

Annual Report 2019-2020

From the Title IX Coordinator

Thank you for taking the time to review our annual Title IX update. This report allows us the opportunity to share statistics on the caseload that we have had this past year, but also the other important work that has gone on, and the individuals and groups that made it happen. Preventing gender discrimination, sexual harassment, and sexual violence on our campus cannot be done by one person, or even one department. These efforts must be the responsibility of everyone in our community, and many have taken on this responsibility through training, reporting, participating and volunteering.

Title IX Accomplishments

SAVE | Sexual Assault and Violence Education is a student organization that works to educate peers about on-campus and off-campus sexual assault, harassment and domestic violence. SAVE works with Title IX to host educational events with other student clubs and organizations across campus such as event booths, round table discussions with the community, and more. SAVE's members recognize the importance of education to fulfill their roles as peer educators.

Grant Updates | As recipients of the 2020 State of Michigan Campus Sexual Assault Grant Program (\$7429) for the project *Expanding Innovative Technology to Enhance Campus Safety*. Michigan Tech purchased equipment to complete the Blue Light Emergency Phone Towers project that began in 2019. These additional phone towers were installed over the summer near the SDC, a commuter walking path, and Daniell Heights.

Michigan Tech had its first student participants earn their *Bringing in the Bystander* certification. These workshops were led by Michigan Tech trained peer educators and the Sexual Misconduct Prevention Educator, Kaylee Kapatos.

Training | Over 2,300 students, faculty, and staff completed Title IX related training.

175+	Students participated in the One Love Escalation Workshop
1398	New undergraduate students completed an online Title IX related course
500	Graduate students completed an online Title IX related course
275	Title IX, harassment, and discrimination related courses completed by employees

Reporting Options

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

Title IX Coordinatortitleix@mtu.edu | 906-487-3310

Report a Concernwww.mtu.edu/concern

2019-2020 Title IX Staff

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

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

Asst Title IX CoordinatorSusan Sullivan

Gender Equity in AthleticsSuzanne Sanregret, PhD

Title IX InvestigatorsJoe Cooper EdD, Adam Rajala,
.....Susan Sullivan, Beth Lunde-Stockero

Sexual Misconduct Prevention Educator
.....Kaylee Kapatos

Peer Educators.....Alyssa Everett, Rayanne Williams,
.....Taylor Johnston, Zach Smith

The TIX Awareness Committee

Participants | The Title IX Awareness Committee is made up of faculty, staff, and community members from a variety of departments and organizations. With this collaboration, there is a lot of information that can be shared, but the participants also provide valuable insight to continually improve our Title IX efforts due to the variety of their voices.

One member said this about how they are able to support Title IX: "I try to share programming through my communication channels, find ways to train my staff, and collaborate on events." The support of members beyond the meeting space is how we bring Title IX awareness to our community.

Thank you to everyone who participated on this committee and the accomplishments made throughout the year!

The University Title IX Awareness Committee is an advisory group and task force comprised of campus and community partners designed to guide sexual misconduct prevention education and awareness in compliance with federal and state regulations for our University community. For more information, visit mtu.edu/title-ix/committee

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.



New Title IX Federal Regulations

On May 6, 2020, the U.S. Department of Education released its Final Rule under Title IX of the Education Amendments of 1972. They describe the Final Rule as “clear, predictable, and effective at ensuring schools have the tools they need to address incidents of sexual harassment under their programs and activities...by supporting survivors, as well as by providing a fair, transparent process for investigating and adjudicating sexual harassment matters.”

<https://www.ed.gov/news/press-releases/secretary-devos-takes-historic-action-strengthen-title-ix-protections-all-students>

Policy Changes | Michigan Tech has always reviewed and updated its policy on an annual basis to ensure both compliance and

best practices. This meant there were some requirements that we had already adopted. Overall, the biggest changes affect the hearing process, with the new role of the advisor and the requirements associated with live cross-examination. Also, the new Title IX policy applies to both students and employees.

Title IX Coordinator | The role of the coordinator shifted slightly to focus more on oversight and compliance, removing any decision-making responsibility during the grievance process. The regulations make the roles of the coordinator, investigators, and decision-makers very clear and distinct, to ensure a fair and equitable process for both parties from beginning to end.

Despite the state Stay at Home orders and the university shift to remote work/instruction, the Title IX office continued to oversee cases, provide supportive measures to parties, and offer online events during April, Sexual Assault Awareness Month.

Sexual Misconduct Allegations

This chart shows the number of cases that were filed with the Title IX office which involved a student/and or employee as Reporting and/or Responding Party. The categories represent how the incident was initially reported to the Title IX office.

Overall, there were 51 total cases during the Summer 2019, Fall 2019, and Spring 2020 semesters, which is slightly less than last year’s 63 cases.

There were 54 total allegations, as some cases include more than one allegation.

The University Policies prohibiting sexual harassment and discrimination apply to Responding Parties who are either employees or students at Michigan Tech during the time of the alleged incident. If an incident involves a Responding Party who is not affiliated with our institution, we will continue to offer supportive measures to the Reporting Party, in addition to taking additional steps such as providing criminal resources, campus bans, and other interim measures that will ensure the safety of the party and the greater university community.

Cases Reported May 2019—May 2020

19	Sexual Harassment	3	Other Sexual Misconduct
13	Sexual Assault	1	Online Sexual Misconduct
4	Sexual Exploitation	3	Intimate Partner Violence
8	Stalking	51	Total Cases

Title Case Resolution

Title IX cases can be very different, so the resolutions can also look different. Our policy allows the reporting party to make the decisions. While some parties may choose to take no action, others find informal resolution to be most appropriate, and some find it best to move forward with the formal option (an investigation and a live hearing).

The Title IX Coordinator’s role is to ensure that all parties are provided thorough and accurate information to make an informed decision that is best for them. Many times, someone may change their mind once they have more information and better understand their options. Most parties have never gone through a Title IX process, so it can be overwhelming. Our goal is to alleviate some of the stress with information, time to process, and supportive measures.