

Title IX Annual Report 2024-2025

From the Title IX Coordinator

Abbi Halkola, Title IX Coordinator

This reporting year we saw an injunction impacting the implementation of the Biden administration's 2024 regulations which were ultimately vacated in January of 2025 rendering them illegal. As an institution, Michigan Tech has been utilizing the 2020 regulations since August of 2020. While our department prepared for the 2024 regs, they were never enacted on our campus. Our students, staff and faculty did not experience a disruption to the Title IX resources or process because of this. We recognize that while the specifics of the policy and expectations of the campus may evolve over time, Title IX continues to encourage an environment free from discrimination and harassment on the basis of sex.

Michigan Technological University

Michigan Tech is an EOE that provides equal opportunity for all, including protected veterans and individuals with disabilities.

mtu.edu/title-ix

Sexual Harassment and Gender Discrimination

The chart on the right represents the sexual harassment and discrimination cases that were reported to the Title IX office between May 1, 2024 and April 30, 2025 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 43 cases during the Summer 2024, Fall 2024, and Spring 2025 semesters. The Formal Grievance process was not requested this semester via formal complaint leading to no live hearings this past academic year. Supportive measures were offered to all parties regardless of whether or not a formal complaint is filed.

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 2024-April 2025

5	Sexual Harassment	10	Gender Discrimination
13	Sexual Assault	5	Other Sexual Misconduct
4	Dating/Domestic Violence	3	Online Sexual Misconduct
3	Stalking	0	Pregnant & Parenting

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 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

2020-2021	33 cases	Health and Safety Levels limited students and employees on campus
2021-2022	63 cases	Campus resumed most activities
2022-2023	49 cases	Effective collaboration with internal departments impacting case count
2023-2024	57 cases	Culture of reporting strongly encouraged on campus
2024-2025	43 cases	Continuation of 2020 regs after periods of uncertainty with 2024 regs

The Equal Opportunity Compliance and Title IX department 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.

Prevention Work

One of the most important ways to combat sexual harassment and discrimination is through education. In the fall of 2023, the Title IX office brought on Dawn Corwin to serve as our prevention coordinator. Throughout the academic year, the prevention coordinator met with over 1200 individual students and provided over 30 individual educating our students on the behaviors of healthy relationships and warning signs of those that are unhealthy. Dawn's engagement on campus has resulted in continued collaborations with both the Athletics department and Student Leadership and Involvement for scheduled annual training with both our first and third year athletes and our incoming Greek members. With the onboarding of a new Title IX Coordinator, we look forward to embracing their vision of prevention work on our campus and anticipate many of these sessions continuing and evolving to best meet the needs of our campus.

Title IX Prevention Efforts at a Glance

1200+	Individual participants in various campus events
37	Unique campus activities including tabling events, face to face training, informational sessions, and guest speakers
14	Collaborative events with campus and community partners
671	Social media followers - @michigantechspeakup
2	Expanded annual training programs with Athletics and Greek Life
1	Full academic year with reemerged student group—SAVE—Sexual Assault and Violence Education

Reporting Options for Sexual Misconduct

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

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

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

2024-25 Title IX Staff

Title IX Coordinator.....Abbi Halkola

Deputy Coordinator.....Beth Lunde-Stockero

Gender Equity in Athletics.....Suzanne Sanregret, PhD

Title IX Partner.....Rhys Edwards

Investigator.....Heather Saari

Prevention Coordinator.....Dawn Corwin

Other Title IX positions include investigators, advisors, decision-makers, informal resolution facilitators, and appellate officers. Current Michigan Tech faculty and staff serve in these positions on a volunteer basis.

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, harassment, and/or sexual misconduct, we will work with you to customize a presentation for your department. Training sessions are presented in-person by the Title IX coordinator and also through various virtual training platforms.

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.

Looking Ahead to Academic Year 2025-2026

Department Organization

After years of dedicated leadership, Beth Lunde-Stockero retired from Equal Opportunity Compliance. In spring 2025, Abbi Halkola was named the new Executive Director, creating a vacancy in the Title IX role. Through a competitive search process, we successfully identified an internal candidate, Jodie Filpus-Paakola, formerly a coordinator of academic services in the College of Business. Jodie brings to the department a wealth of experience in student facing roles, both at Michigan Tech and several other institutions. Jodie's ability to foster relationships and meaningfully engage with students will prove invaluable as our office onboards her to oversee our Title IX policy and procedures.

Please join us in welcoming Jodie into her new role!

Sexual Assault Hotline from Copper Shores

As of June 1, 2024, Copper Shores introduced a new Sexual Assault Hotline to "help victims and survivors in our four-county service area (Baraga, Houghton, Keweenaw, and Ontonagon counties) connect with qualified professionals who can guide them through a difficult time and, if needed, connect to our Victim Support division, which is available to respond locally 24/7/365." While this is not intended to replace their former crisis line, it is a valuable resource to the campus and beyond and we look forward to a continued partnership with Copper Shores.

<https://www.coppershores.org/crisis-line>

