



Title IX Team: Roles Title IX Sexual Harassment & Sexual Discrimination

The assignment of roles and responsibilities is based upon a mixture of position designation and volunteers from administration, faculty, and staff. No one receives extra compensation for their work with Title IX, which is a valuable service to the institution. Each role is important.

TITLE IX COORDINATOR

Function: Responsible for the College's compliance with federal and state laws and/or regulations related to Title IX and the Clery Act as enacted in the policy and accompanying procedures. The Coordinator has oversight over the entire Title IX process – including taking complaints, initial notification of the parties, implementing supportive measures, implementing informal resolutions where indicated, referring to formal investigation/hearing, and implementing the outcome.

Name: Jaennae Snyder, Human Resources Representative

Trainings: Title IX: Past, Present and Future – October 19th, 2021

Legal Issues and Inclusive Leadership in Practice – October 27th, 2021
Title IX ATIXA Title IX Hearing Officer & Decision-Maker Training – November 9th & 10th, 2021

ATIXA Title IX Investigator Training and Practical Skills Certification Course – October 11th & 12th, 2022

Vector LMS Title IX and Sexual Harassment

Vector LMS Title IX and Sexual Harassment Prevention for Employees

Vector LMS Title IX Regulations and Roles Overview

Vector LMS Title IX Roles of Employees

Vector LMS Clery Act Overview

INVESTIGATOR(S)

Function: Responsible for conducting formal investigations of any complaint that is referred for formal action. Investigations must follow strict federal requirements including the written report detailing the evidence and the findings.

Name: Curtis Hakala, Dean of Teaching and Learning

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HEARING OFFICER(S)

Function: Responsible for conducting disciplinary hearings upon the conclusion of the investigation, determining whether the Respondent violated policy, and if so, assigning the appropriate sanction. Hearings must follow strict federal requirements. The Title IX Coordinator may “preside” over the hearings for procedural purposes only. All Hearing Officers will hear each case unless there is a conflict of interest or unavoidable scheduling conflict.

Name: Monica Wilson, Dean of Student Access and Success

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APPEAL OFFICER

Function: Responsible for considering any appeal that is submitted by either party at the conclusion of a hearing. Appeals must satisfy eligibility criteria and are conducted via review of the record/documents only. Appeal Officer determines if there are grounds to modify the findings/outcome.

Name: Dr. Thomas Striplin, President

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ADVISORS

Function: May accompany any party to a meeting or interview during the intake, assessment, and/or investigation processes. May offer guidance on the process to the party but may not participate at these steps. Must accompany a party to a hearing and cross-examine the other party or witnesses. Advisors may be any person of the party’s choosing (eg., family member, friend), an attorney or an Eastern faculty/staff member who volunteers to serve in a pool. Eastern advisors must be able/willing to help any party who selects them from the pool and may not be biased.

Eastern Advisor Pool: Dr. Megan Webb, Dean of Community Engagement and Partnerships

Dominic Phillips – Division Chair, General Studies

Michael O’Leary – President’s Office Assistant

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