The Title IX Compliance Committee (TIXCC) has been in place since April 2011 and meets regularly to keep abreast of regulations, internal policies and procedures, training, and other activities related to sexual misconduct.

OVERVIEW

- Created University Sexual Misconduct Policy and updated the Sexual Harassment Policy
- Implemented mandatory online sexual misconduct training for all faculty and staff
- The complaint filed with the Office for Civil Rights (OCR) of the U.S. Department of Education (DOE) was withdrawn, as was the 2018 Request for Information.
Several members of the TIXCC joined the Student Life staff to conduct a Safety Talk program to new students during orientation which included the University’s policies, procedures and resources about sexual misconduct.

A New Faculty Orientation session focused on Title IX reporting requirements.

The Deputy Title IX Coordinator conducted Title IX training for new members of the Southwestern University Board of Trustees on October 11, 2017, and to the entire Board of Trustees on April 11, 2018 in conjunction with the review and approval of the updated Sexual Misconduct Policy.

The Sexual Assault Risk Reduction Committee (SARR) together with input from students and staff, completed a thorough review and revision of the Resources and Reporting Options for Sexual Misconduct or Sexual Assault (Yellow Book).

The Annual Security Report was published and posted to the Southwestern Police Department’s (SUPD) website.

The TIXCC obtained approval from the University’s President’s Staff to implement mandatory sexual misconduct training beginning in the Spring/Summer of 2018. This training replaces the previously assigned sexual misconduct training module which had been used over the past eight plus years. The training module is provided through United Educators and is entitled Prevent Discrimination and Harassment Together: Faculty and Staff.

Members of the TIXCC attended the Independent Colleges and Universities of Texas (ICUT) State legislation Implementation Workshop on College Sexual Assault on December 7, 2017.

SUPD conducted Sexual Harassment and Rape Prevention (SHARP) training to students throughout the year. Feedback from students has been positive, and these training efforts will continue.

SUPD promoted or participated in monthly safety and awareness training programs including stalking prevention, personal safety and self-defense (coordinated with the Georgetown Police Department), alcohol and drug awareness including a DUI simulator, and sexual assault prevention.

As required by the National Collegiate Athletic Association’s (NCAA) Board of Governors Policy on Campus Sexual Violence adopted in August of 2017 to be effective beginning with the 2017–2018 academic year, all of Southwestern’s student-athletes and athletic department personnel completed the new mandatory training module prior to the University submitting its 2017–2018 attestation form by the May 15, 2018 deadline. The NCAA requires an annual attestation from participating institutions regarding compliance with the policy.

EverFi’s online module Haven: Understanding Sexual Assault was given to every first-year student to complete before the start of the school year.

The Sanctioning Guidelines which were created in 2015-2016 were utilized for the Sexual Misconduct Hearing Board training in the fall of 2017 and will continue to be used going forward.
On April 11, 2018, the Southwestern University Board of Trustees approved changes to the University’s existing sexual misconduct policies as required by the recently enacted Texas Senate Bill 968 as follows:

1. Bringing the University’s existing policies (Sexual Harassment Policy and Student Sexual Misconduct Policy) under an umbrella policy so that we have one policy to which all members of the University community can refer.

2. Providing an anonymous online reporting option that is clearly linked from the home page of the University’s website (this was put into place effective January 1, 2018).

3. Placing the policy on the Board of Trustees’ agenda for review and approval every two years.

The updated Sexual Misconduct Policy can be found online.

Several members of the TIXCC participated in a training program entitled, “Semi-Annual Recent Title IX Developments” presented by Fisher Phillips’ Higher Education Practice group on April 19, 2018.

On June 19, 2018, the OCR informed the University that the April 2018 complaint against the University had been withdrawn by the Complainant and that the matter had been dismissed. The University sent a notification to the campus community on June 21, 2018.

The University continues to await feedback/outcomes from the OCR on two pending cases.

Several members of the TIXCC participated in a training session entitled, "Spotlight on Greek and Athletic Students: How to Bridge Compliance and Effective Prevention" presented by Everfi on August 7, 2018.

Several members of the TIXCC participated in a two-day conference focused on Title IX compliance coordinated ICUT featuring Dr. Peter Lake, a renowned Title IX expert.
COMMUNICATIONS

- The University administered the Sexual Assault and Campus Climate Survey (Survey) by the Higher Education Data Sharing consortium in January 2018. Southwestern had participated in the initial pilot administration of the Survey in Spring 2015 and announced it would participate in the Survey every three years. The Survey includes questions about the general climate, the school’s response to situations, views on sexual assault/reporting/education, and many detailed questions for those who have experienced sexual assault.
- TIXCC and Student Life supported the student-led We Are Women production in Spring 2018.
- A placard, “Sexual Misconduct Resources and Reporting,” was posted in all classrooms and residence halls during 2017–2018 and will continue to be used for the 2018–2019 academic year. This was a joint effort by SARR and the Division of Student Life.
- The Title IX Coordinator, Deputy Coordinator, and VP for Student Life provided Title IX updates at the two Meeting of the Staff events (September 20, 2017, and April 3, 2018) and to faculty as part of the Dean’s administrative update.

PROGRAMMING

- SUPD promoted and/or participated in monthly safety and awareness training, including stalking prevention, personal safety and defense, alcohol and drug awareness, sexual assault prevention, and other safety topics.
- SUPD conducted self-defense classes twice each in the fall and spring semesters.
- Several members of the TIXCC joined the Student Life staff to conduct Safety Talks with all campus fraternities and first-year students.
- 19 students were trained under the Training for Intervention Procedures (TIPs) program and led presentations to over 50 students. This training program explains how to create responsible spaces for campus parties, bystander intervention, and alcohol safety. This successful training program will continue in 2018–2019.
- A Week for Re-defining Love was anchored by the student-led We Are Women presentation and included multiple events designed to raise awareness and engage students around the topic of sexual misconduct.
- AlcoholEdu training programs continued to be used as part of the student alcohol education and abuse prevention initiatives.
- The University-developed Bystander Intervention training program was redesigned, piloted, and implemented under its new name, “Steer the Ship.” The new version is more interactive, is designed to be presented by students, and can be completed in less than 75 minutes. Approximately 70 student leaders participated in the program, which was also twice offered to the campus community at large.
2017–2018 SUMMARY OF CASES

- The University investigated every report of sexual misconduct.
- There were 25 investigations, 3 hearings, and 2 found responsible. Overall, the 25 investigations resulted in multiple supportive accommodations, restrictions, and sanctions.

LOOKING AHEAD

- Together with the University’s Office of Institutional Research, the TIXCC will thoroughly review the Higher Education Data Sharing Consortium (HEDS) Sexual Assault and Campus Climate survey results, including a comparison with the 2015 survey results. The TIXCC will charge SARR and Alcohol and Other Drug (AOD) committees to use the results to inform programming.
- The Institutional Research department together with the Student Life division will prepare to administer the CORE survey (alcohol and drugs) in Spring 2020. This survey was last conducted in 2015.
- The TIXCC will develop supplemental sexual misconduct training sessions targeted to assist faculty members in appropriately responding to the more common student issues inside and outside of the classroom.
- The Counseling and Health Center has created three (3) student intern positions in an effort to focus on student programming and education initiatives. All three will have a role in misconduct prevention education, with one being dedicated to sexual health specifically.
- The Southwestern Student Athlete Advisory Committee (SAAC) will be revisiting the NCAA “It’s On Us” national campaign during 2018–2019.
- The TIXCC will continue to seek out Title IX and related education programs, seminars, webinars, and conferences for its academic administrators and faculty leaders.
- The TIXCC will monitor ongoing changes in compliance and legislation (local, state, and federal).
- The TIXCC will continue to support ICUT regarding Texas’ legislature’s development of sexual misconduct regulations.
- The TIXCC will further develop the University’s library of online training modules for faculty and staff education.