

Annual Report 2018-2019

From the Title IX Coordinator

Thank you for taking the time to read our first annual Title IX Report. By providing the campus a glance at what we have been working on this past year, we hope to ensure a better understanding of our office, in addition to remaining transparent about the types of cases that we see on our campus.

It is important that our community feels safe to report, knows where they can report, and understands what happens when we receive a report of gender discrimination or sexual misconduct.

When we receive a report it is important to stop the prohibited conduct and take thorough, reliable, impartial, and fair steps to investigate in a prompt, effective, and equitable manner. If found to have occurred, we will take steps to prevent its recurrence and remedy its effects.

Title IX Accomplishments

Third-Party Review | In compliance with new Michigan Legislation, the Title IX office completed a Third-Party Review of our policies, procedures, and practices. This was completed by the Association of Title IX Administrators (ATIXA). We received confirmation that we are fully compliant with Title IX and related federal statutes and regulations.

Recipient | Received a 2019 State of MI Campus Sexual Assault Grant (\$21,796) to purchase Blue Light Emergency Phone Towers with installation scheduled for Fall 2019.

Completed year one of the CDC DELTA Impact Grant in collaboration with the MI Coalition to End Domestic and Sexual Violence. This 5-year grant provides \$300,000 to bring the prevention program, Bringing in the Bystander, to our campus and community.

Training | The chart below summarizes some of the training that was provided by the Title IX staff.

36	Unique Michigan Tech departments and organizations received (in-person) Title IX related trainings or presentations
500	Students participated in the workshops supported by the State of MI 2018 Campus Sexual Assault Grant during the Spring and Fall 2018
1432	New undergraduate students completed an online Title IX related course
432	Graduate students completed an online Title IX related course
260	Employee Title IX related courses completed

Reporting Options

Public Safety & Police Services...906-487-2216

Title IX Coordinator.....titleix@mtu.edu | 906-487-3310

Report a Concernwww.mtu.edu/concern

2018-2019 Title IX Staff

Title IX Coordinator.....Kirsti Arko, PhD

Director Title IX.....Beth Lunde-Stockero

Asst Title IX CoordinatorSusan Sullivan

Gender Equity in Athletics*Suzanne Sanregret, PhD

Title IX Investigators*Travis Pierce, Adam Rajala,

.....Susan Sullivan, Beth Lunde-Stockero

Title IX Deputy Coordinators.....*Joe Cooper, *Susan Liebau,

.....*Alexandra Marshall, *Travis Wakeham

Sexual Misconduct Prevention Educator

.....*Laura Putwen

*Michigan Tech employees with Title IX responsibilities in addition to their full time role in other departments.

Opportunities with Title IX

Training Available | We offer a variety of trainings and presentations (upon request) that are beneficial for students, faculty, and staff. These include Basic Title IX, Bringing in the Bystander, One Love Workshop, and more. If you have a specific need related to discrimination and harassment or sexual misconduct, we will work with you to customize a presentation to best meet your departmental needs.

Join the Committee | The Title IX Awareness Committee meets monthly to share information, complete projects, participate in special presentations, collaborate with local organizations, and more.

Contact Kirsti Arko for more information on training options or other inquiries regarding the Title IX Awareness Committee.
906-487-3310 | karko@mtu.edu

Institutional Equity strengthens Michigan Tech's commitment to a just and respectful community that is accessible to all individuals and free from discrimination, harassment, and sexual misconduct.

Looking Ahead to 2019-2020



Title IX Climate Survey | We had previously administered the Sexual and/or Relationship Misconduct Survey in both 2015 and 2017. We will again conduct this survey in Spring 2020.

Bringing in the Bystander |

As of March, we are in year 2 of our 5-year CDC grant, which means we will begin offering Bringing in the Bystander in September 2019. The program will be offered to targeted populations, as well as providing open sessions for all students.

There are 4 trained peer trainers who will present the curriculum, in collaboration with the Project Coordinator Kaylee Kapatos.

If you know of a student interested in becoming a trained facilitator, please contact kkapatos@mtu.edu.

New Federal Regulations |

The Department of Education has once again proposed new Title IX Federal Regulations. The Title IX staff has been carefully reviewing these regulations, in addition to participating in web sessions with a variety of organizations. The timeline for implementation is still unclear, but we will continue to monitor and prepare to make any necessary changes in the upcoming months. The campus will be informed if and when these take affect.

During the past year, the Title IX office saw reporting increase by over fifty percent, as compared to the previous year. This increase may be attributed to movements such as #MeToo and individuals feeling empowered to report.

Sexual Misconduct and Gender Discrimination

This chart represents the cases that were reported last year to the Title IX office by students and employees. The categories represent how the incident was reported to the Title IX office.

Overall, there were 63 total cases during the Summer 2018, Fall 2018, and Spring 2019 semesters.

There were 69 total allegations, as some cases include more than one allegation.

Important Terminology

Reporting Party | The person who allegedly experienced sex/gender based discrimination, sexual harassment and/or sexual misconduct, regardless of whether they chose to report the conduct to the university or authorities.

Responding Party | A person alleged to have violated the sex/gender based discrimination, sexual harassment and/or sexual misconduct university policy. Responding parties may be held accountable under university policy if affiliated with Michigan Tech.

Cases Reported May 2018—May 2019

20	Sexual Harassment	5	Other Sexual Misconduct
13	Sexual Assault	5	Online Sexual Misconduct
2	Sexual Violence	5	Intimate Partner Violence
4	Non-Consensual Sexual Contact	9	Stalking
2	Sexual Exploitation	4	Gender Discrimination

The Title IX Process

When a report is received by the Title IX office, a letter is sent to Reporting Party with resources, options, policies, and an invitation to meet with the Title IX Coordinator. In the meeting, the Reporting Party is provided information and options to proceed. Depending on the type of allegation, some cases may be resolved informally, while other cases will proceed through the formal university process, including a formal investigation. To the greatest extent possible, the reporting party will decide, with the safety of the parties and the university considered. If there is a safety concern, the university may decide to proceed formally. The formal process is in collaboration with the Office of Academic and Community Conduct and the Sexual and/or Relationship Misconduct Hearing Board. All parties are provided support and resources.