

Title IX Team

Nicole Cooper, Title IX Coordinator
2023-2024 Academic Year
September 29, 2023

Agenda

- Icebreaker: Name, Area, Favorite Movie
- Overview of Team Role & Expectations
- Visibility On-campus
- Specific Team Member Roles (Assigned Duty)
- Sharing Information
- Review of Key Title IX Definitions
- Title IX Commandments
- Case Study

Title Team Member

Expectations

1. Act as a resource on-campus to students and fellow employees
2. Participate in on-campus Title IX Cases in a role
3. Participate in prevention and awareness efforts

Meetings

- Bi-weekly to train as a team
- Role specific meetings to come
- Train on current regulations, current events
- Practice: case studies, role play

Visibility On-Campus/Community

- Transparent about the process and Who is involved.
 - Increase comfort and familiarity with Title IX issues & process.
- Visibility:
 - Deputies displayed on the webpage
 - Title IX Team Member stickers for office doors

Deputy Title IX Coordinator

Title IX Deputies

- Natasha Morgan - Director of HR
- Diana Mesa -Branch
- Meredith Martin - Academics
- _____ - Director of Housing
- Ron Jones - Athletics (Compliance only)

Role of Deputy

- Additional resource to receive reports - reports are a good thing!
- Mindful of population-specific needs, trends, & issues
- Provide thought-leadership for on-going prevention & awareness programs
- Assist with implementation of compliance strategies/programs

Advisor Role

Identified Advisors

- Meredith Martin
- Brian Flowers
- Becky Berth
- Rachel Prucka
- Chris Brown*
- Makenzie Renard*

*Alternates

Expectations

- Assist any party throughout the institution's resolution process *BOTH sides*
- Assist party during interviews, meetings, and hearing.
- During hearing - cross examine/question other party on behalf of their advisee.
- ****CONFIDENTIAL**** unless they have knowledge that their client is providing false or misleading information to the institution¹

A list of advisors to all parties is provided upon investigation notification and they can pick.

Investigator Role

Identified Investigators

- Ty Soliz
- Natasha Morgan
- Diana Mesa
- Megan Brincks
- Becky Berth*
- Joseph Granado*
- Meredith Martin*
- Fulton Poston*

*Alternates

Expectations

- Conduct reliable, prompt, fair, and impartial investigations
- Identifying and interviewing parties and witnesses
- Identifying and compiling relevant evidence
- Keeping accurate notes
- Write a clear and comprehensive investigation reports

Decision Maker Role

Identified Hearing Panelists Expectations

- Joseph Granado
 - Makenzie Renard
 - Chris Brown
 - Fulton Poston
 - Rachel Prucka
 - Megan Brincks*
 - Ty Soliz*
 - Brian Flowers*
- Serve on the hearing panel to make the determination if an institutional policy was violated.
 - Within the accordance of the "preponderance of evidence" standard
 - Determine appropriate remedies and corrective measures
 - Decision-maker is also the Hearing Facilitator. Guiding the hearing process along.
 - Decision-maker will issue a written statement with the decision with rationale/evidence of why.

*Alternates

Sharing Information

Confidential vs. Private

- Information shared on a need-to-know basis
- No one outside of this team
- Details of an investigation only shared with those involved
- TIX Team member not involved in the case? Doesn't need to know. Perhaps, not involved for a reason.

Private not confidential: You are a part of a team, a large scale institution investigation. Information about investigation shared with the hearing panel, TIXC, people involved but no more.

Title IX Definitions

Sexual Misconduct (Harassment or Sex-based discrimination)

- Unwelcome conduct determined by a reasonable person (9/10) to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's Education Program or Activity.

Forms of Sexual Harassment

- Quid Pro Quo
- Hostile Environment
- Big 4
 1. Sexual Assault
 2. Dating Violence
 3. Domestic Violence
 4. Stalking

Title IX Commandments = STOP, PREVENT, REMEDY

INVESTIGATION



Thorough

Reliable

Impartial

PROCESS



Prompt

Effective

Equitable

REMEDIES

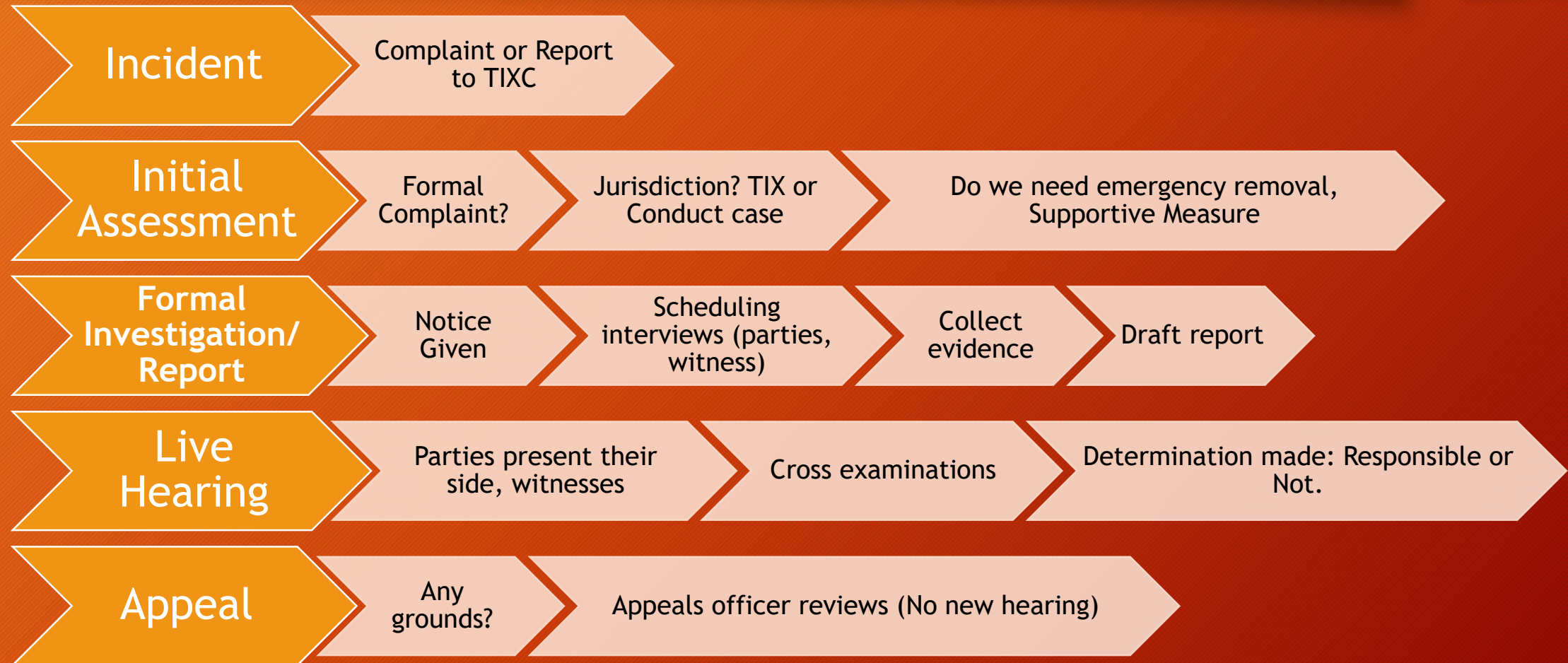


Act reasonably
to stop act

Act reasonably
to prevent
recurrence

Act equitably
to remedy
effects

Process of a Case

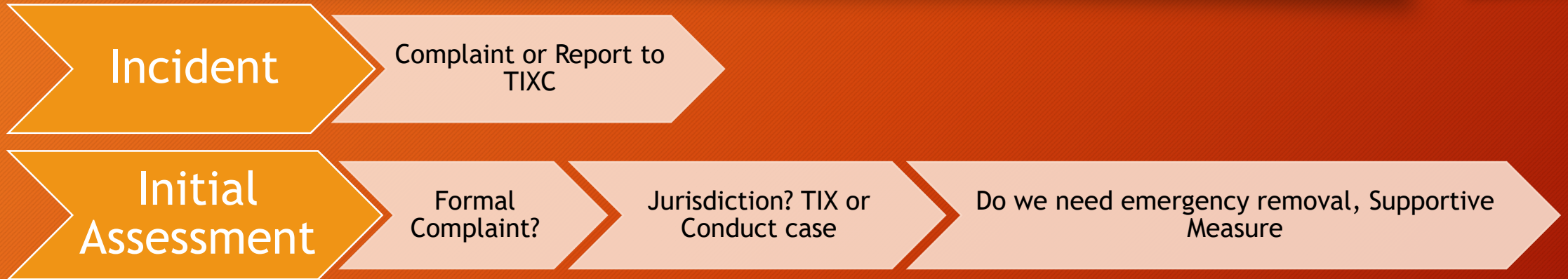


Case Study

A group of five women stand outside the cafeteria rating how "Screwable" the men are as they walk by, using a ten-point scale. They each write their ratings on individual small whiteboards, then hold them up for all to see. They also make comments on the white boards about the number of partners the rated men have had or not had, who they have been with, their preferred positions, etc.

The comments are snapped and shared amongst a large group of students watching the spectacle, some of whom know that the comments are accurate, but are not things these men would want widely circulated. Several of the men who are rated file complaints. You find out this spectacle has taken place several times through the semester.

Case Process



Discussion:

Severe, Pervasive, and Objectively Offensive?

Hostile environment? Unwelcome?

Formal complaint?

What are some supportive measures we could possibly look to implement? IE to prevent this from happening again, remedy the parties in the meantime.

The bat signal goes out to the team

Case Process



Two investigators assigned: Notification sent to all parties involved that an investigation is taking place. A strategy would be discussed with the TIXC, timeline, issues and bias to avoid.

Discussion:

Who would you interview first? The complainants or the respondents?

What evidence could you try to gather?

Case Process



A live hearing is required in current regulations. The investigation report would be sent to the hearing panelists ahead of time to read prior to the hearing.

Discussion:

Possible sanctions if found responsible?

Possible for an Informal Resolution?

Final Thoughts

- Increased visibility of Title IX
- Designated Roles
- Overview of Specific Roles & How it looks within a case
- How to or not to share information

Next Meeting: Oct 13th, 2023

Reference

Dunn, Timothy, J.D.; Hambleton, Mandy, M.S.; Morris, Leslee, J.D.; Pacelli, Kim, J.D.; Sokolow, Brett A., J.D.; Vincent, Joseph, M.L.S.; ATIXA Title IX Coordinator and Administrator. Coordinator One: Foundations.; 2023 Association of Title IX Administrators.