

Title IX Annual Report 2025-2026

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 while encouraging reporting campus-wide.

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

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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, 2025 and April 30, 2026 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 48 cases during the Summer 2025, Fall 2025, and Spring 2026 semesters. There was one formal grievance process that went from formal complaint to final outcome, without appeal. 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 2025-April 2026

11	Sexual Harassment	1	Sex-based Discrimination
9	Sexual Assault	12	Other Sexual Misconduct
3	Dating/Domestic Violence	3	Online Sexual Misconduct
8	Stalking	1	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

2021-2022	63 cases	Campus resumed most activities post-Covid
2022-2023	49 cases	Effective collaboration with internal departments
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
2025-2026	48 cases	2024 regs vacated—2020 regs remain enforcement requirement

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.

Climate Survey

In the spring of 2026, Michigan Tech contracted with Grand River Solutions to conduct our triennial campus climate survey. All undergraduate and graduate students over the age of 18 were encouraged to participate in the study collecting information on demographics, knowledge and campus cultures, sexual and interpersonal violence, and school connectedness. A majority of our students feel safe and protected at Michigan Tech and are also aware of Title IX protections on campus. The majority of students who experienced violence opted not to report to the institution and rather dealt with matter personally feeling the incident was not serious enough to report. As a result of the outcomes of this survey, our department will be looking at developing an action plan to encourage greater levels of reporting, encourage students to find ways to connect on campus, and evaluate campus policies and procedures that may create environments that allow violence or harassment to occur.

Title IX Climate Survey Results at a Glance

10%	Of the 6,751 students invited to participate, 653 completed the survey, consistent with the 2023 survey
3.3	On a scale out of 4, a majority of students state they feel safe and cared for at Michigan Tech
83%	Know Title IX protections, with 81% knowing how to get help
3.2	Most students agreed they feel a sense of belonging at Michigan Tech
88%	Know that Michigan Tech has a Title IX Coordinator designated to address complaints of sexual harassment and discrimination
3.2	Most students agreed that Michigan Tech treats all students equitably

Looking Ahead to Academic Year 2026-2027

Department Organization

The Equal Opportunity Compliance and Title IX department is actively searching for a case manager to take on the important responsibilities of party intake, supportive measures, investigations, and other duties related to Title IX matters. This new role will allow the Executive Director to maintain the Title IX Coordinator designation for hierarchical and reporting purposes without the focus of the day to day case management. This new structure will allow for greater collaboration with the Assistant Dean for Community Conduct and the Title IX office. We are optimistic that this position will be filled for the fall 2026 semester to allow enough time to onboard and train the new personnel prior to welcoming our incoming first-year class.

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

2025-26 Title IX Staff

Title IX Coordinator.....Abbi Halkola

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

Title IX Partner.....Rhys Edwards

Investigator.....Heather Saari

Case Manager.....Vacant

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.

Please contact the Title IX Office if you are interested in any training or committee opportunities.



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