

## **Title IX Committee Charge and Composition**

### **Charge**

The Title IX Committee is charged with fostering an institution-wide environment of cultural change and ensuring positive compliance with Title IX, the Clery Act, the Violence Against Women Reauthorization Act, and other laws, regulations, and policies related to sex-based discrimination, harassment (e.g., sexual and gender-based harassment and sexual and gender-based violence) and retaliation.

Specifically, the Title IX Committee is charged with

- Serving as an advisory body to the Athletic Department on Title IX compliance with respect to intercollegiate athletics, which includes reviewing issues related to participation, athletic financial assistance, and other athletic benefits and opportunities and reviewing and providing input on the Athletic Department strategic plan;
- Reviewing University efforts to comply with Title IX in the areas of Financial Aid, Student Housing (Residential Life), Admissions, intramural sports, and education programs or activities and making recommendations for change;
- Reviewing the University's efforts to comply with and carry out its responsibilities under Title IX, including the investigation of Title IX complaints and disciplinary procedures and making recommendations for change;
- Reviewing the University's efforts to provide primary prevention and awareness education and training opportunities for students, and particular student groups (i.e., first year students, student athletes, students in leadership positions in the residence halls, upper division students, graduate students) and recommending additional training and education opportunities as necessary;
- Reviewing the University's efforts to provide education and training opportunities for faculty, coaches, administrators and recommending additional training and education opportunities as necessary; and
- Reviewing University efforts to provide information on Title IX policies and procedures, the complaint process, resources and services, and making recommendations for change.

### **Frequency of Meetings and Responsibility for Convening Committee**

The Title IX Committee will meet at least twice per academic year, ideally once each semester. The committee can meet more frequently as necessary to accomplish its task. The Title IX Coordinator has responsibility for convening the Title IX Committee.

## Committee Composition

The Title IX Committee composition will be composed of the following individuals:

Position	Name	Terms of Service
Title IX Coordinator	Steven D. Parker	
Vice President for Finance and Administration	Karen Snorek	
Vice President for Student Life and Success	Travis Greene	
Athletic Director	Tracy Dill	
Associate Athletic Director	Vacant	
Affirmative Action Officer	Nicholas Taylor	
Title IX Investigator (1 of 2)	Vacant	
Title IX Investigator (2 of 2)	Vacant	
Director of Public Safety or designee	Vacant	
Associate Vice President for Enrollment Management	Carola Thorson	
Chief Human Resources Officer	Megan Zothman	
College of Arts, Education and Humanities faculty member	Vacant	
College of Business, Mathematics and Science faculty member	Ashik Shafi	3-year term
College of Individual and Community Health faculty member	Amber Fryklund	2023
Academic and Student Support Services faculty member	Vacant	3-year term
Faculty Athletic representative (Appointed by the President)	Shannon Norman	2021
Men's Team coach – representing athletics,	Brent Bolte	2-year term
Women's Team coach – representing athletics	Vacant	2-year term
Male student athlete selected by the Athletic Department	Vacant	Appointed
Female student athlete selected by the Athletic Department	Vacant	Appointed
Director of Housing and Residence Life	Randy Ludeman	
Student Health Educator	Jay Passa	
American Federation of State, County, and Municipal Employees (AFSCME) representative	Maria Eastman	2-year term

The Committee will seek functional expertise as needed and appropriate. Functional experts will serve in an ex officio capacity and will not have voting rights.

## Information about Title IX and Definitions

Title IX of the Education Amendments of 1972 states: “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”

(<https://www.dol.gov/oasam/regs/statutes/titleix.htm> .

In general, Title IX prohibits sex discrimination in colleges and universities that receive federal funding. U.S. Supreme Court decisions and guidance from the Office for Civil Rights for the U.S. Department of Education have interpreted the prohibition of sex discrimination to include sexual harassment, sexual violence, gender-based violence, and discrimination based on pregnancy, or parental, marital or family status which treats students differently on the basis of sex.

The Title IX regulation is enforced by OCR and is in the Code of Federal Regulations at 34 CFR Part 106. In Title 34, Subtitle B, Chapter 1, Part 106, Subpart D, The prohibition of discrimination on the basis of sex in education programs is extended to:

- Education programs or activities
- Housing
- Comparable facilities
- Access to classes
- Counseling or guidance of students or applicants for admission
- Financial assistance
- Employment assistance
- Health and insurance benefits and services
- Marital or parental status
- Athletics
  - Whether the selection of sports and levels of competition effectively accommodate the interests and abilities of members of both sexes;
  - The provision of equipment and supplies;
  - Scheduling of games and practice time;
  - Travel and per diem allowance;
  - Opportunity to receive coaching and academic tutoring;
  - Assignment and compensation of coaches and tutors;
  - Provision of locker rooms, practice and competitive facilities;
  - Provision of medical and training facilities and services;
  - Provision of housing and dining facilities and services;
  - Publicity
- Textbooks and curricular material
- Standards for measuring skill or progress in physical education classes

Title IX prohibits retaliation for filing an OCR complaint or for advocating for a right protected by Title IX.

Title IX also prohibits employment discrimination, but employment discrimination complaints filed with OCR are generally referred to the [Equal Employment Opportunity Commission](#). Prohibitions of discrimination on the basis of sex encompasses employment, employment criteria, recruitment, compensation, job classification and structure, fringe benefits, marital or parental status, and advertising.