

The Equal Opportunity and Title IX Compliance Office sends out annual Qualtrics surveys to individuals (Reporting Party, Responding Party, mandated reporter, etc.) involved in an Equal Opportunity and Title IX Compliance Office complaint. The surveys are sent to identify areas in which to improve. One survey was sent to individuals involved in student complaints while a second survey was sent to individuals involved in employee complaints. Individuals had approximately one week in which to complete a survey before the survey was closed. Responses provided were anonymous. 19 responses were received from individuals involved in student complaints while 14 responses were received from individuals involved in employee complaints. After reviewing the results, the Equal Opportunity and Title IX Compliance Office has identified several areas in which to focus on during the 2021-2022 academic year:

- Continue efforts to communicate the investigative process from start to finish. This includes keeping Reporting and Responding Parties up-to-date on the progress of the investigation. Review all applicable policies with parties, especially Policy 156, continually throughout the process;
- Continue to provide information to both students and employees regarding support services (Counseling Center, Student Health, SAPA Coordinator, Ombudsperson, EAP, etc.);
- Continue to provide information to students regarding interim measures (No Contact Orders, No Trespass Orders, course changes, housing changes, etc.);
- Consider training for students covering equal opportunity and Title IX;
- Consider ways to hold individuals accountable for behavior or conduct that may not rise to the level of a policy violation;
- Convey to mandatory reporters that they will not be provided updates once they submit their report;
- Be cognizant of investigative timelines and how much time it takes to complete an investigation.