

Title IX Employee Training

**WELCOME AND INTRODUCTION TO
THREE PART VIDEO SERIES**

Jessica Morgan-Tate

Title IX Coordinator & Equity and Inclusion
Policy Specialist

Title IX Background

- History of Title IX
 - Original Purpose
 - Equity in Athletics
 - Ever Increasing Emphasis on Sexual Misconduct and Sexual Violence Through “Dear Colleague Letters”
- New U.S. Department of Education Title IX Regulations (May 6, 2020)

General Policy Revisions

Sexual Harassment Policy

formerly Sexual and
Interpersonal Misconduct Policy

Code of Student Conduct

Faculty Manual

New Title IX Regulatory Requirements

New Definitions

- Sexual Harassment
 - Department of Education's Term for Various Forms of Sexual Misconduct including:
 - Quid pro quo sexual harassment
 - Hostile work/education environment sexual harassment
 - VAWA Crimes (sexual assault, dating and domestic violence and stalking)
- Parties to Sexual Harassment Complaints
 - Complainant
 - Respondent

Mandatory Requirements

- Purpose & Guiding Principles Behind Department of Education Regulatory Changes
 - Fair, impartial process
 - Protect constitutional rights of all parties
- Supportive Measures
- Recordkeeping Requirements, Training Requirements and Publication of Training Materials on Institution Website
- Interim Suspension of Students & Administrative Leave for Employees

Additional Regulatory Guidance

- Regulatory Provisions Allowing for Institutional Discretion in Policy-Making and Application
 - Standard of Evidence
 - Reporting & Adjudication Timeframes
 - Reporting Requirements
- Informal Resolution Options and Processes

Part II: Formal Title IX Resolution Process

Formal Title IX Resolution Process

- Jurisdictional Requirements
 - Type of Misconduct
 - Misconduct in the Context of University Education Program/Activity
 - Occurring within the United States
- Handling Complaints Outside the Context of Title IX

Title IX Procedural Requirements

- Initiating Formal Complaints
- Notice of Investigation and Meetings, Hearings and Interviews involving the Parties
- Investigation Process
- Evidence – Inspection and Review
- Advisors Provided by Drake
- Live Hearing and Cross-Examination Process
- Written Decision Requirements
- Sanctions, Discipline and Supportive Measures
- Training Requirements

Drake Employees: Reporting Sexual Harassment

Employee Reporting Requirement

- Non-Confidential Employees Required to Report Sexual Harassment **to the Title IX Coordinator** under Drake's Sexual Harassment Policy
- **Rationale** for Employee Reporting Requirements
 - Ensure access to supportive measures
 - Provide complainants with reporting options
 - Identify Drake specific systemic patterns, trends or risks

Employee Reporting Requirement (cont.)

- Employees Must Report When:
 - They become aware of an incident of misconduct
 - They reasonably should know about an incident

If you are unsure about a situation, remember you can always contact the Title IX Coordinator!

Final Thoughts on Reporting...

- Interacting with a Complainant or Respondent
 - It is OK to remind the individual of your responsibility to report, and in fact it is often the best place to start the conversation
 - Know your confidential resources and/or be ready to help them find the Title IX Coordinator for more information (drake.edu/titleix)
 - Remain calm, be compassionate, listen and offer non-judgmental support
 - Continue to offer support, where appropriate

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Title IX Coordinator
Equity & Inclusion Policy Specialist

Drake University
Old Main 316
2507 University Avenue
Des Moines, IA 50311
(515) 271-4956
(316) 880-5424 (cell)
www.drake.edu/titleix

jessica.morgan-tate@drake.edu