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

- The Office for Civil Rights (OCR) of the U.S. Department of Education notified the University that OCR’s investigation of a December 2015 complaint against the University has been completed and closed without any action against the University or finding of any violation of the laws and regulations that OCR enforces.
- Results of the Higher Education Data Sharing ("HEDS") consortium's Sexual Assault and Campus Climate Survey ("Survey"), which was administered in January, 2018, were analyzed by the University’s Institutional Research office, together with some members of the TIXCC, and will be compiled and made available to the campus community in the fall 2019.
- A sub-committee of the TIXCC conducted a comprehensive review of the University’s compliance with the Clery Act.
One OCR complaint was closed with no violation of law against the University. The University continues to await feedback/outcomes from the OCR on one prior case filed in 2016.

Several members of the TIXCC participated in a training program entitled “Compliance Update on Anti-Harassment Training Mandates” presented by Impactly on April 19, 2019.

Several members of TIXCC participated in a training program entitled “How to Harness This Moment in Sexual Assault Education” presented by Vector Solutions in conjunction with SafeColleges.

Several members of the TIXCC participated in a two-day conference in July, 2019 focused on Title IX compliance. The conference was coordinated through the Independent Colleges and Universities of Texas with presenters/attorneys from Husch Blackwell.

Several members of the TIXCC participated in a webinar training program entitled “Duty of Care” presented by Peter Lake on February 26, 2019.

The Annual Security Report was published and posted to the Southwestern Police Department’s (“SUPD”) website at https://www.southwestern.edu/life-at-southwestern/safety-security/annual-security-reports/.

Access to EverFi’s online module Haven: Understanding Sexual Assault was given to every first-year student to complete before the start of the 2018-2019 school year.

Training Intervention Procedures (“TIPS”) training continued through 2018-2019. This successful training program will continue in 2019-2020.

A Sub-Committee of the TIXCC conducted a comprehensive review of the University’s compliance with the Clery Act.

SUPD completed the Department of Education’s Campus Safety Survey in the fall 2018.

A sub-committee of the TIXCC met to conduct a review of the University’s Annual Security Report to ensure compliance.

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.

Student Life staff facilitated several educational programs for new students during orientation. The mandatory “Safety Talk” presentations included the University’s policies, procedures and resources about sexual misconduct.

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.

A sub-committee of the TIXCC reviewed and ensured inclusion of the Drug-Free Workplace policy in the Faculty and Staff Handbooks.
New members of the Southwestern University Board of Trustees received training on the University’s Title IX related policies and practices during the fall 2018 Board of Trustee meeting.

The Sanctioning Guidelines, created in 2015-2016, continue to be used as part of the annual Sexual Misconduct Hearing Board training.

As required by the National Collegiate Athletic Association’s ("NCAA") Board of Governors Policy on Campus Sexual Violence adopted in August of 2017, all of Southwestern’s student-athletes and athletic personnel completed the new mandatory training module prior to the University submitting its 2018-2019 attestation form by the May 15, 2019 deadline. The NCAA requires an annual attestation from participating institutions regarding compliance with the policy.

A member of TIXCC attended Husch Blackwell’s Annual Higher Education Seminar on May 3, 2019.

The Southwestern Student Athlete Advisory Committee (SAAC) revisited the NCAA “It’s On Us” national campaign during 2018-19.
COMMUNICATIONS

- The TIXCC and Student Life supported the student-led “We Are Women” week during the spring 2019 semester.
- The poster, "Sexual Misconduct Resources and Reporting," was posted in all classrooms and residence halls during 2018-2019 and will continue to be used for the 2019-2020 academic year. The development of the poster in 2017-2018 was a joint effort by the Sexual Assault Risk Reduction Committee (SARR) and the Division of Student Life.
- The Title IX Coordinator provided a Title IX update at the fall 2018 Meeting of the Staff and to faculty as part of the Dean’s administrative update in the spring 2019.
- The publication “Resources and Reporting Options for Sexual Misconduct or Sexual Assault,” also referred to as “The Yellow Book,” was heavily edited and reorganized in August 2018. The new version prioritizes providing the information most urgently needed to respond to acts of sexual violence, so that it is useful and usable at the time it is most needed. The publication is available online at http://bit.ly/SUYellowBook, and hard copies are available in the Counseling and Health Center and the Office of Student Life.

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.
- The Title IX Coordinator trained student Writing Consultants in the Debby Ellis Writing Center (“DEWC”) regarding information surrounding mandatory reporters. It is contemplated that this training will be conducted yearly and may be expanded to other student workers who may come into contact with sexual misconduct matters in the course of their work.
- 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, “Steer the Ship” continued to be used to conduct the student training sessions.
2018–2019 SUMMARY OF CASES

- The University investigated every report of sexual misconduct.
- There were 16 investigations, 1 hearing, and 1 found responsible. Overall, the 16 investigations resulted in multiple supportive accommodations, restrictions and sanctions.
- There was one complaint of Sexual Harassment that was resolved through the Informal Complaint Process.

LOOKING AHEAD

- Members of the TIXCC will conduct a review of the mandatory sexual misconduct training module for students and determine whether to change to a different provider/module for the 2019-2020 academic year.
- The TIXCC will focus on implementing requirements of the newly enacted Texas Senate Bill 212 (employee mandatory reporting) and Texas House Bill 449 (transcript notation), including additional mandatory training and information sessions.
- Having completed the Clery Act compliance review, the TIXCC will review and update the format for the Annual Security Report.
- The TIXCC will develop a resource document for faculty and staff that is similar to the "Resources and Reporting Options for Sexual Misconduct or Sexual Assault" publication for students.
- The Title IX Coordinator and Deputy Coordinator will conduct Title IX training for new members of the Southwestern University Board of Trustees in the fall 2019 and provide a regulatory update in the spring 2020 Board of Trustees meeting. As part of that presentation, the Board of Trustees will re-review and re-approve the University’s Sexual Misconduct policy.
- The Counseling and Health Center will continue to employ student interns in an effort to focus on student programming and education initiatives including sexual misconduct prevention education and sexual health.
- Results of the Sexual Assault Campus Climate Survey will be distributed to the campus community in the fall 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, federal).
- The TIXCC will continue to support ICUT regarding the Texas legislature’s development of sexual misconduct regulations.