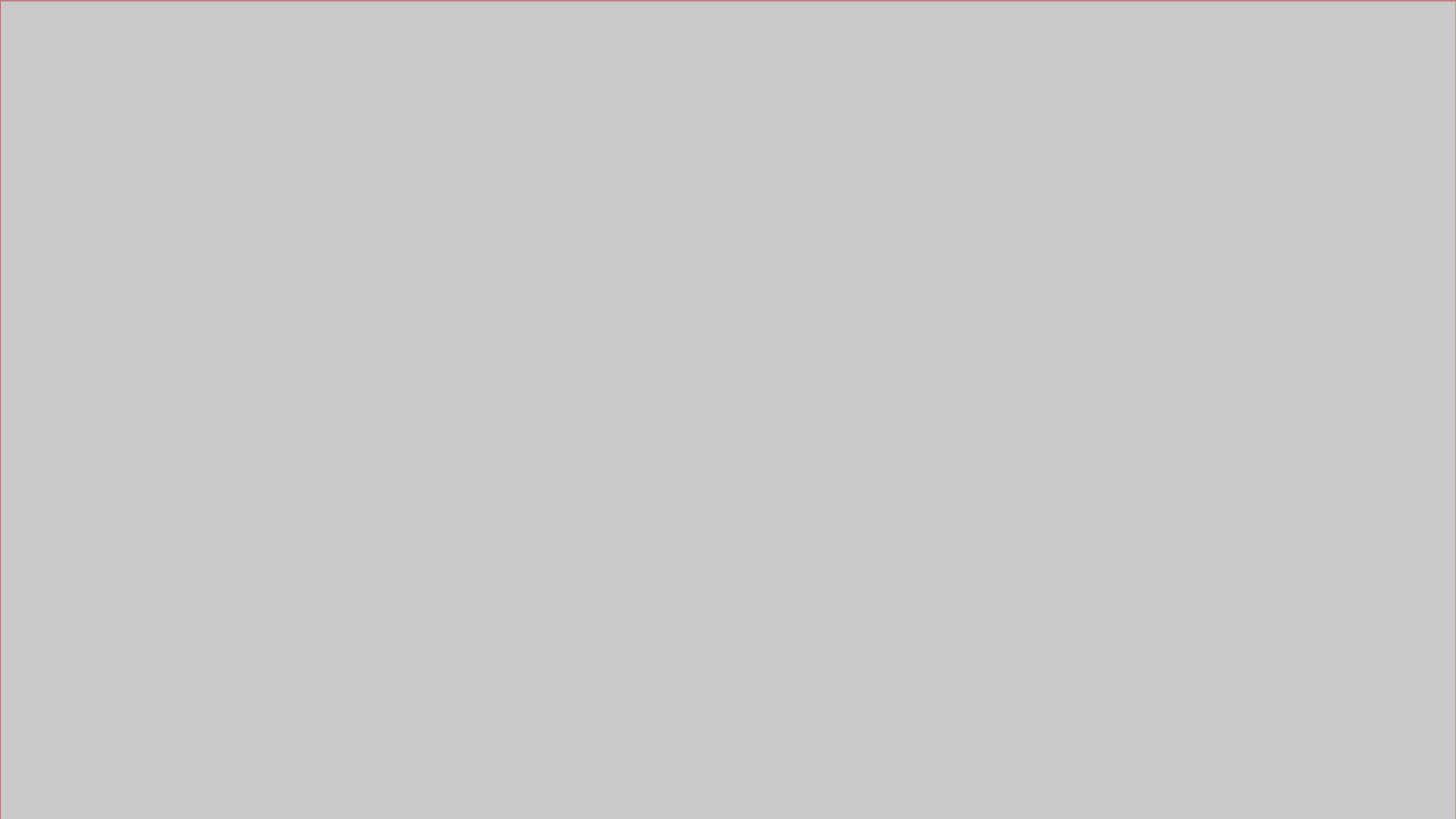




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# How to Handle Rejection





# REJECTION

When you are rejected:

- Respect the person's answer
- Respond how you'd like someone to respond to you
- Find healthy ways to feel and work through your feelings
- Spend time with people who care about you
- Stay true to who you are

When you reject someone else:

- Be honest about your stance
- Treat others with the respect you would want
- Avoid spreading unnecessary information

If someone isn't respecting your rejection, you are not alone.  
There are people and supports on-campus to help you.



Be an Active Bystander!

Direct  
Delegate  
Distract  
Delay  
Document





[equitycompliance.risd.edu](https://equitycompliance.risd.edu)

