# TITLE IX COMPLIANCE STRATEGIES

FOR SMALLER INSTITUTIONS



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## WHAT IS YOUR INSTITUTION'S STUDENT POPULATION?

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

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### GENERAL OVERVIEW OF HSU STRUCTURE

Title IX

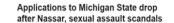
# Title IX Committee -about 25 Faculty & Staff appointed by Tessident Title IX Committee -about 25 Faculty & Staff appointed by President -ex officio Administrators T9 Investigations Subcommittee T9 Sanctions Panel

# WHAT IS YOUR INSTITUTION'S TITLE IX BUDGET? \$1-14,999 \$15000-\$24,999 \$25,000 OR MORE BUDGET? WHAT BUDGET?

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## CHALLENGE #1: LOW TO NO BUDGET







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

By Emanuella Grinberg, Andrea Diaz and Amanda Jackson, CNN







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

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

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# 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





# HOW MANY ROLES DO YOU HAVE ON YOUR CAMPUS?

I LOST COUNT

## CHALLENGE #2: NOT ENOUGH HUMANS



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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

- 1. Introduce Dr. Allison Vetter as Title IX Coordinator
  - a. Timeline: Spring 2016 and Fall 2016

  - 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
- Establish a university-wide Title IX Committee
   a. Timeline: Spring 2016

  - b. Cost; [training costs]
  - c. Actions:
    - - Compile list of potential committee members
    - 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

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## CHALLENGE #3: PARADIGM SHIFTING



### TITLE IX PROCESS FLOWCHART Complaint received by T9C & T9C contacts T9 Investigators meet with T9C and draft Respondent & Complainant have X days potential complainant Investigative Report with proposed findings and sanctions, if Investigators to appeal have determined that a violation Initial intake interview conducted by T9C. Options occurred to proceed with HSU's T9 or criminal process Appeal reviewed by appropriate VP Interim measures offered, as necessary. T9C convenes 3 T9 Committee members to conduct a Sanctions Panel to review If necessary, T9 does initial inquiry. Results of appeal communicated to the Investigative Report. Can approve appellant the proposed findings and sanctions, modify them or send the case back to T9 If complainant wants to proceed with HSU T9 Investigators to inquire further process, T9 assigns 2 investigators from T9 Investigations Subcommittee (preferably a male & Case finalized and results communicated to Respondent & Complainant female. With no conflicts with complainant & Investigators conduct any additional respondent.) Investigators conduct investigation with support of T9C Sanctions communicated to Student Affairs and Registrar, as appropriate Investigative report finalized. Once investigation concluded, T9 Investigators meet with T9C. T9C offers the complainant and T9C offers to meet with respondent & respondent the option to review all of the information collected and given an additional complainant to delivered the results of the investigation. Results also opportunity to correct their statements and to provide info or identify additional witnesses transmitted in writing by e-mail.

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### CHANGING THE CULTURE

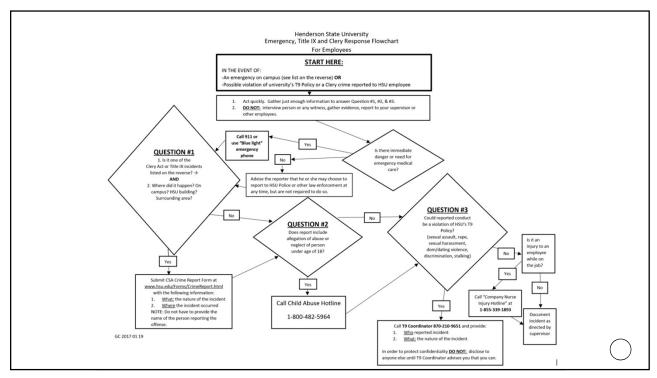












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# CHALLENGE #4: BUILDING THE PLANE WHILE TRYING TO PILOT IT



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# CHALLENGE #5: EVERYONE KNOWS EVERYONE AND OTHER CONFLICTS



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## CHALLENGE #6: KEEPING UP THE GOOD WORK







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