



**EMORY**  
UNIVERSITY

**Department of Title IX**  
Office of Diversity, Equity,  
and Inclusion

# **Emory University Deputy Title IX Coordinator Lunch and Learn**

**Emory University**  
**Department of Title IX**  
**October 22, 2020**

# Agenda

- Welcome/Overview of Agenda: Yolanda Buckner
- Highlights from Title IX Training and New Policy, Yolanda Buckner
- Title IX Misconduct vs. Prohibited Conduct, Yolanda Buckner
- Role of the Deputy Title IX Coordinator, Nicole Babcock
- Confidential Resources, Nicole Babcock
- Culture & Climate Check-in, Yolanda Buckner
- Q & A

# Highlights from Title IX Training and New Policy

- Policy applies to faculty, staff, and students
- Title IX Coordinator for Faculty and Staff
  - Responsible for coordinating responses to complaints of alleged violations of Policy 8.2 against faculty and staff
  - Responsible for directly overseeing the investigation and adjudication of complaints against faculty and staff
  - Responsible for coordinating possible remedial actions or other responses designed to reasonably minimize the recurrence of the alleged conduct as well as mitigate the effects of the harassment.

# Highlights from Title IX Training and New Policy

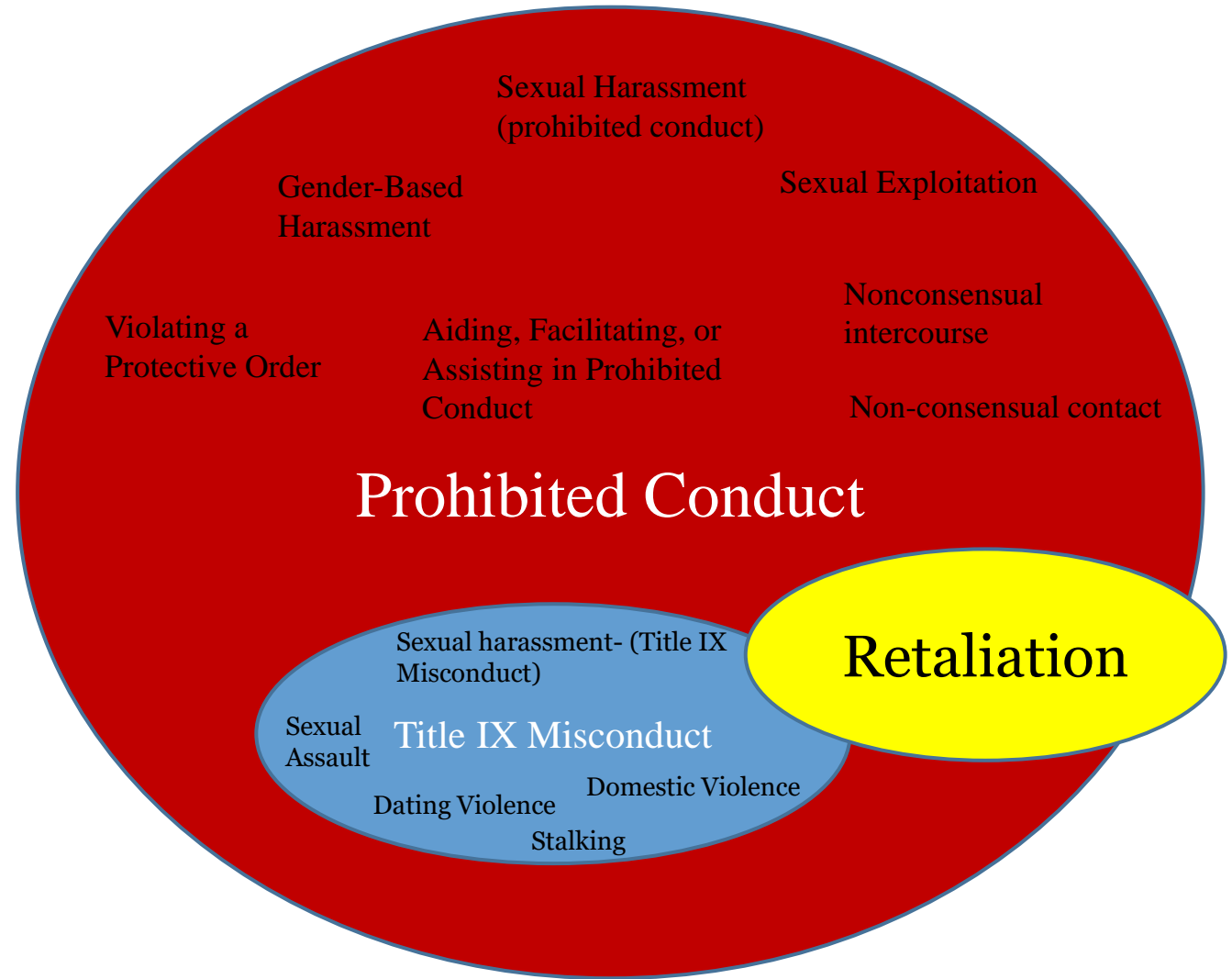
- Supportive Measures
  - Requests – must take parties' request into consideration; however, only obligated to provide reasonable supportive measures
  - Documentation – must document why we were unable to provide requested supportive measure and alternative accommodation
  - DTIX will work with HR to effectuate supportive measures for faculty and staff
  - DTIX will work with Deputy Title IX Coordinators to effectuate supportive measures for students

# Sexual Misconduct under Emory Policy

## 8.2

### PROHIBITED CONDUCT:

Sexual misconduct can occur in many forms, including, but not limited to:



- For additional information please review the Sexual Misconduct Policy:  
<https://emory.ellucid.com/documents/view/16836/?security=4f94881acoddcbae11c4a4115a74ae7de40de24b>

# Role of the Deputy Title IX Coordinator

- The Deputy Title IX Coordinator serves as a point person for their school's faculty, staff and students as it pertains to Title IX issues as well as the school's liaison to the Department of Title IX.
- Deputy Title IX Coordinators are considered mandatory reporters and must report any alleged violations of Emory's Sex and Gender-Based Discrimination and Harassment Policy (Policy 8.2) that they become aware of to the TIXC for Students, the TIXC for Faculty and Staff and/or the University TIXC.

# **Role of the Deputy Title IX Coordinator (cont'd)**

- Deputy Title IX Coordinators serve as a resource to students, faculty and staff members who may want to report a violation of Emory's Sex and Gender-Based Harassment and Discrimination Policy, Policy 8.2
- While serving as a resource to the students, Deputy Title IX Coordinators should possess a basic understanding of stages of the Title IX process from investigation through appeal. Additionally, Deputy Title IX Coordinators should understand various on-campus resources available to Complainants and Respondents.

# **Role of the Deputy Title IX Coordinator (cont'd)**

- Deputy Title IX Coordinators work closely with the TIXC for Students in effectuating any supportive measures within their school.
- Deputy Title IX Coordinators also may assist the Title IX Coordinator for Students by helping administer any action that may be necessary to ensure the safety of the impacted student and the particular school's community.
- Deputy Title IX Coordinators serve as a resource to faculty and staff members regarding the Title IX process, particularly as it relates to short-term academic accommodations, how to report sexual misconduct involving students and their positions as mandatory reporters of sexual misconduct involving students.



# Confidential Resources at Emory University

- For Students:
  - Counseling and Psychological Services (CAPS)
    - Counseling and Career Services (CCS) – Oxford Students
  - Office of Spiritual and Religious Life
  - Student Health Services
- For Faculty and Staff:
  - Faculty and Staff Assistance Program (FSAP)
  - Office of Spiritual and Religious Life

# Culture & Climate Check-in

- DTIX will host bi-annual meetings with the Deputy Title IX Coordinators
  - Assess trends
    - Pinpoint any increase in sexual misconduct reports arising within a particular academic unit
    - Comparing data from the previous year (spring 2021 vs spring 2020 reports)
  - Identify training opportunities
  - Effectuating Supportive Measures

# Our Deputy Title IX Coordinators

- Dr. Anne Burkholder –Candler School of Theology
- Rhiannon Hubert –Oxford College
- Joanne P. Williams –Rollins School of Public Health
- Blaire Wilson –Emory College of Arts & Sciences
- Katherine Brokaw –School of Law
- Donna Cunningham-Lynch –Laney Graduate School
- William (Bill) Eley –School of Medicine
- Harriet Ruskin –Goizueta Business School
- Arnita Howard –Nell Hodgson Woodruff School of Nursing

# DTIX Staff – Contact Us

- Dr. Judith Pannell – Title IX Coordinator for Students
- Yolanda Buckner – University Title IX Coordinator
- Nicole Babcock – Interim Title IX Coordinator for Faculty and Staff
- Kristy Seidenberg – Title IX Investigator and Training Specialist
- Crystal Anderson – Title IX Administrative Assistant



Questions?