

WELCOME AND HIGH-LEVEL OVERVIEW

USG SEXUAL MISCONDUCT POLICY & TITLE IX

- Welcome & Introductions.
- History Title IX:
 - Sports Gender Issue Origins.
 - 2011 Dear Colleague Letter.
 - “Ping Pong” Every Four Years - Administration Pendulum Changes Title IX (*four major changes since 2011).
 - DOE Establishes/Changes Title IX Guidelines.
 - USG System – Establishes USG Policy based on DOE Guidelines.
 - USG Title IX History.
 - Explanation of USG Sexual Misconduct Policy & Imbedded Title IX – Policy applies to students, employees, alumni, vendors, etc. **Panelists have to understand this policy.**
- Major Difference between Students & Employees – No Informal Resolutions allowed only for students. Formal Hearings are required for employees.
- Title IX complaints that upon investigation and adjudication do not rise to policy thresholds, may be referred to Human Resources for corrective actions in employment arena (including other levels of inappropriate conduct).
- ABAC Progressive Discipline Process.
- Faculty Tenure Process.
- ABAC Title IX Structure:
 - Title IX Coordinator responsible for process oversight and education/awareness and is not a decision maker. *My goal is to follow policy, be consistent, and ensure fairness and due process.*
 - Deputy Coordinators provide intake of complaints and assist with education/awareness and are not decision makers.
 - Investigators are neutral impartial fact finders (do not reach conclusions nor make recommendations for sanctions).
 - Hearing Panel panelists determine if there is a violation of Title IX Policy and if so, determine sanctions.
 - First Level Appeal – Presidential Designee usually a Vice President.
 - Second Level Appeal – Discretionary appeal to USG Board of Regents (final decision is outside ABAC institution).
 - External Complaint Procedure – United States Department of Education.