

**Title IX External Assessment
Updated Spring 2018**

OVERVIEW:

The Victims Rights Law Center delivered a comprehensive assessment detailing how the current Title IX policies, practices, and structure impact students, faculty, and staff. I'm pleased with the thoroughness of the report as it challenges us to do better without negating the positive aspects of robust community partnerships, strong peer support networks, committed campus community, and an understanding of the intersectional aspects other institutions have not addressed as Wesleyan has.

The report also pointed out what educators are aware of but reluctant to state openly – for students, faculty, and staff who have found the process supportive and positive, “their experience becomes part of their time at Wesleyan, rather than defining their time at Wesleyan.”

They provided three overarching themes in the report: reorganization, training, and communication.

Reorganization – it is recommended that Wesleyan:

- Separate the role of Title IX coordinator to create a point of contact for individuals assessing potential options for reporting and connecting those people to available campus and community resources. **This was reviewed and, in consultation with students, determined that the roles would stay as they are.**
- Understand that counselors and advocates serve very different functions; consider creating a separate position for a confidential advocate to split their time between programming around issues of sexual and gender-based misconduct while also providing direct support to students who are impacted whereas the counselor function should continue to provide longer term trauma-informed therapy for all students. **The position of Director, Office of Survivor Advocacy and Community Education was created within Health Services. The individual hired will be on campus Spring 2018.**
- Review and update the role of each Title IX committee such that representatives understand where they fit in the process and contribute more effectively. Strategize with Student Advisory Committee to determine ways to utilize this group. **This was reviewed and all committees have renewed vision and focus.**
- Identify some confidential resource for faculty and staff. **Ombudsperson was hired in the fall of 2017**

Training – it is recommended that Wesleyan:

- Develop ongoing training opportunities for faculty moving beyond current efforts to train all faculty on sexual harassment, discrimination, and the intersection of Title IX and Title VII; in conjunction with faculty leadership, identify ongoing training to continue fostering an inclusive and equitable environment. **The Offices of Equity & Inclusion, Human Resources, Academic Affairs and Graduate Student Services are partnering to implement training across all areas in an on-going way.**
- Create or modify trainings for students, faculty, staff, parents and others to clarify what behaviors

constitute a “reportable violation” and the subsequent steps taken upon receiving a report.

- Continue to train students on the investigation and adjudication process.
- Continue to thoroughly train Administrative Hearing Panel.

The three areas listed above have been addressed through current and on-going training initiatives, including the new Deliberation Panel which replaces the Hearing Panel.

Communication – it is recommended that Wesleyan:

- Continue to review and revise policy and procedure:
 - create additional sub-headings to improve the “One Policy”
 - improve Intimate Partner Violence definitions
 - improve the Romantic Relationships section
 - Review and update the procedures for complaints by and against faculty.
- Expand “Rights of Those Who Report Policy Violations” to include the rights of those accused of policy violations.

All the above revisions have been made and the Romantic Relationships section has been updated as of January 2018.

- Update and revise the web site. **New web site created and launched in August 2017.**

Working Document of Title IX VRLC Report Tasks

Issue	Sub issue	Recommendations	Actions	Responsible Individual/Partner	Updates / Next Steps
Lack of familiarity with the Office for Equity & Inclusion and Title IX	Lack of understanding among students about the investigation and adjudication process. How it works and who implements it OEI/Title IX website is confusing and incomplete	Separate the role of Title IX Coordinator from VP/IE Create or modify training to clarify what behaviors constitute "reportable violation" and the subsequent steps taken Continue to train students on the investigation and adjudication process Utilize campus and community resources through "Don't cancel that class" or other initiatives to expand awareness to students	Currently, no changes Completed Completed / on-going In progress	MSR Title IX Policy & ED CMTE, Student Advisory OEI CPI/ACAFF	Currently no changes; review again in spring 2018
Enhance campus and community resources		Consider adding an advocate in order to separate Alysha Warren's multiple roles Run specialized training on Title IX accommodations and interim remedial measures for the class deans	Completed Completed / on-going	Student Affairs / Title IX OEI	
Title IX committees	Scope of each committee's role is not always clear	Review and revise the role of each Title IX committee (membership and tasks) Strategize with Student Advisory Committee to determine ways to better utilize this group	Completed / on-going Completed / on-going	Title IX Committees, including student advisory, FEC/FCRR Title IX Student Advisory	creating & implementing initiatives
One Policy	Format isn't clear and user friendly	Review and update the procedures for filing complaints (student, staff, faculty) Create additional sub-headings to improve the Policy Improve Intimate Partner Violence definitions Improve Romantic Relationship section Include a list of available campus and community resources as part of the Policy	Completed Completed Completed Completed Completed	OEI/HR/FCRR/FEC/Faculty Title IX Policy/Student Advisory Title IX Policy/Student Advisory Title IX Policy/FCRR/FEC/Faculty Title IX Policy/Student Advisory	Implementation by January 2018 new Title IX web site
Resolution and Adjudication Process for Complaints against Students	Confusion regarding the printed and web based information format Incomplete information	Add Procedures section to the Title IX website that clearly outlines the process for complaints against students, faculty, and staff Ensure Appeals process is clearly defined Clearly state the role of advisors in the process for complaints alleging sexual or gender-based misconduct Create a committee to explore Restorative Justice options Create a resource for students that outlines entire investigative and adjudicative process	Completed Completed Completed In process Completed	OEI/Title IX Policy CMTE OEI/Title IX Policy CMTE OEI/Title IX Policy CMTE SA/Title IX Student Advisory/Title IX Policy CMTE OEI/Title IX Policy CMTE	SA exploring education / training
Investigation format		Align investigative process with role of Hearing Panel Investigative interviews should be conducted in a neutral space	Completed In process	SA/Title IX Policy/Student Advisory VPSA	Hearing Panel replaced with Deliberation Panel Options for meeting locations given to both parties
Administrative Hearing Panel	panels are time-intensive, exhausting, and panelist serve in a thankless role clarify if panels are deliberative, fact-finding, or both	Clearly articulate the role of the administrative panel and update the process to be consistent with the role Ensure that administrative hearing panels receive consistent trainings and incorporate their input into meetings.	Completed Completed	SA/OEI/Title IX Policy CMTE SA/OEI/Title IX Policy CMTE	Hearing Panel replaced with Deliberation Panel
Faculty Reporting Process	Fear of retaliation and perceived lack of confidential resource a potential barrier to reporting Appeals process is unclear	Hire and ombuds or identify some other confidential resource for faculty and staff Review and update the procedures for complaints against faculty and staff Consider retaining external investigators for complaints against faculty Develop ongoing training opportunities for faculty and staff In conjunction with faculty leadership and HR, identify ongoing training to continue fostering an inclusive and equitable environment.	Completed In Process In Process Completed Completed / on-going	MSR/FCRR/FEC Title IX Policy/FCRR/FEC MSR/FCRR/FEC OEI/FCRR/FEC OEI/ACAFF/HR/FEC	Update material and look for online 2.0 addition
Student Activism	address student activists' well-intentioned but harmful actions/strategies	Create support mechanisms for student activists that will allow them to continue to create change, while also protecting the rights of their peers	Completed / on-going	Resource Center/RC Advisory	TIS Student Advisory / WSA