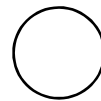


TITLE IX COMPLIANCE STRATEGIES

FOR SMALLER INSTITUTIONS



1



Elaine M. Kneebone, J.D.
General Counsel

Allison L. Vetter, Ph.D.
Title IX Investigator &
Education Coordinator



HENDRIX
COLLEGE



2

WHAT IS YOUR INSTITUTION'S STUDENT POPULATION?

UNDER 5000

5000-10,000

10,001-20,000

OVER 20,000



3

GENERAL OVERVIEW OF HSU STRUCTURE



4

WHAT IS YOUR INSTITUTION'S TITLE IX BUDGET?

\$1-14,999

\$15000-\$24,999

\$25,000 OR MORE

BUDGET? WHAT BUDGET?



5

CHALLENGE #1: LOW TO NO BUDGET



6

Applications to Michigan State drop after Nassar, sexual assault scandals



Applications to Michigan State for the fall of 2018 dropped by about 1,000, to 71,000 — a contrast to rising higher education applications nationwide and among most of the nation's universities in the Big Ten Conference. (Credit: Greg Gajewski)

CNN US • 2 Swarthmore fraternities will disband after documents reveal references to 'rape attic' and racist... Live TV U.S. Edition

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

By Emanuela Grinberg, Andrea Diaz and Amanda Jackson, CNN
Updated 5:22 PM ET, Wed May 1, 2019



More from CNN
Report: Audio Reveals Ty Hill Called 911 for Crystal

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

By Jenny Dial Creech | August 12, 2016 | Updated: August 13, 2016 5:49pm



7

TITLE IX EDUCATION ON A LOW TO NO BUDGET



Artists put to clothes a myth of rape

Victims' stories, attire threaded

DEBRA HALE-SHELTON
ARKANSAS DEMOCRAT-GAZETTE



8

HOW MANY ROLES DO YOU HAVE ON YOUR CAMPUS?

1

2

3

4

I LOST COUNT



9

CHALLENGE #2: NOT ENOUGH HUMANS



10

Strategic Priority 1: 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. Adkison, it may be Deans or Chairs Council)
 - F. Dr. V to meet with appropriate student groups
 - G. Formal announcement to campus
2. Establish a 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 an Investigator Panel Sub-Committee of the Title IX Committee
 - a. Timeline: Summer 2016
 - b. Cost: [training costs]
 - c. Actions:
 - A. Appoint employees

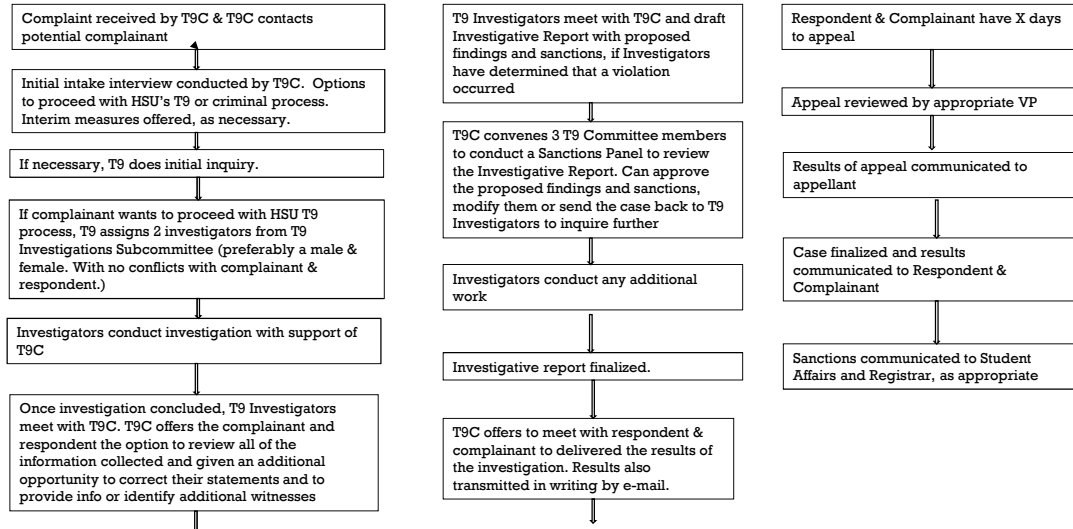
11

CHALLENGE #3: PARADIGM SHIFTING



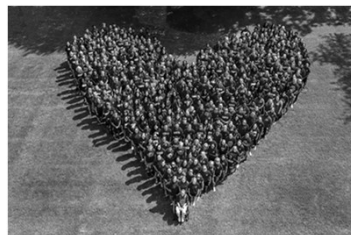
12

TITLE IX PROCESS FLOWCHART

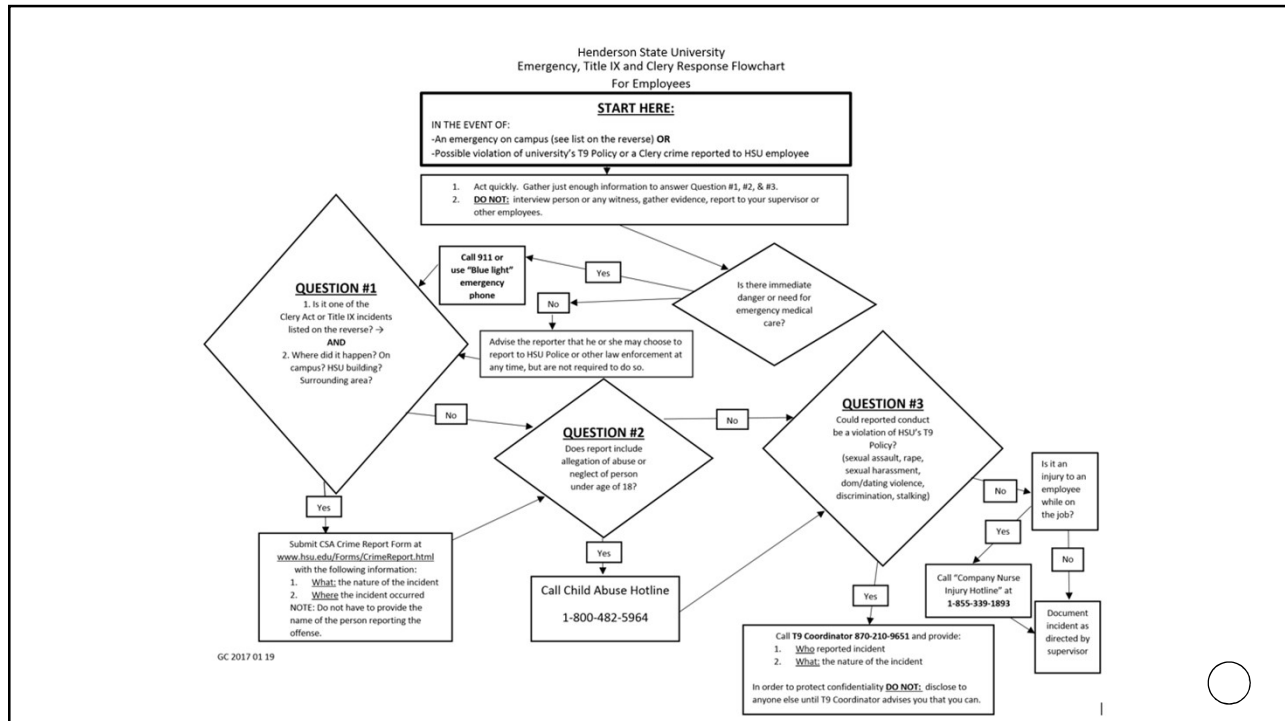


13

CHANGING THE CULTURE



14



15

CHALLENGE #4: BUILDING THE PLANE WHILE TRYING TO PILOT IT



16

CHALLENGE #5: EVERYONE KNOWS EVERYONE AND OTHER CONFLICTS



17

CHALLENGE #6: KEEPING UP THE GOOD WORK



18

