Walking the Talk: A case study in the search for Title IX perfection

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The SEARCH for DELICIOUS
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No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.

Title IX of the Educational Amendments of 1972
20 U.S.C. Sec. 1681, et seq.

• Athletics
• Sexual Harassment
• Sexual Violence and other gender-based misconduct
Surveying the Landscape
Institutional Obligations
from the Dear Colleague Letter (April 2011)

• Upon notice (actual or constructive) take immediate action to investigate
• If substantiated, take prompt action to END, PREVENT, and REMEDY
• Ensure equitable rights throughout a published grievance procedure for both complainants and respondents
• Proactive, educational components
More Institutional Obligations

from the Violence Against Women Act (VAWA) Amendments to Clery
(October 2014)

- Additional statistical reporting (dating violence, domestic violence, and stalking)
- Staff training and community educational programming
- Policy statements
  - e.g. “prompt, fair, impartial”
- Requirements for disciplinary proceedings
  - e.g. “advisor of choice,” “simultaneous notification”
More (proposed) Institutional Obligations
from the Campus Accountability and Safety Act, S. 590
(February 2015)

- Confidential Advisors
- Robust training requirements
- Climate surveys
- Memoranda of Understanding with local law enforcement
- Increased fines (Clery) and new administrative penalties
+ **EVEN MORE** (proposed) Institutional Obligations
  from the Preventing Sexual Violence in Higher Education, Illinois HB.821
  (any day now...?)

- Confidential Advisors
- Robust training requirements
- Climate surveys
- Memoranda of Understanding with local law enforcement
- Increased fines (Clery) and new administrative penalties
“Don’t be afraid to be confused.”

- George Saunders, *The Braindead Megaphone*
Loyola’s Journey

2012-13

- Named Title IX Coordinator and 3 Deputy Coordinators
- Brought in a national trainer (NCHERM)
- EthicsLine launched
- Investigative Model Adopted
- Regular training curriculum implemented for investigators
- Produced educational videos
- Trained division and a few key stakeholders on duty to report

32 incidents reported
Loyola’s Journey 2013-14

- Training for investigators revised
- More investigators trained (12)
- Established comprehensive standalone policy and procedures in *Community Standards*
- Trained some faculty groups on duty to report
- IHFY training revitalized, HFY app launched
- Recognized by DOJ and Illinois AG
- Dr. Rebecca Campbell “Neurobiology of Rape Trauma”

47 incidents reported
Loyola’s Journey

2014-15

- 24 Investigators (with 11 on the wait list!)
  - Formalized in-house training (8 + 3 hours)
- Implemented clear policies and protocols for Rome and Beijing Center campuses
- Produced a PSA featuring students
- Bystander training presented in UNIV 101
- DC has presented at AG Summit, American Educational Research Association, among other events
- Screened “The Hunting Ground”
- Illinois HB 821

64 incidents reported
• Start with reasonable goals
• Orient yourself
  • External
  • Internal
• Build and strengthen alliances
• Invest in yourself and your community
• Attorneys: Learn to speak and respect the language of EDUCATION and DEVELOPMENT
• Educators: Learn to speak and respect the language of LIABILITY and COMPLIANCE
• Honor your institutional culture and values
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