

Title IX at Barton Community College

Title IX is Civil Rights Legislation that protects students from sex-based discrimination in educational programs and activities. It has been in existence for 45 years (20 U.S.C. § 1681(a)). It has often been associated with equality for female athletes, but more recent clarifications through Dear Colleague Letters from the Office of Civil Rights in the Department of Education have focused the application standards for equal opportunity across all facets of the educational community, including requirements for responding to reports of sexual misconduct.

While these standards are not new, the attention directed toward them has increased, and as a result, institutions have renewed focus on their methods of receiving, documenting, and investigation reports of sex-based discrimination as well as providing resources for any student who reports under Title IX. At Barton, this focus is being consistently assessed and evaluated by the Sexual Misconduct & Assault Resource Team (SMART). The SMART is comprised of representatives that include the Title IX Coordinator, Student Services, Athletics, Faculty, Grants, Human Resources, and Campus Safety.

On a national scale, there are currently 310 Active Title IX Cases on college campuses being investigated by the Office of Civil Rights. The ramifications of an investigation can go beyond the time required to participate in the investigation:

- Loss of employment for key administrators and staff: (Baylor University)
- Resolution agreements to assess and remedy past failures: (University of Alaska)
- Close connection to Clery Act requirements could lead to further investigation and penalties of up to \$35,000 per violation: (Penn State \$2.4 million (only \$27,500 related to Sandusky case))
- Civil Suits that go to a jury are, on average, awarding \$200,000 (Campus Safety Magazine; ATIXA)

The Barton SMART has dedicated many hours reviewing Barton's Policies and Procedures, ensuring the adequate training of Title IX Coordinators, Title IX Investigators, students, faculty, and staff, assessing the campus climate, and reviewing connections to the Clery Act, VAWA, and Campus SaVE Act.

Title IX is a complex piece of legislation that we are federally required to uphold. If you would like further information, or would like to attend a webinar or training seminar, please contact Stephanie Joiner, Interim Title IX Coordinator, 792.9238, or joiners@bartonccc.edu

Title IX Update - February 2017

Consistent & Ongoing Educational Efforts

Progress to Date:

- + Online Training
 - Students:
 - Employees:
- + Title IX Training
 - Investigators: level 3 out 5
 - Faculty and Staff Seminars
- + Campus Trainings
 - Guest Speakers
 - Barton Chats & Prof. Conference Days

Continued Focus:

- Appeals Committee Training

Resources

Progress to Date:

- + MOU with Family Crisis Center
 - Participation in bi-weekly SMART Victim Advocacy Services on campus
- + Publication of SMART Resource Cards

Continued Focus:

- MOU with local law enforcement and Military
- Website and Barton Portal pages

Title IX Coordinator

+ Open position

- Continued Interviews

Policy & Procedures

Progress to Date:

- + Completion of 1 Policy 1 Procedure
 - Investigation flow chart
- + Sexual Misconduct & Resource Team
 - Increased participant numbers and representation Champions
- + Purchase of Maxient Tracking Software

Continued Focus:

- Appeals Committee Training

Campus Climate

Progress to Date:

- + Completed two Campus Climate Surveys
- + National Speakers
 - Don McPherson
 - Katie Koestler
- + Hunting Ground Screening
- + Annual Participation in FCC Walk-a-Mile

Continued Focus:

- Online presence improvements

Highlights

- I. Consistent & Ongoing Educational Efforts
 - A. Online Training provided by LawRoom/Campus Clarity
 1. Students: For the 2016-2017 academic year
 - a) 4,519 “traditional age” students offered training, 14% (629) have completed it
 - b) 2,039 “adult” students (23 years of age and older) offered training and 6.6% (135) have completed it
 2. Employees:
 - a) 452 completed Preventing Harassment and Sexual Violence
 - b) 74 completed Supervisor Anti-Harassment and Title IX
 - B. Title IX Trainings
 1. National training for Coordinators and Investigators through ATIXA and Husch Blackwell
 2. Regional summits for Coordinators, Investigators, Campus Safety, SMART Members, Interested faculty and staff
 - C. Campus Training Opportunities
 1. Webinars of note: Intersection of Title IX & Clery Act; Title IX and Athletics; and Investigational Standards (Preponderance of Evidence)
 2. Campus Presentations: Understanding Affirmative Consent, Faculty & Staff Reporting Responsibilities, & Understanding Title IX Policy
- II. Policy & Procedures
 - A. 1P1P Policy: Barton Policy 1132: Civil Rights Equity Resolution for all Students, Employees, Guests, and Visitors outlines multiple available reporting options. Investigative Flow Chart accompanies the process.
 - B. Sexual Misconduct & Resource Team has increased to 11 members that represent multiple campus populations
 - C. Maxient Tracking Software for Title IX, Behavioral Intervention, Student Code of Conduct, Campus Safety, Employee Performance Improvement Plans currently being implemented.
- III. Resources
 - A. MOU with Family Crisis Center provides representation at regular SMART meetings as well as On-site office Hours (Monday and Thursday Afternoons)
 - B. SMART card publication
- IV. Campus Climate
 - A. Campus Climate Surveys completed in 2015 and 2016 (annual requirement)
 1. Employee Survey averaging 145 responses: showed increased awareness of how to report Title IX violations from 58% to 66%; 90% of responses in 2015 indicated they feel “safe” on Barton Campus.
 2. Student Survey averaging 157 responses: showed increased familiarity with Title IX from 50% to 66%; 96% of responses indicated they feel “safe” on the Barton Campus.
 - B. National Speakers - Most recently, Katie Koestner presentations had over 500 participants
 - C. *The Hunting Ground* Screening
 - D. Family Crisis Center’s Walk a Mile Event
- V. Title IX Coordinator Position - currently completing interviews
- VI. Continued Areas of Focus - Priorities
 - A. Website and Portal Content
 - B. Appeals Committee training opportunities
 - C. MOU with local law enforcement agencies