

**Annual Report of the Title IX Coordinator
Park University
For Academic Year 2018-19**

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All Park University Constituents,

As Park University's Title IX Coordinator, I am required each year to report to the President the status of our Title IX program and the related statistics. While there is no requirement to publish that report, in a spirit of transparency and inclusion, we are making this report available to the entire Park University community.

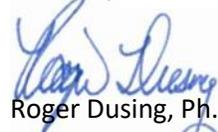
This report contains information on all reported Title IX violations for Academic Year 2014-15 through Academic Year 2018-19. During that period, the University received a total of 46 unique allegations of violations. After conducting investigations, the University identified 21 situations where violations of the Sexual Harassment and Sexual Misconduct (Title IX) Policy had occurred. Based on those findings, the University imposed the appropriate disciplinary sanctions. Those sanctions ranged in impact from additional education to expulsion and termination of employment.

The number of incidents reported in 2018-19 is the lowest over the 5 year period. While we have no way of knowing if the number of *actual* incidents, or simply the number of *reported* incidents has dropped, we are hopeful that consistent years of training, communications, and investigations has had a positive impact on reducing the instances of sexual harassment and sexual assault. The University continues to develop its education, training, and awareness programs.

The goal of the Title IX process is to protect the safety of all of Park's constituents – students, faculty, staff, administrators, vendors, and visitors. Additionally, we are striving to provide an educational and working environment that is free of harassment and discrimination due to sex. While improvements can and will be made, we are confident that we are being successful.

I want to express my gratitude to the Deputy Coordinators and Investigators/Advocates who have worked so hard to implement this program fairly and consistently at all Park University campuses. You have my pledge that as a group, we will continue to strive to eliminate sexual assault and sexual harassment at Park University.

Sincerely,



Roger Dusing, Ph.D.

Chief Human Resources Officer

Title IX Coordinator

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The purpose of the Title IX regulations is to end discrimination in education on the basis of sex. Title IX applies to all programs and activities of institutions that receive federal funding. Title IX applies to Park University.

Title IX encompasses many forms of sex-based discrimination, including, but not limited to, addressing sexual misconduct, sexual violence, and stalking.

Title IX requires institutions of higher education to employ a Title IX Coordinator tasked with ensuring compliance and coordinating the investigative process. In addition, schools are required to have a published complaint resolution process that explains to a student, employee, or third-party how to report an allegation of harassment or discrimination, lists campus and community-based support resources for the parties involved in the investigation process, offers interim and protective measures for the parties involved in the investigation process, and explains possible disciplinary procedures.

Park University's core values include fostering an open learning and working environment characterized by inclusivity, accountability, civility, and respect. The University considers sex discrimination in all its forms to be a serious offence and a violation of the Sexual Harassment and Sexual Misconduct (Title IX) Policy and federal law, specifically Title IX that prohibits sex discrimination, harassment and all other sexual offenses, including retaliation for reporting said offenses.

This annual report provides data regarding the number of reports received by the Title IX Coordinator and the process by which the reports were resolved. The purpose of the annual report is to increase awareness, promote transparency and build upon community-wide education, training and communication.

"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, Education Amendments of 1972

Title IX Staff

Park University has elected to manage the Title IX process by involving qualified individuals throughout the University, diverse in operational area, physical location, organizational rank, and personal demographics. The Title IX Coordinator and Deputy Coordinators are responsible for administration of the policy, training, and investigations. The Title IX Investigators and Advocates are called upon as needed when Title IX claims arise.

Investigators are responsible for conducting the investigation and making the recommendation on if there has been a violation of policy based on a preponderance of the evidence. Advocates play a supportive role to both claimants and respondents, helping them to understand the investigation process and ensure their rights are protected. As a general rule, two Investigators and two Advocates are assigned to each investigation. Below is list of the University associates who have been involved in some capacity with the Title IX program this academic year.

Title IX Coordinator

- Dr. Roger Dusing, Chief Human Resources Officer

Deputy Title IX Coordinators

- Dr. Emily Sallee, Associate Provost
- Mr. James Nelson, AVP Information Technology Services
- Dr. Jayme Uden, AVP and Dean of Students

Investigators/Advocates:

- Ms. Terri Bradley, Academic Evaluator
- Ms. Amanda Bryant, Coordinator for Student Advocacy
- Ms. Shelia Burnett, Human Resources Administrator
- Ms. Cutrina Catlin, Associate Director Human Resources
- Ms. Joslyn Creighton, Director Student Success, Graduate Programs
- Dr. Jamie Els, Programming Director, Faculty Center for Innovation
- Ms. Megan Holder, Associate Director Assessment Services
- Mr. Glenn Lester, Assistant Professor of English
- Dr. Chi Lo, Director Student Success, Virtual
- Dr. Eugene Matthews, Associate Professor of Criminal Justice
- Dr. Debra Olson-Morrison, Assistant Professor of Social Work
- Ms. Katherine Renner, Director Student Success, Daytime Programs
- Mr. Jon Ritterbush, Director Library & Learning Commons

- Mr. John Sanders, Campus Center Director, Mountain Home ID
- Ms. Karie Fields, Director Residence Life
- Ms. Alysen Simmons, Nursing Program Manager
- Mr. Chris Slupianek, Associate Director Instructional Design
- Ms. Sarah Weygand, Director Military and Veterans Programs
- Mr. Don Wise, Instructor of Public Administration
- Ms. Lora Zaidarhzauva, Associate Director International Recruitment

Investigators/Advocates are used as needed, and may serve different roles in different investigations. The following chart indicates the number of times that Investigators and Advocates were assigned to investigations for each of the last four academic years.

Staff involvement in Title IX Investigations

	2014-15	2015-16	2016-17*	2017-18	2018-19	TOTAL
Investigator	22	8	18	10	8	66
Advocate		1	13	3	7	24
TOTAL	22	9	31	13	15	90

*The advocate role was formalized in 2016-17

Sexual Harassment and Sexual Misconduct (Title IX) Policy

The central focus of Title IX activities is to protect the health, safety, and learning/working environment for all members of the Park community. This is accomplished by the implementation of the University’s Sexual Harassment and Sexual Misconduct (Title IX) Policy. Following is the introductory section of that policy.

Park University’s (“University”) core values include fostering an open learning and working environment full of inclusivity, accountability, civility, and respect. The University considers sex discrimination in all its forms to be a serious offense and a violation of this policy, and federal law, specifically Title IX, prohibits sex discrimination, harassment and all other sexual offenses. Sex discrimination includes discrimination on the basis of pregnancy, sexual orientation, gender identity, and failure to conform to stereotypical notions of femininity and masculinity. Harassment, whether verbal, physical, or visual, that is based on sex, is a form of prohibited sex discrimination. Sexual harassment also includes sexual violence.

The University will not tolerate sex discrimination or harassment of applicants, students, employees, guests, visitors, or invitees whether by students, faculty, staff, administrators, contractors, or outside vendors. This policy prohibits sex discrimination, sexual harassment, and sexual violence even when the complainant and Respondent are members of the same sex, and it applies regardless of national origin, immigration status, or citizenship status. The University’s prohibition on sex discrimination and sexual harassment extends to all aspects of its educational

programs and activities, including, but not limited to, admissions, employment, academics, athletics, housing, and student services.

The University recognizes not only its legal responsibilities but also its moral and ethical responsibilities to prohibit discrimination and harassment on the basis of sex and to take appropriate and timely action to ensure an environment free of such inappropriate conduct and behavior.

The U.S. Department of Education's Office for Civil Rights (OCR) enforces, among other statutes, Title IX of the Education Amendments of 1972. Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states that: 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.

The University has jurisdiction over Title IX-related complaints regarding conduct that occurred on campus, during or at an official University program or activity (regardless of location), or off campus when the conduct creates a Hostile Environment on campus. The University will investigate all complaints made under this policy and, if necessary, take action to prevent the recurrence of sex discrimination and remedy its effects.

Additionally, the University will not tolerate retaliation in any form against an applicant, student, or employee for reporting a violation of this policy or assisting in the investigation of a complaint.

The full Title IX policy can be found at:

https://my.park.edu/ICS/Portlets/ICS/Handoutportlet/viewhandler.ashx?handout_id=50feb2bc-b691-464a-b73d-d33ee9ca2507

Title IX Training, Events and Communication

A truly safer campus can be achieved only through the combined efforts of students, faculty and staff. By coordinating the efforts of the University community through training, campus events and ongoing dialogue and communication, Park can achieve its commitment to a safer campus. The follow table illustrates the range of training and special events organized during the 2018-19 Academic Year.

Academic Year 2018-19 overview

<p>Faculty and Staff</p> <p><i>Spring 2018</i></p> <ul style="list-style-type: none"> • Implemented EduRisk, on line training <p><i>Fall 2018</i></p> <ul style="list-style-type: none"> • Annual notification of Drug/Alcohol policy <p><i>Ongoing</i></p> <ul style="list-style-type: none"> • Monthly meetings of Title IX Coordinators • Quarterly training for Investigators/Advocates • Coordinators attended 2-day workshop • Additional training to include webinars and relevant articles 	<p>Students</p> <p><i>Fall 2018</i></p> <ul style="list-style-type: none"> • Title IX training for new students and athletes (“Sex & Drug Show”) - • Sexual Assault Awareness Week • Annual notification of Drug/Alcohol policy • Clothesline Project • “See Something Say Something” Campaign • Culture of Respect Committee • Presentations at New Student Orientation, International Orientation, and Athletic Orientation <p><i>Spring 2019</i></p> <ul style="list-style-type: none"> • Sexual Assault Awareness Month • Student Sexual Violence Awareness Art Exhibit
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Report of Title IX Activity

The University tracks all claims of possible violations of Sexual Harassment and Sexual Assault (Title IX) Policy. Using the information and data outlined below, the University can identify patterns and trends related to sexual misconduct. This information can improve prevention and increase safety through intentional preventative measures and education.

For the purpose of this report, allegations of sexual harassment for Academic Years 2014-15 through 2018-19 were tracked. During this time, 46 reports were made to the Title IX Coordinator for review and investigation.

In Academic Year 2014-15, 16 reports were filed alleging 17 policy violations, followed by a decline in 2015-16 to seven incidents alleging eight policy violations. In Academic Year 2016-17, nine incidents alleging 11 policy violations were reported and in Academic Year 2017-18, nine incidents alleging 11 policy violations were reported.

The decrease in 2018-19 to five incidents alleging six policy violations may be a reflection of under-reporting, or of the increased efforts in education, prevention and training by the University.

Of the 46 reports made during the five-year period, violations were identified in 21 of the investigations (46%) and no violation was found in 25 (54%) of the investigations.

Allegations of Sexual Harassment Academic Years 2014-15 through 2018-19

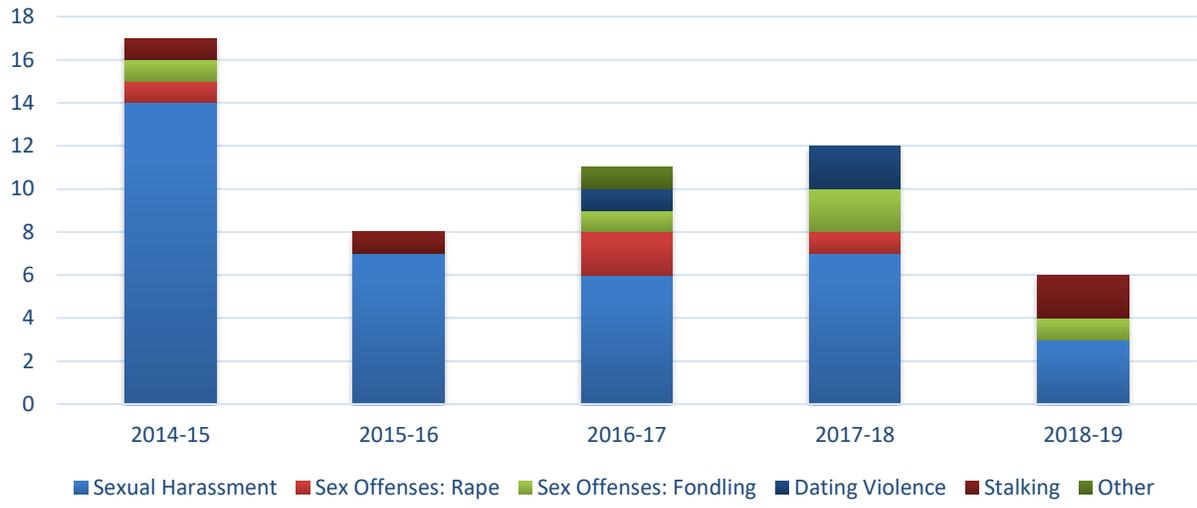
	2014-2015			2015-2016		
	Reported Incidents*	Findings		Reported Incidents	Findings	
		Violation	No Violation		Violation	No Violation
Unique Reports	16	8	8	7	1	6
Sexual Harassment	14	7	7	7	1	6
Sex Offenses: Rape	1		1			
Sex Offenses: Fondling	1	1				
Dating Violence						
Stalking	1	1		1	1	
Other						
Total for the Year	17	9	8	8	2	6

* Some reported incidents involve multiple allegations of policy violations.

	2016-17			2017-18		
	Reported Incidents	Findings		Reported Incidents	Findings	
		Violation	No Violation		Violation	No Violation
Unique Reports	9	4	5	9	5	4
Sexual Harassment	6	2	4	7	4	3
Sex Offenses: Rape	2	2		1		1
Sex Offenses: Fondling	1	1		2	1	1
Dating Violence	1		1	2	2	
Stalking						
Other	1	1				
Total for the Year	11	6	5	12	7	5

	2018-19		
	Reported Incidents	Findings	
		Violation	No Violation
Unique Reports	5	3	2
Sexual Harassment	3	1	2
Sex Offenses: Rape			
Sex Offenses: Fondling	1	1	0
Dating Violence			
Stalking	2	2	0
Other			
Total for the Year	6	4	2

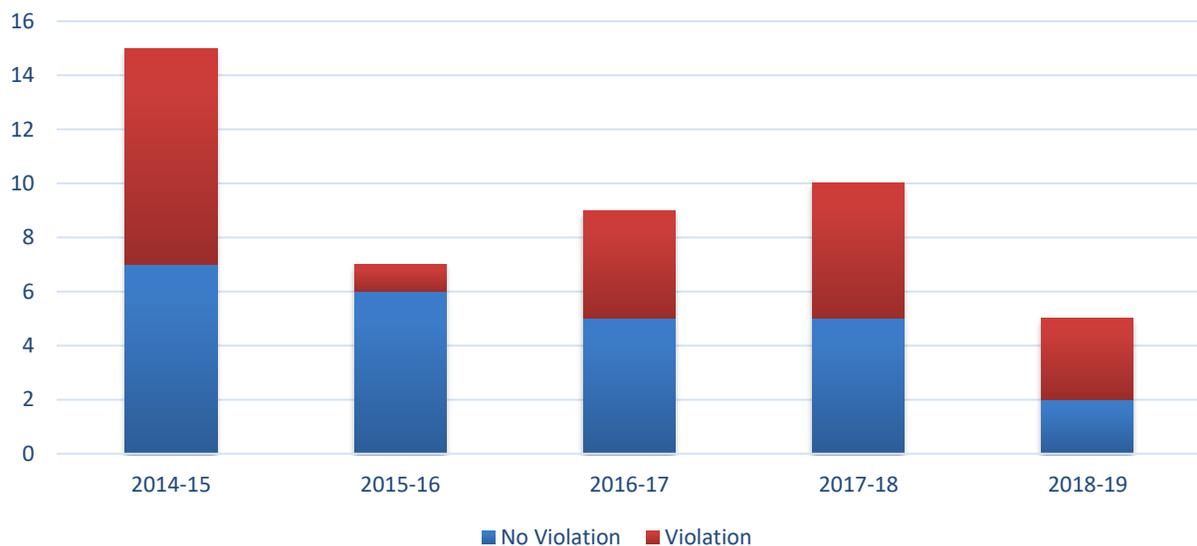
Allegations of Title IX Violations



Five-year Overview of Findings

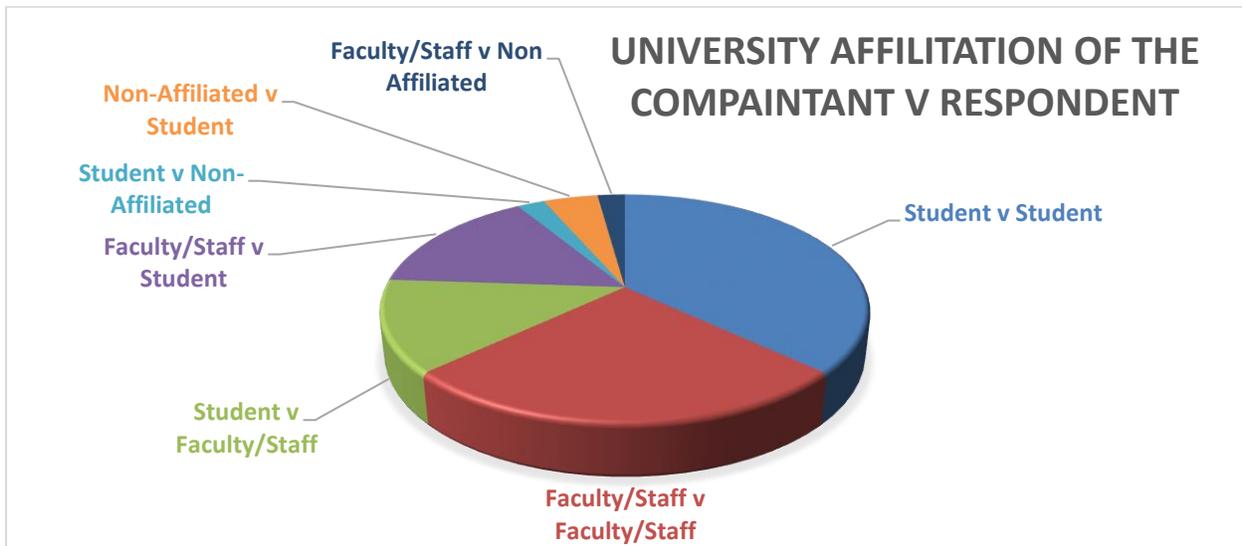
	2014-15	2015-16	2016-17	2017-18	2017-18
Sexual Harassment	Number of reports				
No Violation	7	6	5	5	2
Violation	8	1	4	5	3
Total Reports	15	7	9	10	5

Overview of Title IX Findings



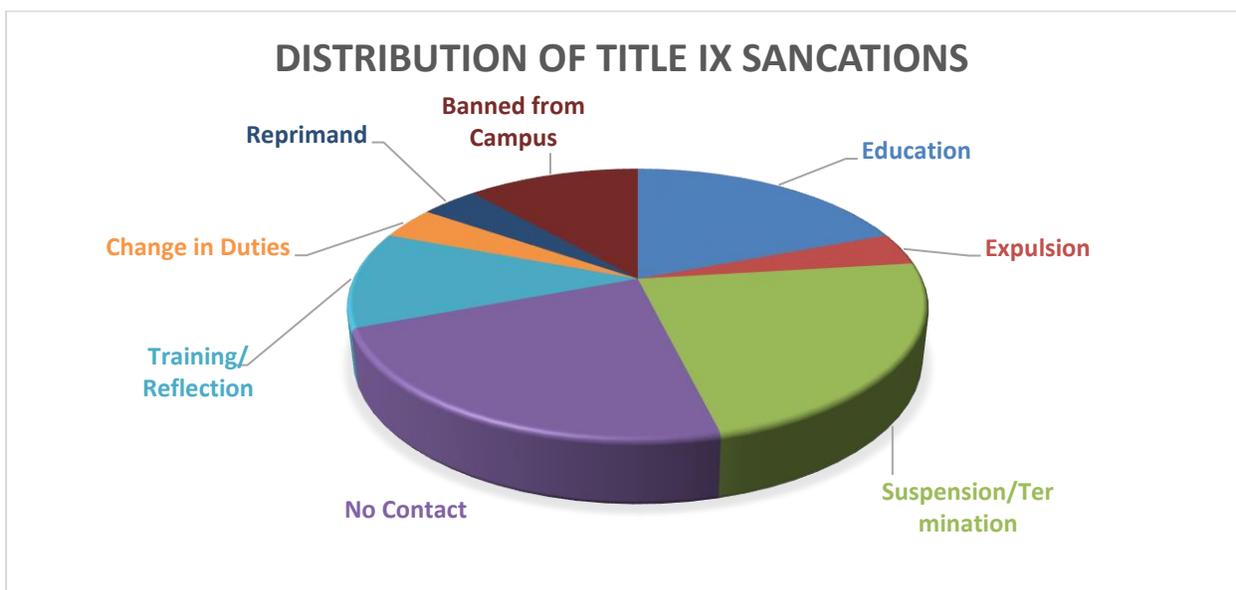
University Affiliation of the Complaint and Respondent

Since Academic Year 2014-15, 46 reports have alleged Title IX violations. This chart reflects the frequency of each combination of the relationship between complainant and respondent. The most common categories involve Student v. Student and Faculty/Staff v. Faculty/Staff.



Sanctions

Since Academic Year 2014-15, 21 claims have resulted in a determination that there were violations of the policy and 26 sanctions have been applied (some respondents received multiple sanctions). The following chart shows the distribution of those sanctions.



Conclusion

Park University is committed to the goal of eliminating sexual discrimination and harassment. The University Title IX process complies with the federal Title IX sexual harassment and sexual violence regulations and the University's policies and procedures.

However, merely adhering to policies and procedure is not enough for the Park University community. The University's education and prevention efforts must remain ongoing. The university has successfully implemented training for faculty and staff and is developing an online training for students. In coordination with Student Life, the Title IX Coordinator has sponsored campus events that focus on prevention and provides open dialogue, resources, and support for the students, faculty and staff. Park University will continue to collaborate with all departments as we strive to make Park a safe, more inclusive institution.