



**SEXUAL VIOLENCE
PREVENTION ON A
COLLEGE CAMPUS**

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SESSION LEARNING OBJECTIVES

- Understand the basic components of Title IX previously, currently and projected.
- Examine how Title IX is implemented on a small college campus.
- Explore Title IX through a case example.



THE LAW

Seeks to reduce or eliminate barriers to educational opportunity caused by sex discrimination in institutions that receive federal funding.



REQUIREMENTS

- Identified Title IX coordinator
- Responsible employee
- Interim measures
 - No formal complaint required
- Schools must respond
- Applies to events on campus and off
- Applies to students, faculty, staff, guests



DEAR COLLEAGUE LETTER AND Q AND A

- 2004 Dear Colleague
 - Designate coordinator
 - Adopt and disseminate policy
 - Put grievance procedures in place
- 2011 Dear Colleague
 - Clarified Hostile Environment – one case is enough
 - Required proactive efforts for schools to take
 - Preponderance standard of evidence
 - Prompt timeframe – 60 days
- 2014 Title IX Q and A
 - Specific requirements to reduce re-traumatization
 - Expanded definition to include gender identity and gender non-conforming
 - Training requirements for those involved in Title IX work



RECENT CHANGES

- Withdrew 2011 Dear Colleague Letter and 2014 Q and A guidance
- Highlights:
 - Mediation allowed
 - Timeframe requirements removed
 - Allows for institutions to use a “clear and convincing standard”
 - Appeals process is optional
 - Interim measures for both parties



SMALL CAMPUS PROCESS

- Nebraska Wesleyan University Profile
 - Approx 2,100 students
 - Residential and non-residential
 - No campus police force – contracted security
- Key players – roles not positions:
 - Title IX Coordinator
 - Investigator
 - Student Conduct Board
 - Campus Advocate

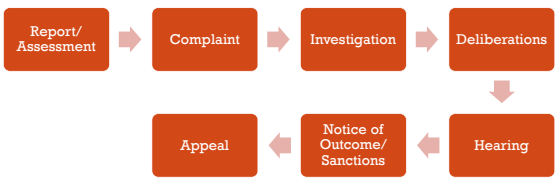


SMALL CAMPUS PROCESS

- Policy
 - Applies to students, student groups, employees, contractors, vendors, etc.
 - On-campus; context of sponsored activity; on-going adverse impact/hostile environment
- Confidential vs. Responsible employee
- Prohibited conduct
 - Consent
- Remedial/Protective Measures



SMALL CAMPUS PROCESS



CASE REVIEW



QUESTIONS / DISCUSSION

- What questions do you have?
- What more information do you need?
- How can the Coalition help you in your area?