

Status Report on Title IX, the Violence Against Women Reauthorization Act (VAWA) and the Campus SaVE Act

May 14, 2015

Background

Recent regulatory changes have significant implications for college and universities, including imposing new requirements for reporting, education, institutional policies and victim support in accordance with the overarching requirements of Title IX of the Education Amendments of 1972.

- Title IX prohibits discrimination on the basis of sex in federally assisted education programs.
- Sexual harassment constitutes discrimination.
- Sexual violence is a form of harassment.

Background - Continued

The 2013 reauthorization of the **Violence Against Women Act**, and the **Campus Sexual Violence Elimination (SaVE) Act**:

- Impose new requirements for victim support and prevention training;
- Amend the Clery Act to include required reporting on domestic violence, dating violence and stalking.

The interplay of these new regulations and Title IX are requiring revisions to institutional policies, procedures and practices.

Requirements for Institutions

Title IX Coordinators and Training

- Identification of **Title IX Coordinator** at each **institution**

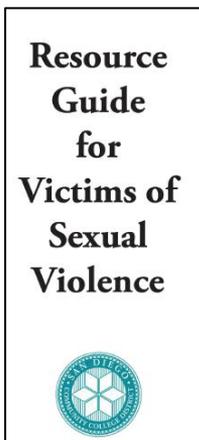
- **City College:** Denise Whisenhunt, *VP Student Services*
- **Mesa College:** Julianna Barnes, *VP Student Services*
- **Miramar College:** Gerald Ramsey, *VP Student Services*
- **Continuing Education:** Brian Ellison, *VP Student Services and Instruction*
- **District:** Aimee Gallagher, *Director of Employee Relations*
Lynn Neault, *Vice Chancellor Student Services*

- Back up Title IX Coordinators also identified

- Required training for Title IX Coordinators and Investigators

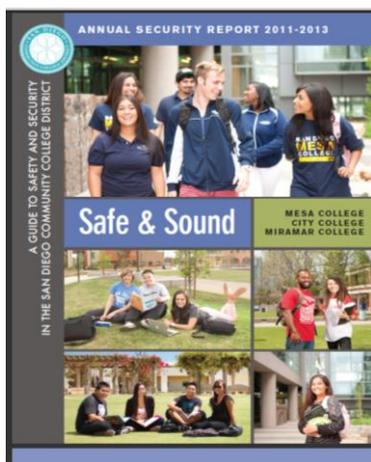
- 40 individuals trained districtwide
 - 28 certified as a Title IX Coordinator and/or Investigator
- Annual training required

Community Awareness and Victim Support Resource and Referral Information



Resource Guide for Victims of Sexual Violence

http://www.sdccd.edu/docs/titleix/titleix_resourceguide.pdf

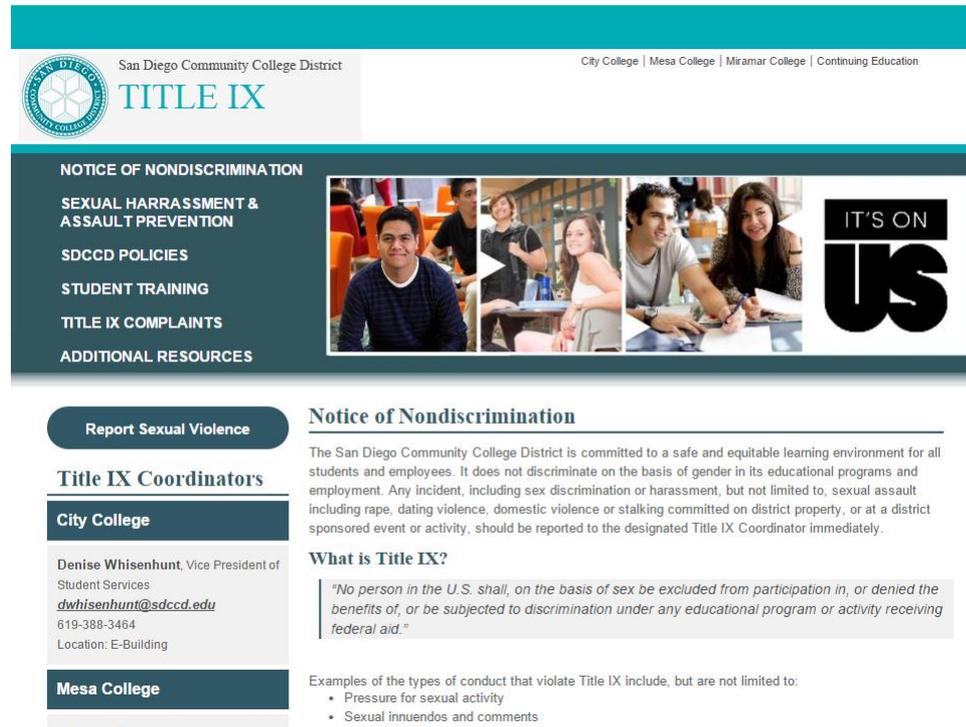


Annual Safe and Sound Report

<http://police.sdccd.edu/docs/currentsafeandsound.pdf>

Community Awareness and Victim Support Resource and Referral Information - Continued

Title IX Districtwide Website



The screenshot shows the Title IX Districtwide Website for the San Diego Community College District. The header includes the district logo and navigation links for City College, Mesa College, Miramar College, and Continuing Education. The main content area features a navigation menu with links for 'NOTICE OF NONDISCRIMINATION', 'SEXUAL HARRASSMENT & ASSAULT PREVENTION', 'SDCCD POLICIES', 'STUDENT TRAINING', 'TITLE IX COMPLAINTS', and 'ADDITIONAL RESOURCES'. A central banner displays a collage of students and the slogan 'IT'S ON US'. Below the banner, there are sections for 'Report Sexual Violence', 'Title IX Coordinators' (listing Denise Whisenhunt for City College), and 'Notice of Nondiscrimination'. A 'What is Title IX?' section includes a quote from the U.S. Constitution and a list of examples of conduct that violate Title IX, such as 'Pressure for sexual activity' and 'Sexual innuendos and comments'. A large yellow arrow points to the right side of the page.

<http://www.sdccd.edu/titleix/>

Prevention and Education Program for Students and Employees

- Online training program will be implemented **July 1, 2015**



Haven – Understanding Sexual Assault

- Board of Trustees Training scheduled: **June 11, 2015**

Identification and Training of Responsible Employees

- **Responsible employee** includes:
 - Any employee who has authority to take action to redress the harassment; or
 - Has the duty to report the harassment to appropriate school officials; or
 - An individual who a student reasonably believes has authority or responsibility.
- The following district employees have been designated:
 - All faculty, all managers and supervisors, College Police personnel and select classified staff that routinely interact with students.
 - Training will be conducted **Fall 2015.**

Revisions to Policies and Procedures

- The following board policies and administrative procedures have been updated to reflect the new requirements:
 - *BP 3100 Student Rights, Responsibilities, Campus Safety and Administrative Due Process*
 - *AP 3100.1 Student Grievance*
 - *AP 3100.2 Student Disciplinary Procedures*
 - *BP 3410 Nondiscrimination*
 - *AP 3410 Nondiscrimination*
 - *BP 3430 Prohibition of Harassment*
 - *AP 3430 Prohibition of Harassment*
 - *AP 3435 Discrimination and Harassment Investigations*
 - *BP 3540 Sexual and Other Assaults on Campus*
 - *AP 3540 Sexual and Other Assaults on Campus*

Incident Reporting & Responding Processes and Risk Reduction Program

- Develop clear process for students and employees to **report** incidents of sexual violence
 - Flow chart delineating reporting structure developed
 - Title IX Coordinators identified
 - Title IX website implemented
 - Complaint process and online reporting website for students initiated
- Develop process for **responding** to incidents of sexual violence
 - Title IX Coordinators and Investigators identified and trained
 - Intake checklist developed
 - Investigator checklist developed
 - No Contact Order directive developed
 - Campus coordination processes in place
- **Risk Reduction** Campaign – Required Annually
 - In Planning Stages

Other Changes Underway

- Required changes to **student disciplinary** processes
 - Disciplinary hearing panel composition (students vs. employees)
 - Timing of disclosures to victim and accused
 - Accommodations for victim
 - No contact orders
- Assess needed changes in **employee disciplinary** processes
 - Disclosure of specific disciplinary sanctions to victim
 - Appeal rights for victim and accused
- Database software is being implemented to track case detail and status districtwide
- Districtwide Title IX team convened to coordinate and address Title IX matters



Questions?