

TIX Annual Report 2021-2022

From the Title IX Coordinator

2022 marked the 50th anniversary of Title IX with various entities highlighting the significant impacts this federal civil rights law has had in prohibiting sex-based discrimination on college campuses and beyond. Michigan Tech has successfully navigated the changing landscape of Title IX over the years and will continue to meet expectations, especially with the recent release of the new proposed regulations.

This year, we want to recognize the many individuals on campus who have volunteered their time to ensure our students are receiving support and due process through the Title IX process including investigators, decision-makers, advisors, informal resolution facilitators, and appellate officers. Our office could not effectively complete this important work without the service of our community. We ask our campus community to share in the responsibility through our annual training, reporting complaints, and staying informed.

Abbi Halkola, Title IX Coordinator

Staffing Changes

Over this reporting period were three different TIX Coordinators. When the previous coordinator, Kirsti Arko, transitioned into the Director role, Laura Putwen served as Interim Title IX Coordinator. In October, Abbi Halkola then joined the team as the Title IX Coordinator and Laura resumed her role as Director of Community Conduct. Abbi came from the Human Resources department and had previously served as a TIX Investigator.

Title IX Training Across Campus

Training and education is a major component of the work that is done by the Title IX office. There are a variety of state and federal requirements we must adhere to with our training, in addition to ensuring we are confident that our campus community is adequately prepared to recognize, respond and report when they are made aware of or experience sexual harassment on our campus. We appreciate all of the time that is dedicated to these efforts.

	<p>New undergraduate students completed an online Title IX related course</p> <p>Graduate students completed an online Title IX related course</p> <p>Employee Title IX related courses completed</p> <p>Title IX U courses completed by 49 users as part of their on-going Title IX training</p> <p>Potential savings on Title IX staff training by utilizing the online, on-demand courses offered in Title IX U, provided by Institutional Compliance Solutions</p>
69	
\$45.66K	

Reporting Options for Sexual Misconduct

Report a Concern.....www.mtu.edu/concern

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

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

2021-22 Title IX Staff

Title IX CoordinatorAbbi Halkola

Interim Title IX Coordinator ...Laura Putwen

Title IX DirectorKirsti Arko, PhD

Deputy CoordinatorBeth Lunde-Stockero

Deputy CoordinatorSusan Sullivan

Gender Equity in Athletics . Suzanne Sanregret, PhD

Other volunteer positions include investigators, advisors, decision-makers, informal resolution facilitators, and appellate officers. Current Michigan Tech faculty and staff assist in these positions.

Opportunities with Title IX

Training Available | We offer a variety of trainings and presentations (upon request) that are beneficial for students, faculty, and staff. 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 Abbi Halkola, Title IX Coordinator, for more information on training options or other inquiries regarding the Title IX Awareness Committee.

Equal Opportunity Compliance and Title IX 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.

Sexual Harassment and Gender Discrimination

This chart represents the sexual harassment and gender discrimination cases that were reported to the Title IX office between May 1, 2020 and April 30, 2022 involving at least one party affiliated with Michigan Tech. The categories represent how the incident was initially reported to the Title IX office.

Overall, there were 63 cases during the Summer 2021, Fall 2021, and Spring 2022 semesters. Most cases do not go through the Formal Grievance process, because it requires a Formal Complaint submitted by the complainant or Title IX Coordinator. Complainants tend not to choose to file a Formal Complaint.

For those cases where a formal complaint was submitted, the parties can choose either the formal option (notice of allegations, investigation, hearing, and appeal) or the informal resolution option where the parties work with a facilitator to arrive at a conclusion.

Regardless of which option, supportive measures are available to both parties. Supportive measures are non-disciplinary, non-punitive individualized options that are designed to restore or preserve equal access to programs and activities without unreasonably burdening the other party. They are available immediately, continuously, and ongoing as appropriate.

Cases Reported May 2021—May 2022

16	Sexual Harassment	1	Sexual Exploitation
15	Sexual Assault	6	Other Sexual Misconduct
6	Dating/Domestic Violence	4	Online Sexual Misconduct
9	Stalking	6	Gender Discrimination

Important Terminology

Complainant | 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.

Respondent | A person alleged to have violated the sex/gender based discrimination, sexual harassment and/or sexual misconduct university policy. Respondents can only be held accountable under university policy if affiliated with Michigan Tech.

Formal Complaint | A document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that Michigan Tech investigate the allegation of sexual harassment. A formal complaint also allows for informal resolution.

Applicable University Policies

When cases of sexual harassment are reported to the TIX Office, they are reviewed by the Sexual Misconduct Allegation Review Team. This group reviews each case to conduct a safety assessment and determine the applicable university policies. Due to the narrow scope of the TIX policy, other policies may apply, such as the Student Code of Conduct, Board of Trustees Policy 5.3, or Employee Code of Conduct.

Comparing the Data

2018-2019	63 cases	“Me Too” was first tweeted on October 15, 2017
2019-2020	51 cases	Students moved to remote in March 2020
2020-2021	33 cases	Health and Safety Levels limited students and employees on campus
2021-2022	63 cases	Campus resumes most activities, fewer face to face than previous

Looking Ahead to 2022-23

New TIX 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 when these take affect.

2023 Title IX Climate Survey

A regularly distributed Title IX climate survey concerning sexual misconduct is a best practice response to campus sexual misconduct. We know from research that victims rarely report sexual assault. Thus, official statistics underrepresent the extent of the problem on any one campus. Further, campus response, intervention, and prevention

efforts will be more successful if they are tailored to the needs of each campus community.

Understanding climate issues, such as students’ knowledge about reporting policies and resources for victims, their attitudes about prevention, and their perceptions about how their community is addressing the problem of sexual violence, are critical pieces of information for improving campus responses. In January 2023, we will be administering this survey to undergraduate and graduate students. The survey offers us an understanding of the prevalence of incidents of sexual violence on campus and provides us with helpful information regarding students’ thoughts and opinions of the sexual misconduct climate. The results are then carefully reviewed both by Title IX staff and the TIX Awareness Committee to find opportunities to improve our programs and services.

