

TITLE IX AT BARTON

2018-2019

EMPLOYEE TRAINING

- ▶ Annual, mandatory training for all employees
- ▶ Utilized existing training package
- ▶ No additional cost to College
- ▶ All but one employee completed annual mandatory training
 - ▶ That person is being terminated

STUDENT TRAINING

- ▶ Training is mandatory for:
- ▶ Athletes
- ▶ Housing residents
- ▶ Performers
- ▶ Student employees

STUDENT TRAINING

- ▶ This is the second year of a three-year contract with Get Inclusive
- ▶ Approximately 20 students have not completed Title IX mandatory training
- ▶ Holds were placed on their accounts until training is done
- ▶ This means they cannot enroll or obtain transcripts

NEW TITLE IX REGULATIONS

- ▶ Final draft of new regulations is with Office of Management and Budget
- ▶ OMB has 90 days + potential another 30 to review
- ▶ Publication in federal register is anticipated in 2-6 weeks
- ▶ It appears ED is aiming for implementation before end of the year
- ▶ Grace period of at least 90 days is expected to modify policies before enforcement begins

New Regulations

- ▶ We anticipate the new regulations will focus on due process and what specific processes are due to accused students
- ▶ At Barton:
 - ▶ Title IX Coordinator is neutral
 - ▶ Accommodations are neutral—available to any party
 - ▶ Neutral processes are in place
 - ▶ We follow those processes

Title IX Orientation

- ▶ **Specific Title IX sections were added beginning 2018**
- ▶ **Focus is on CONSENT**
 - ▶ What constitutes consent
 - ▶ What is not consent
 - ▶ What is age of consent
- ▶ **Very explicit details are given to students about**
 - ▶ what types of conduct violate Title IX
 - ▶ How an investigation is conducted

Cases 2018-2019

- ▶ Approximately 12 Title IX cases
- ▶ One major, lengthy investigation
- ▶ Other Reports of perceived or potential violations
 - ▶ May not be a Title IX case yet
 - ▶ Some may not be Title IX at all, but person needs to feel heard
 - ▶ Many lower level cases can be resolved without escalating to an actual Title IX or other case
 - ▶ Mandatory reporting by employees is a key to early resolution