Title IX Update

UAF Steps 14 Feb 2014

- 1. <u>Unified</u> procedures for sexual misconduct
 - Update definitions
 - Code of conduct procedures in compliance with Title IX
 - Civil rights investigations for all incidents of sexual misconduct including relationship violence

2.

2014 Milestones

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March
    Title IX Task Force
April
    OCR & White House Guidance
May
    UA Audit Letter
June
    UA Submission of Documents to OCR
July
    UA Second Submission of Documents to OCR
    Investigator Training
July, August & September
    Training for faculty, staff & students
    Awareness & Marketing Campaign
October
    OCR Visit
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OCR Audit Feedback

by you and your staff to prepare for our recent on-site visit to your campuses. From the outstanding publicity on campus and online about the OCR visit to the hospitality shown to OCR staff with the focus group refreshments and the amazing dancers at UAA, we could not be more impressed and thankful for your contributions to the success of our visit

Gary D. Jackson Director, OCR Seattle Office

OCR Verbal Feedback

First system audit for OCR Seattle Office Focus group turnout - the best OCR has experienced

Bethel - an amazing experience
Tenor at UAF different with lots of

Unified Procedures

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ompl s
Developed interim
procedure
Developed templates
   Victim & Accused Rights
   Gatekeeper Format
   Risk Analysis
   Remedies
UA System Collaboration
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Update BOR Policy
   Reporting obligation
   Remedies
   Sexual harassment
       Language
       Timeframes
   Code of conduct
   Appeals One-level with
   grounds
       Due process error
       New material info
       Bias by investigators
       Sanctions
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UAF Title IX Appointments

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Mae Marsh, TIXC 2/26/14
Ana Richards, TIXC 7/12
Sri Sater, Investigator 10/14
Kevin Calderara, Investigator 10/14

Anita Hartmann, DTIXC, 7/14/14 Don Foley, DTIXC, 7/14/14 Andrea Schmidt, DTIXC, 7/14/14 Jamie Napolski, DTIXC, 7/14/14

ont ts

Martha Whiting, Chukchi, 7/ 14/ 14
Kelson Phillips, Chukchi, 7/ 14/ 14
Mary Pete, Kuskokwim, 7/ 14/ 14
Casie Stockdale, Kuskokwim, 7/ 14/ 14
Kacey Miller, Northwest, 7/ 14/ 14
Sandra Long, Bristol Bay, 7/ 14/ 14
Dianna James, CTC, 7/ 14/ 14
Adding SFOS Juneau & Seward

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Keith Mallard, Bystander Training Coordinator

Awareness

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ompl s
Marketing materials
   Brochures
   Posters
   Buses
Student radio
UA Systems KTOO articles
Student handbooks
Syllabi language
Articles
Orientations
Web
Safety Fair
Starvation Gulch
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n On-going articles Resource Guide Cao6yylocl Coc

Climate Survey

UA Institutional Research
White HousoTool as baselio
Implement November 2014

ompl s Victim Services Agencies ANDVSA MOU Grants **Materials Training** Police **AST Colonel** AST Western Alaska Local police at rural campuses

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IAC Collaboration

Victim Advocate

Bystander Intervention

Local Police

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1. Confidential

UAF Health & Counseling

ANDVSA agencies

?? Victim Advocate ??

2. Title IX

Victim can request confidentiality

3. Law

Title IX Coordinator

OCR states Title IX Coordinator must have knowledge of

Requirements of Title IX

All reports and complaints raising Title IX issues throughout the school

Responsible Employee

OCR 2001 & 2014 Questions and Answers

- Provides that a responsible employee is any employee:
 - Who has the authority to take action to redress the harassment
 - Who has the duty to report to appropriate school officials sexual harassment or any other misconduct by students or employees
 - Any individual who a student could reasonably believe has this authority or responsibility

BOR R04.02.022

OCR Q&A School must respond to notice

Direct notice examples

Student informs Title IX

Student, parent, friend or other individual may have reported an incident to a teacher, principal, campus law enforcement, staff in the office of student affairs, or other responsible employee

A teacher or dean may have witnessed the sexual violence

Indirect notice examples

Member of the local community

Social networking sites

What to report

For incidents of possible student-on-student sexual violence

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All relevant details
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Name(s) of the alleged perpetrator(s)

Student who experience the alleged sexual violence

Other student involved

Other relevant facts

Dat e

Time

Location

Title IX Disclosure Requests for Confidentiality

Disregarding requests can have a chilling effect and discourage other students from reporting

Requests are taken seriously

All reasonable steps will be taken to honor requests of confidentiality and protect the student

Overrides of confidentiality will be limited

Factors to Consider

Risk of the alleged perpetrator committing additional acts of sexual or other violence Sexual violence complaints about the same perpetrator

Perpetrator history of violence and arrests

If the perpetrator threatened further violence

If the sexual violence was perpetrated with a weapon

The age of the student subjected to the sexual violence

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nsw r: Before a student reveals information that he or she may wish to keep confidential, a responsible employee should make every effort to ensure that the student understands:

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(i) the student involved in the alleged sexual violence, as well as relevant facts regarding the alleged incident (including the date, time, and location), to the Title IX coordinator or other appropriate school officials,

(which the school (e.g., Title IX coordinator) will consider, and

(advocacy, health, mental health, or sexual-assault-related services (e.g., sexual assault resource centers, campus health centers, pastoral counselors, and campus mental health centers).
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Questions