

PROFESSIONAL PRACTICES AND TITLE IX FOR STUDENTS AND EMPLOYEES

- WITH MICHAEL PHILPOTT YOUR TITLE IX
COORDINATOR



WHAT IS TITLE IX

- TITLE IX IS A FEDERAL CIVIL RIGHTS LAW PASSED AS PART OF THE EDUCATION AMENDMENTS OF 1972. THIS LAW PROTECTS PEOPLE FROM DISCRIMINATION BASED ON SEX IN EDUCATION PROGRAMS OR ACTIVITIES THAT RECEIVE FEDERAL FINANCIAL ASSISTANCE. •
- TWO MAIN OBJECTIVES: •
- AVOIDING USE OF FEDERAL FUNDS TO SUPPORT DISCRIMINATORY PRACTICES, AND •
- PROVIDING INDIVIDUALS WITH EFFECTIVE PROTECTION AGAINST DISCRIMINATORY PRACTICES. •
- TITLE IX REQUIRES SCHOOLS TO TAKE STEPS TO PREVENT AND REMEDY TWO FORMS OF SEX BASED HARASSMENT: • SEXUAL HARASSMENT (INCLUDING SEXUAL VIOLENCE), AND • GENDER-BASED HARASSMENT (UNWELCOME CONDUCT BASED ON A STUDENT'S SEX, OR HARASSING CONDUCT BASED ON A STUDENT'S FAILURE TO CONFORM TO SEX STEREOTYPES)

TITLE IX CONTINUED

- SEXUAL HARASSMENT MEANS CONDUCT ON THE BASIS OF SEX THAT SATISFIES ONE OR MORE OF THE FOLLOWING: •
- (1) AN EMPLOYEE OF SFI CONDITIONING THE PROVISION OF AN AID, BENEFIT, OR SERVICE OF SFI ON AN INDIVIDUAL'S PARTICIPATION IN UNWELCOME SEXUAL CONDUCT; •
- (2) UNWELCOME CONDUCT DETERMINED BY A REASONABLE PERSON TO BE SO SEVERE, PERVASIVE, AND OBJECTIVELY OFFENSIVE THAT IT EFFECTIVELY DENIES A PERSON EQUAL ACCESS TO SFI'S EDUCATION PROGRAM OR ACTIVITY; OR •
- (3) "SEXUAL ASSAULT," "DATING VIOLENCE," "DOMESTIC VIOLENCE" OR "STALKING" (FEDERAL DEFINITIONS)



WHAT IS THE CLERY ACT?

- WHAT WAS THE CATALYST FOR THE CLERY ACT? •
- JEANNE CLERY, A COLLEGE FRESHMAN, WAS RAPED AND MURDERED IN HER DORM ROOM. THERE HAD BEEN OVER 30 VIOLENT CRIMES IN THREE YEARS ON CAMPUS. •
- HER PARENTS PUSHED FOR LEGISLATION TO REQUIRE SCHOOLS TO BETTER INFORM AND PROTECT STUDENTS. •
- THE CLERY ACT REQUIRES SCHOOLS, AS A CONDITION OF PARTICIPATING IN FEDERAL STUDENT AID PROGRAMS, TO:
 -
- PUBLISH AN ANNUAL SECURITY REPORT •
- DISCLOSE CAMPUS CRIME STATISTICS •
- SHARE INFORMATION ABOUT CAMPUS SECURITY POLICIES •
- ISSUE TIMELY WARNINGS ABOUT CLERY ACT CRIMES WHICH POSE THREATS TO STUDENTS, AND •
- DEVISE AN EMERGENCY RESPONSE, NOTIFICATION, AND TESTING POLICY.

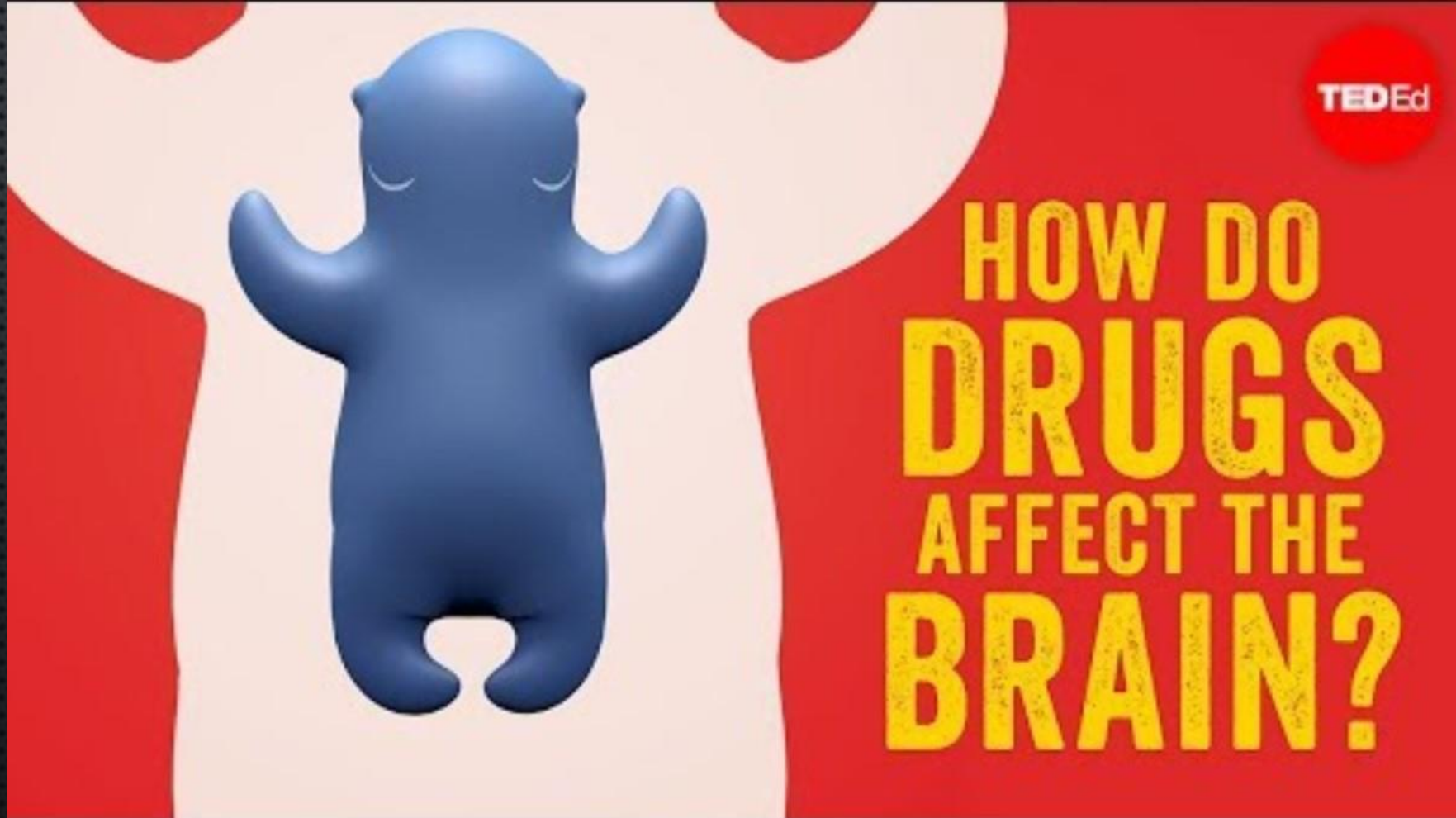
VIOLENCE AGAINST WOMEN ACT

- THE VIOLENCE AGAINST WOMEN ACT (VACA) IS INTENDED TO REDUCE VIOLENCE AGAINST WOMEN, INCLUDING DATING VIOLENCE AND DOMESTIC VIOLENCE. •
- THESE THREE FEDERAL LAWS, TITLE IX, THE CLERY ACT, AND THE VIOLENCE AGAINST WOMEN ACT, ALIGN WITH SFI'S ANTI- HARASSMENT AND SEXUAL HARASSMENT POLICIES: •
- SIMILAR INTENTS — PREVENTION, AWARENESS, MITIGATION OF POLICY VIOLATIONS AND CRIMES •
- SIMILAR RESPONSIBILITIES — AS AN EMPLOYEE OR STUDENT OF SFI, YOU SET THE CULTURE AND TONE, YOU MUST STOP VIOLATIONS IF YOU SEE OR HEAR THEM, AND YOU MUST IMMEDIATELY REPORT ANY POTENTIAL VIOLATIONS. •
- EXAMPLES OF CRIMES THAT MUST BE INCLUDED IN THE ANNUAL REPORT: • MURDER • SEXUAL ASSAULT / OFFENSES • ROBBERY, BURGLARY, ARSON, THEFT • DATING VIOLENCE • DOMESTIC VIOLENCE • HATE CRIMES

LGBTQ RIGHTS

- SEATTLE FILM INSTITUTE IS A SAFE SPACE AND SUPPORTS YOU & YOUR SEXUAL/GENDER IDENTITY
- IN 2019, 18.6 PERCENT OF MAJOR STUDIO FILMS CONTAINED LGBTQ IDENTIFYING CHARACTERS
- WAYS TO BE AN ALLY
- BE A LISTENER.
- BE OPEN-MINDED.
- BE WILLING TO TALK.
- BE INCLUSIVE AND INVITE LGBT FRIENDS TO HANG OUT WITH YOUR FRIENDS AND FAMILY.
- DON'T ASSUME THAT ALL YOUR FRIENDS AND CO-WORKERS ARE STRAIGHT. SOMEONE CLOSE TO YOU COULD BE LOOKING FOR SUPPORT IN THEIR COMING-OUT PROCESS. NOT MAKING ASSUMPTIONS WILL GIVE THEM THE SPACE THEY NEED.
- ANTI-LGBT COMMENTS AND JOKES ARE HARMFUL. LET YOUR FRIENDS, FAMILY AND CO-WORKERS KNOW THAT YOU FIND THEM OFFENSIVE.
- CONFRONT YOUR OWN PREJUDICES AND BIAS, EVEN IF IT IS UNCOMFORTABLE TO DO SO.
- DEFEND YOUR LGBT FRIENDS AGAINST DISCRIMINATION.
- BELIEVE THAT ALL PEOPLE, REGARDLESS OF GENDER IDENTITY AND SEXUAL ORIENTATION, SHOULD BE TREATED WITH DIGNITY AND RESPECT.
- IF YOU SEE LGBT PEOPLE BEING MISREPRESENTED IN THE MEDIA, SAY SOMETHING.

SUBSTANCE ABUSE



MENTAL HEALTH



PHYSICAL HEALTH

Often, crews work 15 hour days, sometimes in uncomfortable settings (heat, noise, lights, etc)

Crew must carry and lift heavy equipment and gear

If you get sick or injured, you could easily be replaced, so you must take care of your body

Taking Care of Your Body:

Eating enough and eating good food

Getting adequate sleep

Take your damn vitamins

Use hand sanitizer for the love of god

If you are a camera op, or grip, or a position that requires you to lift or carry heavy objects or be in strained positions for a long time

STRETCH and find a work out that builds your strength

RACIAL EQUALITY



- PEOPLE OF COLOR LACK REPRESENTATION IN FILM
- STRIDES WERE MADE IN THE 1940s AND 1950s
- SIGNIFICANT CHANGE MADE 2018 MOST AFRICAN AMERICANS TO WIN OSCARS 2018 FIRST LATINO TO WIN BEST DIRECTOR



GENDER EQUALITY

- BECHDEL TEST IT HAS TO HAVE AT LEAST TWO NAMED WOMEN IN IT WHO TALK TO EACH OTHER ABOUT SOMETHING BESIDES A MAN
- ALSO SEE: SEXY LAMP TEST CAN THE FEMALE CHARACTER BE REPLACED BY A SEXY LAMP?
- INDUSTRY INEQUALITY THERE IS A 5:1 RATIO OF MEN TO WOMEN WORKING BEHIND THE SCENES IN FILMS

GENDER STATS INDUSTRY

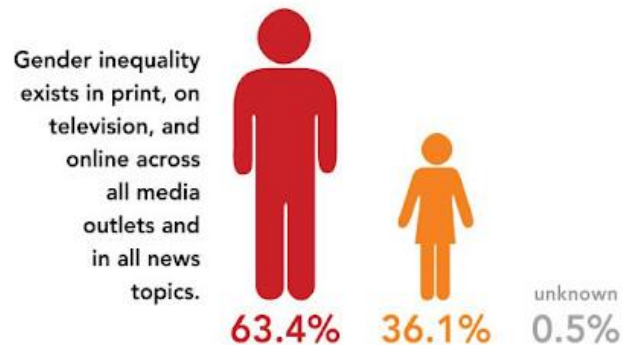
**Features by Gender and Race/Ethnicity
by Release Year 2018–2022**

	POC Women	POC Men	White Women
2018	2%	16%	9%
2019	3%	10%	11%
2020	5%	12%	16%
2021	5%	21%	10%
2022	6%	10%	10%
All Years	4%	14%	11%

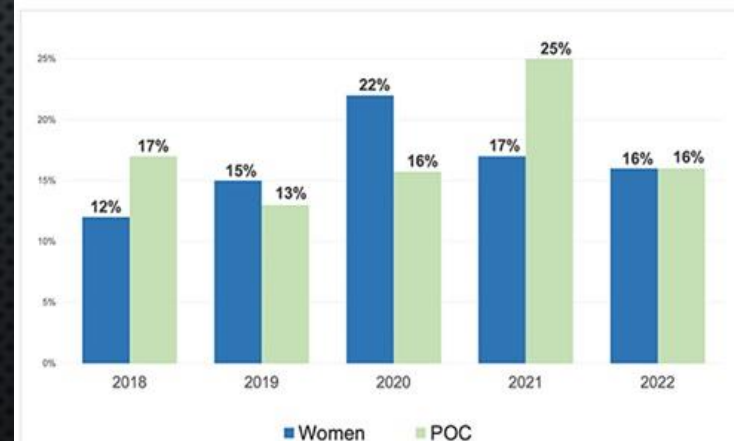
**Feature Films Directed by Women
& People of Color from 2018–2022**

	Women Directors	POC Directors
TOTAL	16%	17%
High Budget Films	13%	17%
Low Budget Films	18%	17%
1st Time DGA Feature Films	27%	20%

BOTTOM LINE: MEN DOMINATE MEDIA



Women and POC Directors by Release Year 2018–2022



CONSENT

- "CONSENT" MEANS THAT AT THE TIME OF THE ACT OF SEXUAL INTERCOURSE OR SEXUAL CONTACT THERE ARE ACTUAL WORDS OR CONDUCT INDICATING FREELY GIVEN AGREEMENT TO HAVE SEXUAL INTERCOURSE OR SEXUAL CONTACT. RCW 9A.44.010 • EXAMPLES OF WHEN CONSENT CANNOT BE GIVEN? • IMPAIRED BY DRUGS / ALCOHOL • MENTALLY INCAPACITATED • A MINOR • A STUDENT (WHERE THE PARTNER IS AN EMPLOYEE OF SFI) • NONCONSENSUAL = NOT WELCOME • SEXUAL ASSAULT = NONCONSENSUAL SEXUAL ACT
- CONSENT IS AS EASY AS F.R.I.E.S
- FREELY GIVEN
- REVERSIBLE
- INFORMED
- ENTHUSIASTIC
- SPECIFIC

