

APPENDIX #1

LIST OF INDIVIDUALS AND GROUPS INTERVIEWED BY THE COMMITTEE SPRING 2017

Individuals Interviewed by the Committee:

- Laretta Frederking, Title IX Coordinator
- Jeromy Koffler, Deputy Title IX Coordinator
- Fr. John Donato, Vice President for Student Affairs, former Deputy Title IX Coordinator
- Alex Hermann, former Associate Director for Community Standards, Residence Life
- Danielle Hermann, former Legal Counsel to the President
- UP Staff members who serve as Formal Hearing Board members
- Margaret Trout, Director, Health and Counseling Center
- Tiger Simpson, Wellness Education and Prevention Coordinator
- Will Meek, former Assistant Director of Counseling

Representative Members from the following campus groups Interviewed by the Committee:

- Health & Counseling Center medical staff
- Health & Counseling Center counseling staff
- Community Against Violence (CAV)
- Gender and Women's Studies Group
- Residence Hall Directors
- Resident Assistants
- Public Safety Officers
- Athletic Staff and Coaches
- Students Against Sexual Assault (SASA)
- Gay Straight Partnership
- Feminist Discussion Group
- ASUP Board and Senate
- Campus Ministry Staff
- National Alumni Board

APPENDIX #2

**GENERAL INFORMATION ABOUT TITLE IX STRUCTURE AT OTHER INSTITUTIONS
(GENERALLY LOCATED IN PORTLAND AREA OR PACIFIC NORTHWEST, WITH SOME
ADDITIONAL CATHOLIC INSTITUTIONS)**

Institution	Title IX Coordinator & Deputy Coordinators	Who Conducts Investigations?
College of Idaho 1000 UGs	Title IX Coordinator: Director of Athletics. Deputy Title IX Coordinator(s): Not identified.	Investigations are conducted by staff employees trained to conduct investigations (currently, 4 public safety officers, 2 HR staff, and 2 student affairs staff are trained to conduct investigations).
Gonzaga University 5210 UGs	Title IX Coordinator: Title IX Coordinator (is in the Equity & Inclusion Office, which is part of Human Resources). Deputy Title IX Coordinator(s): Associate Athletic Director, Assistant Athletics Director.	Investigations are conducted by a Title IX/EO Investigator position.
King's College 2080 UGs	Title IX Coordinator for Students: AVP for Student Affairs and Dean of Students Title IX-EEO Coordinator for Employees: AVP for Human Resources Deputy Title IX Coordinator(s): Not Identified	<ul style="list-style-type: none"> • Investigators assigned by Title IX Coordinator. Investigation Report includes recommendation. • Hearing Officer (appointed by Title IX Coordinator) review's report and recommendation, makes final decision as to violation of policy. Determinations made after investigation without hearing; • Appeal process through VP for Student Affairs
Lewis & Clark College 2021 UGs	Title IX Coordinator: Vice President/Provost. Deputy Title IX Coordinator(s): Associate Dean for Student Engagement; Associate Dean for Student Affairs, Law School; Associate Dean, Graduate School; Associate Vice President for Human Resources.	Deputy Title IX Coordinators conduct investigations.

<p>Linfield College 1632 UGs (Newberg campus)</p>	<p>Title IX Coordinator: Vice President of Student Affairs and Athletics (also is the Dean of Students)</p> <p>Deputy Title IX Coordinator(s): Professor of Theatre & Communication Arts, Vice President for Finance and Administration/CFO, Assistant Athletic Director, Dean of Students/Director of Residence Life</p>	<p>Investigations are conducted by a Title IX Investigator position.</p>
<p>Pacific Lutheran University 2782 UGs</p>	<p>Title IX Coordinator: Associate Vice President of Human Resources.</p> <p>Deputy Title IX Coordinator(s): Senior Associate Dean of Campus Life.</p>	<p>Investigations are conducted by the Director of Student Rights & Responsibilities. PLU is hoping to train another investigator, potentially in the Public Safety Office.</p>
<p>Pacific University 1930 UGs</p>	<p>Title IX Coordinator: Vice President of Enrollment Management and Student Affairs.</p> <p>Deputy Title IX Coordinator(s): Clinical Education Specialist (Eugene campus), Director of Residence Life and Student Conduct, Area Coordinator – Student Life, Associate Athletic Director/Senior Woman Administrator, Chief Information Officer, Associate Dean of Academic Programs – College of Optometry, Director of Human Resources, Director and Assistant Director – Center for Civic Engagement, Associate Vice President for Student Life, Assistant Director of Human Resources, Assistant Director of Residence Life & Student Conduct, Lead Safety Supervising Officer.</p>	<p>Deputy Title IX Coordinators conduct investigations.</p>
<p>Reed College 1427 UGs</p>	<p>Title IX Coordinator: Vice President for Student Services.</p> <p>Deputy Title IX Coordinator(s): Dean of Faculty and Director of Human Resources.</p>	<p>If the responding party is a student, the investigation is conducted by the Director of Public Safety or by a Title IX investigator position that sits in Public Safety.</p>

		If the responding party is an employee , the investigation is conducted by the Director of Human Resources.
Santa Clara University 5435 UGs	Title IX Coordinator: EEO & Title IX Coordinator. Deputy Title IX Coordinator(s): Not identified.	Title IX Investigations are conducted by a Title IX Investigator position.
Seattle University 4800 UGs	Title IX Coordinator: Assistant Vice President for Institutional Equity, Chief EEO Officer – Office of Institutional Equity Investigator/Deputy Title IX Coordinator – Office of Institutional Equity	Investigator or Investigation team appointed by Title IX Coordinator Written investigation report, including summary of investigation and findings of fact, presented to Title IX Coordinator & Dean of Students, or designees. Dean of Students determines sanctions.
St. Martin's University 1282 UGs	Title IX Coordinator: Associate Vice President for Human Resources. Deputy Title IX Coordinator(s): Not identified.	Three trained campus public safety officers conduct all investigations. These officers report to Title IX Coordinator for Title IX related duties.
Stonehill College 2481 UGs	Title IX Coordinator: Director of Human Resources Deputy Title IX Coordinator(s): Director of Community Standards and Senior Associate Director of Athletics	Trained investigator(s) conducts investigations.
University of Notre Dame 8530 UGs	Title IX Coordinator: Director, Office of Institutional Equity Deputy Title IX Coordinator(s): 3 (one specifically for Athletics) 1 Title IX Services Manager (Stud. Affairs)	Reports received by a Deputy Coordinator, who determines next course of action. Investigator carries out investigation, shares findings with Deputy Title IX Coordinator and Student Affairs administrator; this group makes final determination as to a violation of policy and the appropriate “administrative outcome” to assign.
University of Puget Sound 2508 UGs	Title IX Coordinator: Dean of Diversity & Inclusion. This position heads the Diversity& Inclusion Office.	UPS's investigations were conducted by the Title IX Coordinator and/or five employees trained in conducting

	<p>Deputy Title IX Coordinator(s): Associate Director of Diversity & Inclusion (reports to the Dean of Diversity & Inclusion). This position is the Deputy Title IX Coordinator.</p>	<p>investigations (four staff, one faculty).</p> <p>UPS is moving to a model where one staff position in the Diversity & Inclusion Office will investigate most/all investigations.</p>
<p>University of San Diego 5700 UGs</p>	<p>Title IX Coordinator: Director of Title IX, EEO Programs & Employee Relations (part of Human Resources Office)</p> <p>Deputy Title IX Coordinator(s): Not identified.</p>	<p>Title IX Coordinator or staff members in Department of Public Safety.</p>
<p>University of San Francisco 6745 UGs</p>	<p>Title IX Coordinator: Title IX Coordinator.</p> <p>Deputy Title IX Coordinator(s): Vice Provost of Student Life, Assistant Athletic Director for Athletic Performance, Director of Employment and Employee Relations.</p>	<p>Investigations are conducted by staff employees trained in conducting investigations. Currently, the following staff are trained: Director of Employment and Employee Relations, Employee Relations Manager, Assistant Director of Student Conduct, Associate Director of Public Safety, Associate Director in Athletics, and Patrol Lieutenant.</p>
<p>Willamette University 2000 UGs</p>	<p>Title IX Coordinator: VP for Diversity, Equity, and Inclusion</p> <p>Deputy Title IX Coordinator(s): Senior Associate Dean of Students.</p>	<p>Willamette often outsources Title IX and other unlawful discrimination/harassment investigations to an outside investigator.</p> <p>For investigations where an outside investigator is not used, Willamette uses employees who have received specific training in conducting investigations.</p> <p>Investigation Report reviewed by Title IX Team to determine if Administrative Hearing is warranted.</p>

APPENDIX #3

LINKS TO SAMPLE TITLE IX WEBSITES OR OTHER HELPFUL INFORMATION FOR STUDENTS

Sample Title IX Websites

- Reed College http://www.reed.edu/sexual_assault/
- Santa Clara University <https://www.scu.edu/title-ix/>
 - See especially the Downloadable Title IX Guide
- University of Illinois <http://wecare.illinois.edu/>
- University of Oregon <https://titleix.uoregon.edu/>
 - See especially the page devoted to “Help for Victims and Survivors” at <https://safe.uoregon.edu/>
- Willamette University <http://willamette.edu/notalone/index.html>

Sample Flowcharts Used to Explain Options or Process

- American University: Title IX Incident Response Protocol
http://www.american.edu/ocl/TitleIX/upload/Investigator-Title-IX-Flow-Chart_7-2017.pdf
- Lewis and Clark College: Sexual Misconduct Complaint Resolution
<http://college.lclark.edu/live/files/24398-options-and-resources-for-survivors> (p. 13)
- Linfield College: Sexual Misconduct Flowchart
<https://www.linfield.edu/assets/files/policy/Options-and-Resources.pdf> (p. 13)
- Stonehill College: Gender Based Misconduct Response Protocol
<http://www.stonehill.edu/offices-services/health-wellness/share-sexual-harassment-assault/procedure-for-reporting-a-sexu/>
- University of Delaware: Reporting Options
https://sites.udel.edu/sexualmisconduct/files/2017/07/ReportingOptionsFlowchart_OEI-2017-07-1sjoyp4.pdf