



TITLE IX COMPLIANCE COMMITTEE

Annual Report to the Southwestern Community, 2021-2022

At Southwestern, the 2019-2020 academic year began as usual with educational programming during the fall 2019 semester. During the spring 2020 semester, COVID-19 forced Southwestern to move to online courses and disband all in-person programming. As the University worked to adapt to the challenges brought on by the pandemic, the Title IX Compliance Committee continued to meet, and campus-wide programming began to pick up again in the fall of 2021. This report will highlight efforts that have continued to be made for the last three academic years.

TRAINING

- July 2019, 2020, and 2021 - Annual Title IX Training for Title IX Compliance Committee members was presented by the Independent Colleges and Universities of Texas with attorneys from Husch Blackwell.
- August 2019, 2020, and 2021 - Approximately 300 staff across campus were identified as Campus Security Authorities and trained on reporting Clery Act Crimes, including dating and domestic violence, sexual assault, and stalking.
- September 2019, 2020, and 2021 - Annual Title IX Training for the Sexual Misconduct Hearing Board made up of faculty and staff.



TRAINING *(CONTINUED)*

- 2021-2022 - The National Association of Clery Compliance Officers and Professionals (NACCOP) and the Southwestern University Policy Department (SUPD) staff attended numerous training webinars related to the Violence Against Women Act (VAWA).
- 2019, 2020, and 2021 - All Southwestern students are required to complete online educational training before beginning classes in the fall semester.
- 2019, 2020, and 2021 - All Southwestern employees are required to complete sexual harassment prevention training and mandatory reporting training upon being hired and every three years following.

REPORTING

- October 2019, 2020, and 2021 - The annual Security Report required by the Clery Act was distributed electronically to all campus community members and posted to the SUPD website. Clery Act crime statistics gathered from the previous calendar year are also included in this publication.
- January 2020 - The first required quarterly data report of all cases involving current students or employees alleging violations of sexual harassment, sexual assault, dating violence, or stalking. In compliance with the Texas Education Code Chapter 51, Subchapter E-2, this data report is submitted to the Chief Operating Officer, the Southwestern University President. Every fall term, Southwestern submits an annual report to the Board of Trustees for review and posts this data report on the University website.

EDUCATIONAL PROGRAMMING

- August 2019, 2020, and 2021 - Welcome Week Safety Talks are presented by SUPD and Student Life. All first-year and transfer students attended a 50-minute educational session on bystander intervention, campus safety, policies regarding prohibited conduct like sexual misconduct, and resources for intervention and support.
- August 2020 and 2021 - The Health Educator and 20 student leaders presented a 60-minute educational program to all first-year students. This program covered a wide variety of sexual health related topics including consent and interpersonal communication.
- April 2019 - The Title IX Coordinator attended an online training by Impactly, entitled Compliance Update on Anti-Harassment Training Mandates
- June 2022 - The Title IX Coordinator attended a webinar by Thompson & Horton entitled USDOE Proposed Title IX Regulations.

EDUCATIONAL PROGRAMMING *(CONTINUED)*

- April 2022 - The Sexual Health Educator and two students organized “Denim Day” programming to bring awareness about the prevention of sexual assault.
- 2021-2022 - A poster was added to all classrooms saying, “Consent Required.” The poster also included a link to a resource page about how to receive medical attention, make a report, and receive other resources in case of sexual assault.



LOOKING AHEAD TO 2022–2023

In May 2022, Southwestern hired a full-time Title IX Coordinator. The 2022-2023 academic year began with campus-wide training about mandatory reporting and education related to sexual harassment and sexual misconduct policies. These efforts will continue to reach more employees and students as the year progresses. Additional efforts will be made to review policies and case management processes throughout the year to make revisions and create new efforts for prevention programming.