

Working Document of Title IX VRLC Report Tasks

Issue	Sub issue	Recommendations	Timeline	Resources	Actions	Responsible Individual/Partner	Next Steps
Lack of familiarity with the Office for Equity & Inclusion and Title IX	Lack of understanding among students about the investigation and adjudication process. How it works and who implements it OEI/Title IX website is confusing and incomplete	Separate the role of Title IX Coordinator from VPEI Create or modify training to clarify what behaviors constitute "reportable violation" and the subsequent steps taken Continue to train students on the investigation and adjudication process Utilize campus and community resources through "Don't cancel that class" or other initiatives to expand awareness to students			In Process Delegated Delegated Delegated	MSR Title IX Policy & ED CMTE, Student Advisory OEI CPI/ACAFF	
Enhance campus and community resources		Consider adding an advocate in order to separate Alysha Warren's multiple roles Run specialized training on Title IX accommodations and interim remedial measures for the class deans	Aug 2017		Delegated In Process	VPSA/CAPS OEI	
Title IX committees	Scope of each committee's role is not always clear	Review and revise the role of each Title IX committee (membership and tasks) Strategize with Student Advisory Committee to determine ways to better utilize this group			In Process In Process	Title IX Committes, including student advisory, FEC/FCRR Title IX Student Advisory	
One Policy	Format isn't clear and user friendly	Review and update the procedures for filing complaints (student, staff, faculty) Create additional sub-headings to improve the Policy Improve Intimate Partner Violence definitions Improve Romantic Relationship section Include a list of available campus and community resources as part of the Policy	June 1, 2017 June 1, 2017 June 1, 2017 June 1, 2017		In Process Delegated Delegated Delegated Delegated	OEI/HR/FCRR/FEC/Faculty Title IX Policy/Student Advisory Title IX Policy/Student Advisory Title IX Policy/FCRR/FEC/Faculty Title IX Policy/Student Advisory	
Resolution and Adjudication Process for Complaints against Students	Confusion regarding the printed and web based information format Incomplete information	Add Procedures section to the Title IX website that clearly outlines the process for complaints against students, faculty, and staff Ensure Appeals process is clearly defined Clearly state the role of advisors in the process for complaints alleging sexual or gender-based misconduct Create a committee to explore Restorative Justice options Create a resource for students that outlines entire investigative and adjudicative process			Delegated Delegated Delegated Delegated Delegated	OEI/Title IX Policy CMTE OEI/Title IX Policy CMTE OEI/Title IX Policy CMTE SA/Title IX Student Advisory/Title IX Policy CMTE OEI/Title IX Policy CMTE	
Investigation format		Align investigative process with role of Hearing Panel Investigative interviews should be conducted in a neutral space	June 1, 2017		Delegated Delegated	SA/Title IX Policy/Student Advisory VPSA	
Administrative Hearing Panel	panels are time-intensive, exhausting, and panelist serve in a thankless role clarify if panels are deliberative, fact-finding, or both	Clearly articulate the role of the administrative panel and update the process to be consistent with the role Ensure that administrative hearing panels receive consistent trainings and incorporate their input into meetings.			Delegated Delegated	SA/OEI/Title IX Policy CMTE SA/OEI/Title IX Policy CMTE	
Faculty Reporting Process	Fear of retaliation and perceived lack of confidential resource a potential barrier to reporting Appeals process is unclear	Hire and ombuds or identify some other confidential resource for faculty and staff Review and update the procedures for complaints against faculty and staff Consider retaining external investigators for complaints against faculty Develop ongoing training opportunities for faculty and staff In conjunction with faculty leadership and HR, identify ongoing training to continue fostering an inclusive and equitable environment.			In Process In Process In Process In Process In Process	MSR/FCRR/FEC Title IX Policy/FCRR/FEC MSR/FCRR/FEC OEI/FCRR/FEC OEI/ACAFF/HR/FEC	
Student Activism	address student activists' well-intentioned but harmful actions/strategies	Create support mechanisms for student activists that will allow them to continue to create change, while also protecting the rights of their peers				Resource Center/RC Advisory	