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.

| **New undergraduate students completed an online Title IX related course** |
| **Graduate students completed an online Title IX related course** |
| **Employee Title IX related courses completed** |
| **Title IX U courses completed by 49 users as part of their on-going Title IX training** |
| **Potential savings on Title IX staff training by utilizing the online, on-demand courses offered in Title IX U, provided by Institutional Compliance Solutions** |

| **69** |
| **$45.66K** |

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.
For those cases where a formal complaint was
inside the Title IX Coordinator. Complainants tend not to choose
the Formal

Overall, there were 63 cases during the
Summer 2021, Fall 2021, and Spring 2022 semes-
ters. Most cases do not go through the Formal
Grievance process, because it requires a Formal

The categories represent how the
incident was ini-
rated by the Title IX

Michigan Tech. The categories represent how the

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 un-
derrepresent the extent of the problem on any one campus.

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 care-
fully 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 un-
derrepresent 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 vio-

The results are then carefully
reviewed both by Title IX staff and the TIX Awareness Com-
mittee to find opportunities to improve our programs and
services.