

Title IX Agreement Updates – November 2020

Several agreement items have been completed (please see July 1, 2020 Title IX Agreement Update for comprehensive list of completed items).

The following items are in progress:

1.c. After the changes outlined in this Agreement have been made, no substantive changes will be made to the Policy until there has been a minimum 30-day review and comment period. The Working Group will determine whether any proposed change made to the Policy is considered substantive. Proposed changes to the Policy will be provided to the Student Senate, Enrollment and Student Life Committee, and the Working Group for input and recommendations before the College makes a final decision on implementation. A system will be established so anonymous online comments can be submitted by all faculty, staff, and students. If one-third or more of the comments received object to the proposed Policy changes, further review will be deemed warranted, with such review being conducted by the Working Group. The Office of Institutional Effectiveness will determine how to best implement the anonymous system, and the Working Group, in concert with Institutional Effectiveness, will develop a system on how to track, record and report out to campus on the comments made in the system. The Working Group will report on their progress on or before May 1, 2020.

The Presidential Working Group formed Subcommittees to bring forward recommendations (February 27, 2020). **The development of an anonymous online comment system is in progress.** Title IX Coordinator presented to ESLC on the *Sexual Harassment and Misconduct* policy and has had a subsequent meeting with ESLC and will be ensuring partnerships with ESLC and Student Senate to support communications and review of recommended policy revisions.

3. Amend our sexual harassment and misconduct related practices, as soon as reasonably practicable but no later than **July 1, 2021, as follows:**

a. Implement a safety cellular phone application that allows campus members instant (one-button) access to emergency personnel.

In Progress. Referred to Department of Public Safety to form a committee to address.

b. Emergency Blue Boxes are currently and will continue to be checked monthly to ensure they are operational, and staff will be trained and knowledgeable on how they work.

In progress. Referred to Department of Public Safety to form a committee to address.

d. All faculty and staff will receive training on understanding and dealing professionally and compassionately with individuals who have undergone trauma related to sexual assault, while also being sensitive to individuals' social identities, including race, color, immigration status, national origin, gender identity, sexual orientation, disability status, religion, and sex. Students can report infractions to not only administrative offices but also our online concerns portal.

Faculty and staff found in violation of our expectations or professionalism will face disciplinary proceedings promptly.

In Progress. The development of a training module for faculty and staff is well underway and we expect to post training to Title IX and Sexual Respect website in Fall 2020.

g. The College will hire an investigator and a full-time counselor whose primary responsibility on campus will be to work with students who have experienced trauma (although they may also serve as a generalist therapist when trauma-focused caseload allows). The successful candidate will have training and experience in working with individuals who are currently or have experienced trauma. An after-hours trauma counselor will also be made available 24/7 while students are on campus. These professionals will be competent in working with students with sexual assault while also being sensitive to individuals' social identities, including racial trauma, as well as with multi-cultural and LGBTQ+ perspectives and experiences. The search for a full-time investigator and counselor will make a targeted effort to identify and hire candidates from underrepresented groups qualified for and interested in the position. The College will investigate reinstating the Prevention Educations and Advocacy Center.

Completed – we have hired a full-time Investigator who began employment with us on June 22, 2020.

In Progress. Student Life to review current practice and capacity; work will continue into the 20-21 academic year.

Updates provided by Title IX Coordinator, Kat Matic, 10/30/20. If you have any questions or comments, please contact Kat Matic at titleix@dickinson.edu. For information about Dickinson College's Title IX Sexual Harassment and Misconduct policies and procedures, please visit titleix@dickinson.edu.