

2018-19 Annual Report  
Title IX Committee

**Committee Membership:**

**Primary Coordinator**

Staci Sleigh-Layman, Title IX Coordinator

**Deputy Coordinators**

Gregg Henselman, Dean of Student Success

Jason Berthon-Koch, Director & Chief of Police, CWU Police Services

Gary Hyatt, Deputy Athletic Director for Internal Affairs

Joseph “Joey” Bryant, Executive Director, Student Rights, Responsibilities & Health Promotion

Laura Dahlby Nicolai, Assistant Athletic Director for Compliance & Senior Woman Administrator

Nathan McQuinn, Assistant Director, Student Rights and Responsibilities

Jill Hoxmeier, Assistant Professor, Health Services

**Other Members**

Marissa Howat, Director, Wellness Center

Kristen Perry, Violence Prevention and Response Coordinator

Shawnté Elbert, Associate Dean for Health and Wellness, Student Success

Leslie Lindsey, Civil Rights Investigator, Human Resources

Kandee Cleary, Vice President, Inclusivity and Diversity

**Meetings:**

August 13, 2018

February 20, 2019

September 26, 2018

March 11, 2019

November 2, 2018

March 27, 2019

November 28, 2018

April 10, 2019

February 13, 2019

June 5, 2019

**Committee Work 2018-19:**

At the beginning of the year, the committee discussed its work for the 2018-19 year. It was determined that the number one goal would be to receive education and information on the committee’s areas of responsibility. To that end, the committee heard from the following:

- Sexual Assault Prevention and Response (Kristin Perry and Marissa Howat)
- National level update (Staci Sleigh-Layman)
- 2016 CWU Sexual Assault Campus Climate Study (Jill Hoxmeier)
- Title IX at CWU (Joey Bryant)
- Athletics (Gary Hyatt and Laura Dahlby Nicolai)
- Clery and Campus SaVE (Jason Berthon-Koch and Leah Wright)

**Title IX**

This information gave committee members a baseline of understanding the various components of responsibilities. The committee accomplished the following:

1. Rewrote the committee charge and published on the Title IX website (<https://www.cwu.edu/hr/title-ix-cwu>):

The Title IX Committee is a collaborative and multi-disciplinary team charged with advancing a university culture of respect, responsibility, and safety and ensuring positive compliance with Title IX and other laws, regulations and policies related to sexual and gender-based issues. The Title IX Committee provides recommendations and information to the university administration to inform policy, identify services, and ensure compliance with federal and state regulations.

2. Added several ex-officio members to the Title IX Committee in order to ensure representation is university-wide. New members include a faculty member, members of the staff at the Wellness Center, as well as the Associate Dean for Health and Wellness. The committee hopes to add a student to the committee during the 2019-20 year.
3. Reviewed statistics on issues/concerns from the Wellness Center, Student Rights and Responsibilities, and Human Resources.
4. Began work on an elevator speech, a brief, persuasive speech that can be used to spark interest in the work and responsibilities of the Title IX Committee.
5. Committee agreed to act as the *Clery Team* for the university. With the addition of the Executive Director of Housing and Residence Life, the Title IX Committee would Provide more assistance with the written report. The committee would also provide recommendations for implementation at CWU.
6. Made progress on creating new policy on *Reporting Behaviors of Concern* to ensure members of the university understand their responsibilities in terms of various laws and regulations.
7. Various members of the Title IX Committee had conversations with the Faculty Senate Sexual Misconduct and Gender Discrimination Task Force in order to further understanding and cooperation.
8. Student Success and Human Resources worked collaboratively to revised materials and provide information to Conference Services. This information will be provided to those living in residence halls during the Summer 2019 as well as to campers and conferees who attend short-term events and programs at CWU during the summer months.
9. Continued work on developing policy and/or information on confidentiality so that students and others complainants have a clear understanding about the limits in place for positions and programs. This will also provide guidance for employees as they serve students.

## Plans for 2019-20 year

- Finalize and operationalize *elevator speech*.
- Complete draft policy on *Reporting Behaviors of Concern*, have reviewed by various constituents during Summer 2019 and present to UPAC in October 2019.
- Finalize handout/policy information on confidentiality.
- Support Student Success in its review of process?
- Work on Title IX “we care” website.

FINAL: 7.9.19