Title IX Update
Faculty Senate
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Title IX Definition

Prohibits discrimination in the course of any educational programming or activities based on an individual’s sex or gender.

Any institution receiving federal financial assistance is governed by Title IX.
Title IX requires that the institution take immediate action to:

- Eliminate the Harassment
- Prevent its Reoccurrence
- Address its Effects
The Office of Equal Opportunity and Title IX

Works with University partners to foster equal opportunity for students, faculty, and staff in all aspects of educational programming and employment.

Responsible for ensuring compliance with DU’s anti-discrimination policies and promoting compliance with all federal, state and local discrimination laws.
Prohibited Conduct Addressed by Title IX

- Discrimination
- Sexual Harassment
- Non-Consensual Sexual Contact
- Sexual Exploitation
- Relationship Violence
- Stalking
- Retaliation

http://www.du.edu/equalopportunity/policies/index.html
Recent Title IX Changes

- Based on feedback from Campus partners
- Changes to structure of the Office
  - 2 Civil Rights Investigators and Coordinator
- Changes to definitions of domestic or relationship violence
- Create equity in the appeal process
- Imposition of time limits on each component of the investigation
Recent Title IX Changes

- Address the social and electronic impact of retaliation
- All current investigations are timely
- October all outstanding untimely investigations will be addressed
- Anticipate the release of the Pepper-Hamilton Report and Addendum in October
- Implementation of Time Matters case management system
Coming Title IX Changes

- Release of the Pepper Hamilton Report
- Respondent Advocate
- Campus Climate Survey
- Campus-wide Gender Equity Task Force
- Request for Faculty Senate Representatives
Faculty & Staff Obligations

- All University faculty or staff members are responsible employees or mandatory reporters for Title IX.
- A Title IX concern can be received by any DU employee
- Reportable concerns are typically verbal and informal
- All concerns **must** be referred to the Title IX Coordinator
- It is not your responsibility to investigate
It seems like you may need someone to talk to and I want to make sure that I get you to the right person so that we can get you the appropriate support.

I can see that something is troubling you, IF you would like to speak to someone confidentially lets work to get someone on the line . . .

How to support someone expressing a concern…

I am not a confidential reporting source and I am required to notify the Title IX Coordinator of this concern.

I will make every effort to respect and safeguard your privacy regarding your concern and will only speak with those University employees who “need to know.”

Validation and belief are CRITICAL:

- I am sorry this happened to you
- Thank you for coming forward
- This was not your fault
- You did not deserve to be hurt.
Respondents Need Support Too

- Acknowledge being a respondent is difficult and can be scary
- Refer the respondent to support services
- It is not your job to notice or investigate: Title IX will do that
- Reassure that the investigative process is equitable
- You do not need to take sides
- Avoid asking: Why? Did you? What were you thinking?
- Do not assume you know based on a respondent’s behavior with you
Let us know how we can help.

Questions?

Thank you for your help building a safe and gender equitable campus community, free of gender based discrimination, harassment and violence.