

**Delta College  
Board of Trustees  
Dinner Meeting  
February 6, 2018  
Delta College Main Campus Room N7**

**Board Present:** M. Benecke, R. Emrich, M. Morrissey, M. Nash, M. Rowley

**Board Absent:** A. Buckley, K. Lawrence-Webster, D. Middleton, E. Selby

**Others Present:** R. Battinkoff, T. Boudrot, N. Bovid, L. Brown, T. Brown, J. Carroll, P. Clark, M. Crawmer, R. Curley, R. Curry, S. DuFresne, M. Finelli, J. Goodnow, L. Govitz, S. Jensen, E. Johnson, L. Kloc, P. Larkowski, M. Lepien, S. Lewless, D. Lutz, J. Miller, M. Mosqueda, T. Nadolski, C. Reszke, M. Revette, D. Roebuck, K. Schuler, A. Ursuy, A. VanSickle

**Press Present:** J. Hall (WSGW), K. Lazzaro (Delta Collegiate)

Board Chair, R. Emrich called the meeting to order at 6:09 p.m. R. Emrich then turned the meeting over to Loyce Brown, Manager of the Center for Organizational Success and Equity Officer/Title IX Coordinator. She gave an overview of the College's sexual misconduct and gender discrimination policy and procedures.

L. Brown began with an overview of Title IX of the Education Amendments Act of 1972. The act 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." Most cases had to do with equity in sports. In 2011, the Department of Education issued a Dear Colleague letter to institutions of higher education as well as K-12 schools noting that sexual misconduct is important as well as part of Title IX and needs to be addressed.

In 2014, a question and answer guide was issued as another Dear Colleague letter to help clarify the 2011 letter. In 2017, the recent administration rescinded both the 2011 and 2014 documents. This included the requirements that were included thus giving school administrations the choice as to how to proceed. In 2014, Delta College began working on the development of this policy and procedures. Every reasonable measure to prevent, investigate, appropriately respond to and mitigate the effects of sexual misconduct incidents were included. A guideline written by the White House was used in drafting the policy and procedures.

After receiving approval from the College, at the administrative level the focus was on student awareness. During the Winter 2015 semester, Title IX presentations were made in over 50 classes targeting ENG 110, 111 and 112 courses. In the Fall of 2016 the College utilized an app powered by Trivie. This allowed students and employees to read information and answer questions on the topic in a quiz like format. In Winter 2017, Title IX training was included in the mandatory new student orientation.

An internal Title IX audit of our athletic programs has been completed since 2012 by the Equity Officer as required by Dr. Goodnow. In the past two years the audit has included face to face meetings with

both the athletes and coaches. This is also done in collaboration with the Athletic Director, the Finance Department, the Foundation office and facilities. On an annual basis both student athletes and coaches receive separate face to face training provided by the Title IX Coordinator.

Delta College has required since 2008, under Dr. Goodnow, that all Delta College faculty and staff attend mandatory face to face training on sexual harassment. This was before the 2011 Dear Colleague Letter from the Department of Education. The training is facilitated by trained employees and includes scenarios. In Winter 2015, all employees completed online training. Beginning in the Fall of 2016, all new employees received information through the new employee orientation program. All mandated reporters are also receiving annual training during the fall semester. In collaboration with community partners such as the Underground Railroad and college employees, the Equity Office provides annual education and information programs such as the Title IX tool-kit for faculty.

L. Brown shared with the Board a list of mandated reporters at Delta College as required as well as additional individuals that Delta College has determined. Those include:

- Administrators (including, Executive staff and all supervisors)
- Academic and Career Advisors
- Title IX Advocate
- Athletic Director and staff including coaches, trainers and volunteers
- Coordinators and other employees at all off campus centers: Bay City, Midland and Saginaw
- Counselors (if confidentiality is requested to a Licensed Professional Counselor, they are not required to report)
- All faculty
- Faculty and staff advisors to students and/or student organizations, including trip/travel leaders
- Human Resources staff
- Judicial/Conduct Officer
- Law enforcement unit employees including student employees
- Student and Civic Engagement department staff
- Disability Resources Staff

L. Brown shared with the Board an overview list of behaviors that violate Title IX and Violence Against Women Act (VAWA). Title IX includes sexual harassment, sexual assault/abuse, gender-based harassment, sexual exploitation and incapacitation. VAWA includes dating violence, domestic violence, stalking and sexual assault.

L. Brown shared with the Board members how to respond to a complaint. She noted to inform the person of their duty and responsibility as a mandated reporter. Use empathy in responding to the person's concerns and inform Dr. Goodnow immediately of the complaint.

A list of reporting options were also shared noting that individuals may choose one or more. All options are available whether the incident happens on-campus, off-campus or online. Options include:

- Non-confidential report to Public Safety or to a mandated reporter;
- Confidential report to a Licensed Professional Counselor in the College's Counseling Office;
- Medical treatment and optional evidence collection at hospital emergency room;
- Report at a local police department; and
- Confidential report through community sexual assault advocacy agency.

Title IX investigations are separate from legal investigations but may run concurrently with a police and human resource investigation.

Efforts to increase awareness at Delta College have been ongoing. L. Brown has been working with the division chairs in ways to increase awareness with all faculty. Posters are being printed for all faculty offices and a variation for all classrooms. Collaboration with the Michigan Coalition to End Domestic and Sexual Violence is happening to develop evidence based training for students.

There being no further business, the dinner meeting was adjourned at 6:53 p.m.

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Talisa Brown, Assistant Board Secretary

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Andrea Ursuy, Board Secretary