UMD Title IX Update

University Senate Meeting
October 6, 2016
Presented By: **Catherine A. Carroll, Title IX Officer**

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.

Title IX Response

Informed by:

- Title IX; and implementing Regulations
- Campus Save Act
- Clery Act
- Department of Education, Office of Civil Rights, Formal Policy Guidance Documents
- Resolution Agreements
- Case law

Comprehensive Response

- We must **interrupt** the sex discrimination (in whatever form it takes);
- **Prevent it's reoccurrence**; and
- **Remedy it's effects**

Intersections

- Title VII – prohibits sex discrimination in employment
- State employment law (statutory and case law)
- Due process

Institutional Framework

- **Response established in March 2014**
- **Significant lack of infrastructure for effective, timely response**
  - Staffing
  - Policies
  - Procedures
  - Coordination

  Institutional Culture

Title IX Framework at UMD

Training and Education

- Need for Comprehensive Prevention Programming
- Bystander Intervention - STEP UP!
- UMD Public Awareness Campaign - **Rule of Thumb**
- Compliance training for faculty, staff and students
- In Person Training – RUE Obligations

Title IX Framework at UMD

- **Complaint Response (Monitoring)**
  - Sexual Misconduct Policy & Procedures
  - Separate procedures for Students, Faculty, Staff
  - Non-Discrimination Policy & Procedures
- **Coordination**
  - UMPD,
  - Student Conduct,
  - Staff Relations,
  - Faculty Affairs,
  - Office of General Counsel,
  - Others

Sexual Assault Climate Survey

Student Experiences & Environment Survey (SEES)

- 18 – 25 year old, undergraduate students
- **40.4%** response rate
  - 53.4% female,
  - 45.7% male,
  - .9% trans/queer/other

SEES Results :
Sexual Assault I & II Experiences
Inclusive of prefer not to say

- **15.3%**
  - 9.4% male
  - 20.2% female
  - 21.2% trans

SEES Results

Beliefs About Sexual Assault

- Almost 48% were undecided about whether SA is a problem at UMD
- Almost 50% believe SA can occur unintentionally and 26% were undecided
- More than 50% believe they can do something about SA, while almost 40% were undecided about whether there is something they can do about SA
- About half said they know about resources and where to report and go for help, while the other half did not

Sexual Misconduct Caseload 2015-2016

- **243 reports (184 from students)**
- **92 complaints (61 from students)**
- **56 investigations (28 from students)**
  - 15 student rape investigations
  - 7 found not responsible: 4 Expulsions; 3 Suspensions; 1 Disciplinary probation

What We Know

- **15% of our student body has experienced sexual assault since coming to UMD (SA I & SA II).**
  - 10% of our student body has experienced SA I (rape) since coming to UMD
- **Perceptions of the Problem**
  - More than half the student body is undecided or believes sexual assault is NOT a problem at UMD.
- **70% have not been engaged with this issue**
- **75% have seen posters about the Rule of Thumb campaign**

Wrap Up

- STEP UP! Program in UNIV 100 Courses
- Counseling Center – SA Support Groups
- SGA Fee Proposal to Fund TIX Office
- TIX Accommodations for Students
- Increased Coordination with UMPD

Thank you!

Questions???