



TITLE IX

Equal Opportunity, Harrassment, & Non-Discrimination



What's going on?



New Regulations: May 2020*

Most Comprehensive Revision in History:

- Detailed & Lengthy - 2,083 pages!!

Required Compliance: August 14, 2020

*US Department of Education/Office of Civil Rights (OCR)

What is Title IX?

- *“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”* – Federal Education Amendments Act of 1972



Title IX @ NPC

Association of Title IX Administrators (ATIXA) - Super Member

Northland Pioneer College is **committed to providing a workplace and educational environment**, as well as other benefits, programs, and activities, that are **free from discrimination, harassment, and retaliation**. To ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting the goals of fairness and equity in all aspects of the educational program or activity, Northland Pioneer College has developed **internal policies and procedures that provide a prompt, fair, and impartial process** for those involved in an allegation of discrimination or harassment on the basis of protected class status, and for allegations of retaliation. Northland Pioneer College **values and upholds the equal dignity of all members of its community** and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all those involved.

The NEW Title IX Team

- **Title IX Team** refers to the Title IX Coordinator, any deputy coordinators, and any member of the Grievance Process Pool.
- **Title IX Coordinator** is at least one official designated by Northland Pioneer College to ensure compliance with Title IX and Northland Pioneer College's Title IX program.
- **Advisor** means a person chosen by a party or appointed by the institution to accompany the party to meetings related to the resolution process, to advise the party on that process, and to conduct cross-examination for the party at the hearing, if any.
- **Investigator** means the person or persons charged by Northland Pioneer College with gathering facts about an alleged violation of this Policy, assessing relevance and credibility, synthesizing the evidence, and compiling this information into an investigation report and file of directly related evidence.
- **Hearing Decision-maker or Panel** refers to those who have decision-making and sanctioning authority within Northland Pioneer College's Formal Grievance process.

The NEW Title IX Team

Title IX Coordinator

- **Dr. Jessica Clark**
Vice President for Learning and Student Services
Title IX Coordinator
(928) 532-6141
jessica.clark@npc.edu
<https://www.npc.edu/title-ix/title-ix-team>

Title IX Deputy Coordinators

- **Peggy Belknap**
Interim Chief Human Resources Officer
Interim Title IX Deputy Coordinator – Employees
Interim EEO and ADA/504 Coordinator
(928) 524-7871
peggy.belknap@npc.edu
- **Josh Rogers**
Director of Student Services
Title IX Deputy Coordinator – Students
(928) 536-6227
joshua.rogers@npc.edu

The NEW Title IX Team

Pool of Investigators, Advisors,
& Decision-makers

COLLEGE REPRESENTATION	TEAM MEMBER
Co-Chair(s) – Deputy Coordinators	Josh Rogers, <i>Deputy Title IX Coordinator – Students</i> Peggy Belknap, <i>Interim Deputy Title IX Coordinator – Employees</i>
Academic Dean	Dr. Wei Ma
Faculty	Dr. Elizabeth Oliphant
Faculty	Randy Hoskins
Administrative Staff	Barbara Dixon
Administrative Staff	Ryan Orr
Human Resources	Amber Hill
Campus Safety or Management	Justin White
Additional Members	Harshika Bhatt Michael Colwell Anne Lang




CARES Team:
Behavioral Intervention Team/
Threat Assessment Team



ATIXA's 1P, 2P

1 Policy, 2 Process
Policy 1102; Procedure 2110



A Glimpse into the New Regulations

- seek to provide strong due process protections to those who are accused of sexual misconduct
- while also balancing the rights of those who experience sexual harassment, assault, dating violence, domestic violence, retaliation, and/or sex/gender discrimination



A Glimpse into the New Regulations

Procedural Protections

- Providing clear notice to anyone accused of misconduct along with a presumption of innocence;
- Protections and accountability for students and employees (including faculty and staff);
- Conducting a process that is very transparent to the participants, where all evidence is known and shared prior to any final decision;
- Providing a strong set of supportive measures to all parties that are designed to effectively bring an end to any hostile environment;
- Delivering resolutions to complaints as promptly as possible;
- Strong sanctions for violations of policy;
- A clear brochure offering guidance on all resolution options;
- Flowcharts within policy to make options clearer and more user-friendly;
- Vetting process administrators carefully to ensure they are impartial and unbiased; and
- Appropriate informal resolution opportunities.

A Glimpse into the New Regulations

- REQUIRED HEARINGS W/ CROSS EXAMINATIONS
- REQUIRED ADVISORS/ATTORNEYS



A Glimpse into the New Regulations

Required offer and implement appropriate and reasonable **supportive measures** to the parties upon notice of alleged harassment, discrimination, and/or retaliation

- Referral to counseling, medical, and/or other healthcare services
- Referral to the Employee Assistance Program
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student-employees
- Safety planning
- Timely Warnings
- Providing campus safety escorts or transportation accommodations
- Implementing contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course/program-related adjustments
- Trespass, Persona Non Grata (PNG), or Be-On-the-Lookout (BOLO) orders
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator



Mandatory Reporters:
ALL COLLEGE EMPLOYEES

How and where do you report?

- How?

- Online (coming soon!)
- In-Person
- Email



- Where? Or To Whom?

- Dr. Jessica Clark
 - Title IX Coordinator
- Peggy Belknap
 - Title IX Deputy Coordinator - Employees
- Josh Rogers
 - Title IX Deputy Coordinator - Students



The New Webpage: Title IX @ NPC

A Sneak Preview



Mandatory Training

- Coordinators
- Deputy Coordinators
- Title IX Team
- Employees (Faculty & Staff)
 - Safe Colleges
 - How to Report (Online Reporting)?
 - What to Report?
- Students





Student Training

Josh Rogers, Title IX Deputy Coordinator - Students





Any Questions?