



UNC
GREENSBORO

Board of Trustees

CARL Committee

December 1, 2020

9:45am

Live Stream

Discussion Item

CARL-3 2020 Title IX Final Rule Updates

Background Information

Title IX of the Education Amendments of 1972 and certain other federal and state laws prohibit discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, political affiliation, genetic information, veteran status, disabling condition, or age in education programs and activities operated by UNCG. The University complies with the requirements of Title IX of the Education Amendments of 1972, 20 U.S.C. Sec. 1681, et seq., and subsequent regulations, which prohibit discrimination on the basis of sex in all programs and activities receiving federal financial assistance. UNCG receives such assistance and complies with this law and its implementation of regulation at [34 C.F.R. Part 106](#).

To ensure compliance with Title IX, the Chancellor has designated the Title IX Coordinator as the primary contact responsible for developing, adopting, and/or assuring the dissemination of the University's non-discrimination policy and for making the policy available to the University community.

New federal Title IX regulations took effect August 14, 2020, impacting policies and procedures related to the resolution of sexual harassment, sexual assault, domestic violence, dating violence, and stalking complaints at colleges and universities across the nation. UNCG Title IX Coordinator Murphie Chappell will present an update on the new regulations.

Attachments (see below):

CARL-3.1 Presentation

CARL-3.2 Title IX Process Flow

Julia Jackson-Newsom
Associate Vice Chancellor for Strategy and Policy



Sex- and Gender-based Discrimination in the Workplace and Classroom

2020 Title IX Final Rule Updates

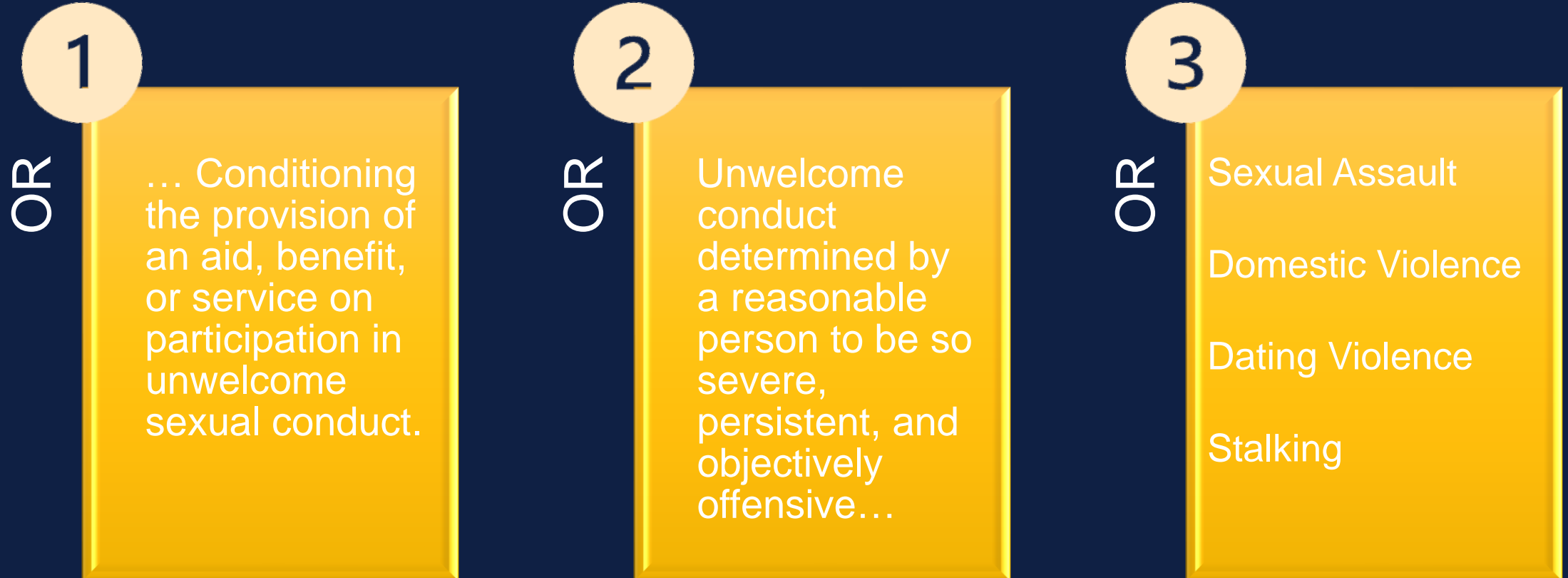
Title IX

“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.”

20 U.S.C. § 1681 & 34 C.F.R. Part 106 (1972)



Sexual Harassment



Sexual Harassment & Discrimination Response at UNC Greensboro



Make a Report



Call Title IX Office
(336) 256-0362

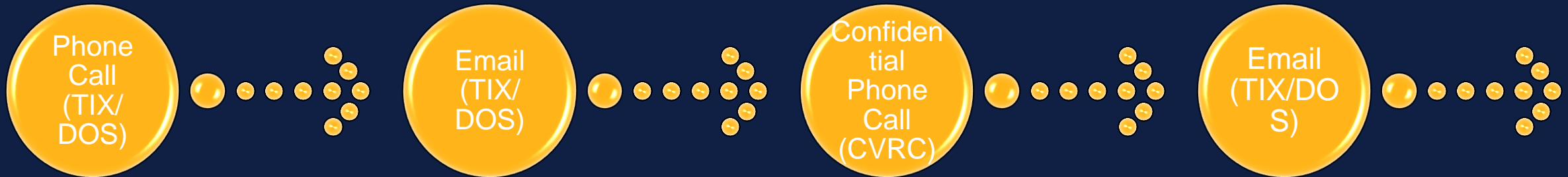


Report online:
[https://cm.maxient.com/reportingform
_php?UNCGreensboro&layout_id=8](https://cm.maxient.com/reportingform.php?UNCGreensboro&layout_id=8)



Email: titleix@uncg.edu

After Your Report



Please remember: Agency is given to Complainants. They can respond asking the University to stop at any time.

&

Staff may also connect with students by sending text messages

Reporting Obligations (not investigating)

Employee

- Most UNCG employees;
- Encouraged, but not required to report;
- May have departmental reporting obligations

Confidential Employee

- Licensed medical, clinical, or mental-health professional, acting in that role, or
- Designated as Confidential by the University.
- Can only report under specific circumstances (harm to self or others)

Official with Authority

- Any employee designated as an official with authority to institute corrective measures
- Ex. Title IX Coordinator, Dean of Students, Deans, Associate Deans, Coaches, Ras
- Full list: titleix.uncg.edu

Informal Resolution

A process in which the complainant and respondent, using a University-provided mediator(s), attempt to resolve a grievance in a mutually acceptable manner. Complainants will be provided an opportunity to describe the effect of the incident and respondents will be provided an opportunity to describe the intent behind the incident. Responsibility for resolving the grievance rests with the parties.



Resolution Process

Allegation

- Individual or through Officials with Authority

Coordination

- Student Affairs
- Human Resources
- Provost Office

Notification

- Reporting & Responding Parties

Investigation- Title IX and/or Provost's Office or Human Resources

- Interviews
- Evidence Collection
- Final Investigation Report

Resolution- Hearing with Direct Cross Examination

- Office of Student Rights & Responsibilities
- Human Resources
- Provost Office

Retaliation policy

Cannot take adverse action against a person for making a **good faith** report of Harassment or Discrimination or participating in any proceeding related to a claim of Harassment or Discrimination.



Threatening, Intimidating, Harassing, Coercing, Other conduct that would discourage a reasonable person from engaging in protected activity.

Amnesty Policy

The University **will not** pursue disciplinary action against student Complainants or witnesses **for disclosure** of illegal personal consumption of drugs or alcohol or violating the Governor's orders (2020-2021) where such disclosures are made in connection with a good faith report or **investigation of Prohibited Conduct**.



RESOURCE & REPORTING OPTIONS FOR STUDENTS

"Emergency, I need help now."

"I feel unsafe."
If you feel unsafe where you are, who you are with, or need emergency assistance contact:

Emergency Law Enforcement
911

 **UNCG PD**
police.uncg.edu
Non Emergency 336-334-4444
Emergency 336-334-5963

"I need immediate medical care."
Seeking medical attention can be critical to assessing your health needs. Staff at these facilities are specifically trained and sensitive to your needs and concerns in getting medical assistance.

 **Moses Cone and Wesley Long Hospital**
336-932-7000

Student Health Services
336-334-5430
shs.uncg.edu

"I need immediate emotional support"
Attending to your emotional health can be an important part of your healing process. The following offices are confidential on-campus and off-campus emotional support services.

 **Campus Violence Response Center**
336-334-9839
cvrc.uncg.edu

UNCG Counseling Center
336-334-5874
shs.uncg.edu/cc

Family Service of the Piedmont
336-387-6161


RAIN N National Sexual Assault Telephone Hotline
800-656-4673
online.rainn.org

"I want to talk to someone..."

...Confidentially
Information you give about what happened will remain confidential, will not be shared with anyone, and you will not be contacted by the Title IX Office.

Campus Violence Response Center
336-334-9839
cvrc.uncg.edu

UNCG Counseling Center
336-334-5874
shs.uncg.edu/cc



Guilford County Family Justice Center
336-641-7273

Student Health Services
336-334-5430
shs.uncg.edu

...Semi-confidentially
Information you share about what happened will be shared with the Title IX Office and you will receive a reach out containing your options and support resources.

Title IX Office
336-256-0362
titleix.uncg.edu

UNCG PD Non Emergency
336-334-4444
Emergency
336-334-5963

Dean of Students Office
336-334-5514
sa.uncg.edu/dean


Housing & Residence Life
336-334-5636
hrl.uncg.edu

"I want to make a report."

You have options if you choose to report an incident of sexual violence:


- File a complaint with the Title IX Office.
- File a report with the police.

You can choose either or both of these options. (*If you choose both, you can meet with the Title IX Investigator and UNCG PD Detective at the same time so you do not have to repeat information more than necessary.*)

 **Title IX Office**
336-256-0362
titleix.uncg.edu

If you choose to file a complaint, in writing, with the Title IX Office, an investigation will look like meeting with you and all parties involved, gathering all evidence available, and compiling the available evidence into a report. Then, you and the other party will have an opportunity to review the report before it is forwarded to the Office of Student Rights and Responsibilities for review and final resolution.

UNCG PD
police.uncg.edu
Non Emergency 336-334-4444
Emergency 336-334-5963




If you choose to make a report with the police, an investigation will look like a Detective meeting with you and all parties involved, gathering all evidence available, and compiling the available evidence into a report. Then, the Detective will present the evidence to the District Attorney, who will make a determination what, if any, criminal charges are applicable.

"I don't know where to start."

We understand that all of these options may be overwhelming. The following offices on campus can provide additional information, answer questions, and guide you in the best direction based on your needs.

Campus Violence Response Center
336-334-9839
cvrc.uncg.edu



Remember - The "CVRC" is a completely confidential resource. It is a single point of access for community members impacted by any form of violence. They provide crisis response, advocacy, counseling, support groups, court and medical accompaniment, and coordination with on and off-campus services.

 **Title IX Office**
336-256-0362
titleix.uncg.edu

The Title IX Office can arrange supportive measures, accommodations, interim measures, formal complaint process, adaptive resolution process, and University No Contact Orders.

 **Dean of Students Office**
336-334-5514
sa.uncg.edu

Remember - "DOS" is a semi-confidential office. DOS can provide connection to any resource on or off-campus, including Title IX, UNCG PD, CVRC, Counseling Center and many others that may fit your needs.

Campus Violence Response Center

Advocacy & Counseling

- Free, confidential services!
 - Support
 - Empowerment
 - Accompaniment
 - Safety Planning
 - Support Groups
- Free, confidential services!
 - Therapy
 - Clinical counseling groups
 - Different treatment options
 - Short and Long- Term Counseling



UNC GREENSBORO

Thank you!



Murphie Chappell | Title IX Coordinator
mechappe@uncg.edu | 336.256.0362

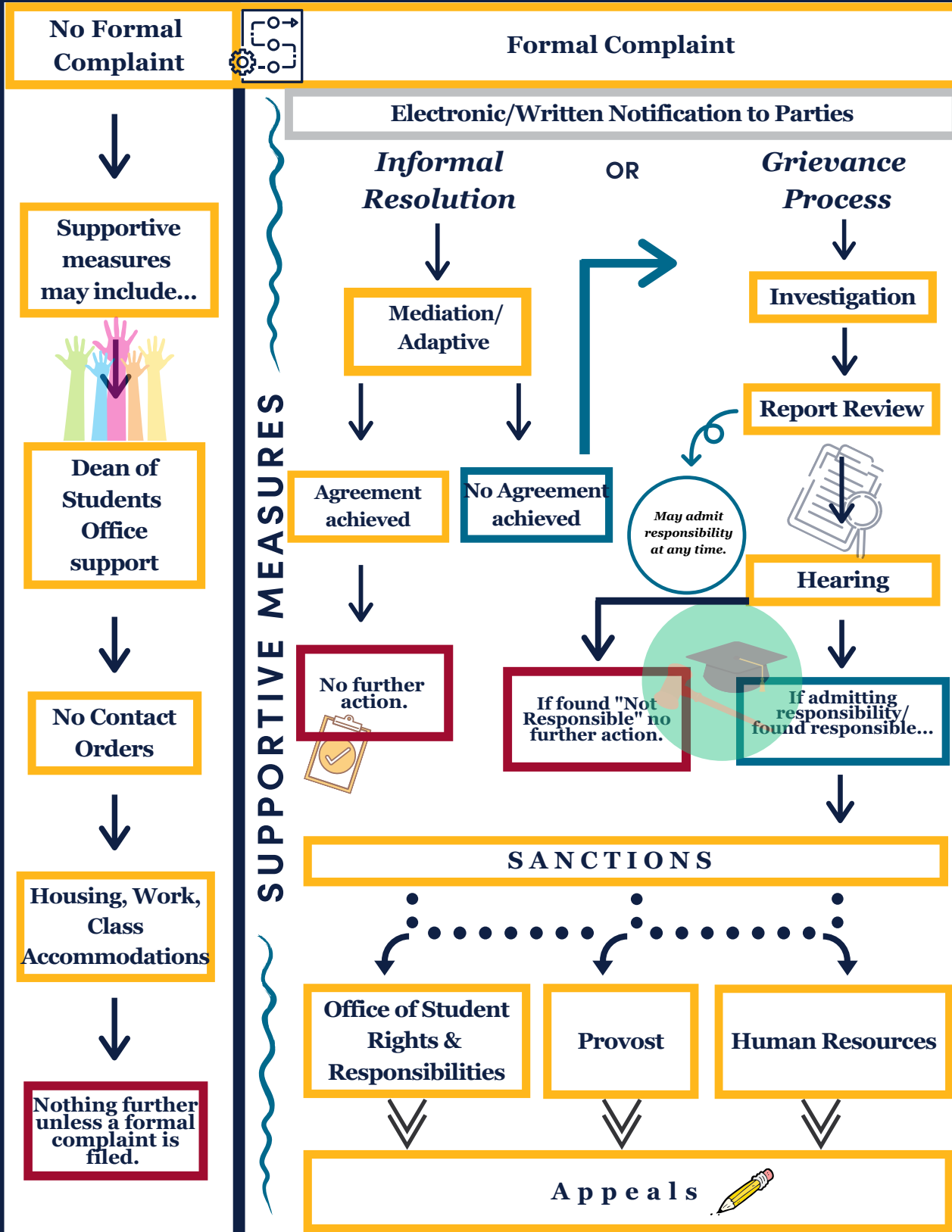
TITLE IX PROCESS

CONFIDENTIAL REPORTING

REPORTING TO THE TITLE IX OFFICE

SUPPORTIVE MEASURES

SUPPORTIVE MEASURES



Campus Violence Response Center



Student Health Services