

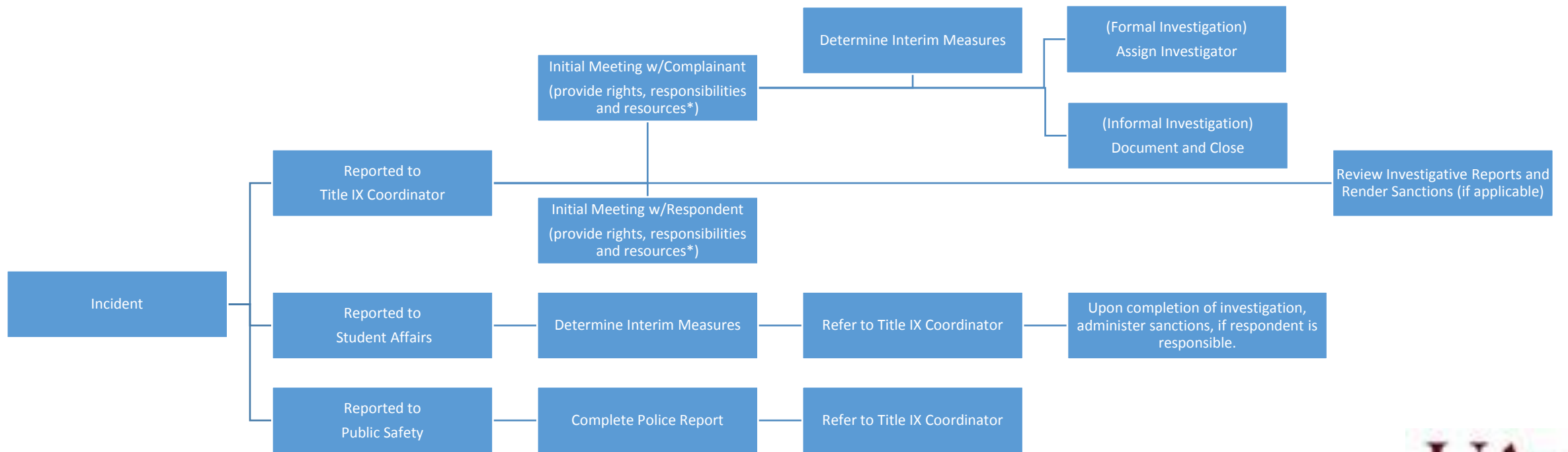
Title IX

**Sex – and Gender Based Discrimination, Harassment,
Misconduct and Retaliation**

February 18, 2016



Title IX Incident Reporting Process



Complainant and Respondent

Equity in the Complaint Process

- Both complainant and respondent receive a copy of the Title IX policy and resources information
- Both received a notice of the alleged violation and interim measures (If no contact order is issued, it is issued to both parties)
- Both receive a copy of the outcome letter, investigation report and appeal information
- Both have access to Title IX Coordinator for questions/concerns during the process



Title IX – Interim Measures

- Issuing no contact orders
- Reassigning on-campus housing
- Rescheduling class assignments and examinations
- Arranging for complainant to take an incomplete in a class
- Providing An Escort for Classes, Work and Activities
- Providing alternative course completion options



Campus Resources

- UALR Counseling Services *(for students)*
- UALR Health Services
- UALR Public Safety
- Green Dot
 - An initiative creating a safe campus through the power of community that communicates zero tolerance for violence
- Employee Assistance Program *(for employees)*



Informal vs. Formal Complaint Process

- The informal process may be used if it is practical and safe. It cannot be used for complaints of sexual assault.
- A complainant is not required to utilize the informal complaint process.
- The use of the informal process does not prohibit future use of the formal process *(should the informal process is unsuccessful)*
- Formal complaints are assigned to trained investigators.



Appeal Process

Both the complainant and respondent may appeal the findings and sanctions from an investigation.

Grounds for Appeal:

- Procedural Error that impacts the outcome of the investigation, including bias
- New Evidence unavailable during original investigation that impacts the outcome
- Sanctions imposed disproportionate to the severity of the violation



Education and Awareness

- Formation of a Title IX Committee responsible for planning and coordinating campus education and awareness programs about all forms of sexual assault
- Mandatory Student and Employee Training
- Online presence – Title IX website providing policy information, reporting and resource information, as well as online incident reporting (<http://ualr.edu/chancellor/titleix/>)
- Title IX Committee involvement with other department/campus efforts such as Campus Safety Week and Green Dot
- Stall Stories placed throughout the campus

