TITLE IX COMPLIANCE STRATEGIES

FOR SMALLER INSTITUTIONS
WHAT IS YOUR INSTITUTION’S STUDENT POPULATION?

UNDER 5000
5000-10,000
10,001-20,000
OVER 20,000

GENERAL OVERVIEW OF HSU STRUCTURE

Title IX Coordinator
- full time, appointed by the President

Title IX Committee
- about 25 Faculty & Staff
- appointed by President
- ex officio Administrators

T9 Investigations Subcommittee

T9 Sanctions Panel
WHAT IS YOUR INSTITUTION’S TITLE IX BUDGET?
$1-14,999
$15000-$24,999
$25,000 OR MORE
BUDGET? WHAT BUDGET?

CHALLENGE #1: LOW TO NO BUDGET
Applications to Michigan State drop after Nassar, sexual assault scandals

Baylor sexual assault victims met with skepticism, little assistance from university

2 Swarthmore fraternities will disband after documents reveal references to ‘rape attic’ and racist behavior

By Emmanuelle Gimpel, Andrea Stet and Amanda Jackson, CNN

TITLE IX EDUCATION ON A LOW TO NO BUDGET

Artists put to clothes a myth of rape

Victims’ stories, attire threaded

source: arks democragazine
HOW MANY ROLES DO YOU HAVE ON YOUR CAMPUS?
1
2
3
4
I LOST COUNT

CHALLENGE #2: NOT ENOUGH HUMANS
Strategic Priority 3: Grow the enrollment, improve student life, and increase retention to graduation
By reducing incidents of sexual harassment and sexual assault through education, prevention, and appropriate university response.

Title IX Compliance

Tactical Plans

1. Introduce Dr. Allison Vetter as Title IX Coordinator
   a. Timeline: Spring 2016 and Fall 2016
   b. Cost:
   c. Actions: This
      A. Introduce at board of trustees meeting on February 10, 2016
      B. Dr. V & Elaine meet with Athletics
      C. Dr. V & Elaine meet with Residence Life
      D. Dr. V to meet with Executive Council to explain her role and how to contact her
      E. Dr. V to meet with appropriate academic groups (as advised by Dr. A)
      F. Dr. V to meet with appropriate student groups
      G. Formal announcement to campus

2. Establish an university-wide Title IX Committee
   a. Timeline: Spring 2016
   b. Cost: [training costs]
   c. Actions:
      A. Appoint employees
         i. Compile list of potential committee members
         ii. Draft e-mail for Dr. Jones to send to potential committee members
             explaining the purpose of the committee and asking them to serve
         iii. Compile list of individuals who accept the appointment
      B. Request recognition of Title IX Committee by Shared Governance
      C. Provide training to Title IX Committee members

3. Establish a investigator panel sub-committee of the Title IX Committee
   a. Timeline: Summer 2016
   b. Cost: [training costs]
   c. Actions:
      A. Appoint employees

Challenge #3: Paradigm Shifting
Complaint received by T9C & T9C contacts potential complainant

Initial intake interview conducted by T9C. Options to proceed with HSU’s T9 or criminal process. Interim measures offered, as necessary.

If necessary, T9 does initial inquiry.

If complainant wants to proceed with HSU T9 process, T9 assigns 2 investigators from T9 Investigations Subcommittee (preferably a male & female. With no conflicts with complainant & respondent.)

Investigators conduct investigation with support of T9C

Once investigation concluded, T9 Investigators meet with T9C. T9C offers the complainant and respondent the option to review all of the information collected and given an additional opportunity to correct their statements and to provide info or identify additional witnesses

T9 Investigators meet with T9C and draft Investigative Report with proposed findings and sanctions, if Investigators have determined that a violation occurred.

T9C convenes 3 T9 Committee members to conduct a Sanctions Panel to review the Investigative Report. Can approve the proposed findings and sanctions, modify them or send the case back to T9 Investigators to inquire further

Investigators conduct any additional work

Investigative report finalized.

T9C offers to meet with respondent & complainant to delivered the results of the investigation. Results also transmitted in writing by e-mail.

Respondent & Complainant have X days to appeal

Appeal reviewed by appropriate VP

Results of appeal communicated to appellant

Case finalized and results communicated to Respondent & Complainant

Sanctions communicated to Student Affairs and Registrar, as appropriate

CHANGING THE CULTURE
CHALLENGE #4: BUILDING THE PLANE WHILE TRYING TO PILOT IT
CHALLENGE #5: EVERYONE KNOWS EVERYONE AND OTHER CONFLICTS

CHALLENGE #6: KEEPING UP THE GOOD WORK