

TITLE IX |

Annual Report
July 1, 2018 - June 30, 2019
Office of Civil Rights and Investigations

December 2019



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AT A GLANCE



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PURPOSE STATEMENT

The purpose of this report is to highlight the collective efforts of the University of Idaho to prevent and respond to sexual or gender-based conduct, as prohibited under Title IX ^[1] and applicable University policies. This report is specific to Title IX investigations for the period of July 1, 2018 to June 30, 2019 and is issued to provide a comprehensive overview of the University's efforts to maintain a safe and healthy educational and work environment. Through the efforts of many individuals and groups across campus, the University is building a safer, more respectful, and more responsive campus.

OCRI is responsible for ensuring compliance with federal and state laws related to discrimination or harassment based on a protected class. This includes retaliation when engaging in a protected process. The role of OCRI is to two-fold:

- **Educate** – Through training, tabling, and other outreach efforts, we want every community member to understand how we protect

university standards and hold accountable those who fail to meet them.

- **Investigate** – When standards are not met, we undertake necessary investigations to determine whether or not those behaviors impact the educational environment, thus violating university policy, and as appropriate, prepare recommendations and written reports.

OCRI seeks to be a resource that provides direct services to members of the University community, including the facilitation of informal resolutions. Additionally, we support Colleges and administrative units in university-wide prevention efforts, including development of print and online resource documents, online training modules, and in-person meetings, workshops, and training.

[1] Title IX is a federal, nondiscrimination statute under the U.S. Department of Education, Office of Civil Rights. It 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. ... Sexual harassment can constitute discrimination prohibited by Title IX.



OUR DIRECTOR'S MESSAGE

Dear University of Idaho Community,

Local and national discourse is at a seemingly all-time high with regard to all forms of sex and gender-based discrimination/harassment. While this dialogue is not new, the candor and transparency is refreshing. I hope the increased awareness continues to bring about meaningful and innovative prevention and education. OCRI remains committed to regularly reviewing our policies and procedures to ensure a transparent, fair, and impartial response to such complaints. To that end, I am pleased to present the inaugural Title IX Report.

This report illustrates our efforts towards creating a safer and more inclusive environment for our community. We are proud of our progress but strive to do more. Regardless of the national dialogue surrounding Title IX, our work is not done until we are able to create a community that is free from discrimination and harassment.

In order to best serve our community, OCRI recognizes that students and employees must be aware of the resources and options available. In furtherance of this effort and in partnership with our experts across campus, OCRI has increased our initiatives to expand awareness of available resources through both in-person and online programming for students and employees. Topics covered included: Responding to Disclosures of Sexual Misconduct,

Sexual Harassment: Identify & Prevent, Appropriate Interpersonal Relationships, Consent: The Real Deal, and other individualized training for units, departments, clubs, and other organizations. Customization of our initiatives is essential -- we pledge to adapt content based on your critiques, current trends, and identified awareness gaps. With your feedback and support, we will continue to enhance and broaden these offerings.

In addition to the successes and challenges exemplified in this report, a few highlights are worth noting:

- We implemented a new case management system, January 2019. This improved our online report form, streamlined funnels for internal communication, and utilized data and reporting mechanisms to adapt practices. While it presented challenges, it allows for feedback, course-correction, and ongoing process evaluation/improvement, leading to greater long-term success.
- OCRI expanded full-time staffing positions. With the addition of one investigator and an increase from part-time to full-time for the Management and Investigative Assistant, OCRI aims to better serve the community in all aspects of our work.

I am proud of our institution-wide partnerships – President's Office, Provost's Office, Dean of Students Office, Human Resources, Violence Prevention Programs, Equity and Diversity Units, Women's Center, Ombuds, and many others. We work together, identify areas of overlap, and improve communication across each of our offices, ensuring our community is receiving consistent information regarding resources and options available. OCRI was established in August 2017 and has been successful due largely to the ongoing support from University administration and colleagues in these offices – I owe each of them a debt of gratitude.

Regardless of the future of Title IX, the University of Idaho remains committed to proactively addressing concerns of sexual and gender-based harassment within our community. I am excited about the year ahead, as we look forward to enhancing our existing resources and focus on creating effective programming and resources for our community. I am grateful to have the opportunity to serve as the University's Title IX Coordinator, and to share our ongoing work to this end.

Go Vandals!



Erin Agidius, '08 | '11

MEET OUR STAFF

Each staff member receives comprehensive annual training and regularly participates in professional development activities offered by the University of Idaho, the Association of Title IX Administrators, the Northwest Association of Title IX Administrators, among others.



DIRECTOR ERIN AGIDIUS

The director serves as the Title IX Coordinator and oversees necessary investigations and prepares recommendations and written reports. Erin is responsible for Title IX compliance in matters involving students and employees, including training, education, and investigation

of complaints. She also works with campus partners to coordinate investigations when the individuals involved in a report of sexual misconduct impact other institutional units.

Within the community, Erin is an appointed member of the Moscow Human Rights Commission and serves on the Latah County Domestic Violence Task Force.

Erin earned her B.A. in Criminal Justice from U of I in 2009 and graduated from the U of I College of Law in 2011. While she does not currently practice law, she is actively licensed in the state of Idaho.

DEPUTY DIRECTOR

LINDSAY EWAN

The deputy director engages in investigation and supervises and directs the day-to-day work of the civil rights investigators in the course of investigations involving students and employees. Lindsay also serves as the Title IX Coordinator in the absence of the Director.

Lindsay earned her B.A. in Criminal Justice Administration from Boise State University and a M.A. in International Relations from Troy University. She is expected to earn her J.D. from the U of I in fall 2020.



INVESTIGATIVE ASSISTANT

LAURA PTAK

Providing direct senior administrative support and office management, Laura compiles complaint documentation, generates management reports, and assists all staff in meeting compliance requirements.

Laura earned a B.M. and M.M. in Music from the University of Kansas and a M.S. of Arts Administration from the University of Oregon. She is currently working on another M.S. in Adult Organizational Learning and Leadership from the U of I.

INVESTIGATORS

Civil Rights Investigators provide administrative, educational, intellectual and compliance leadership to constituents. They investigate allegations of discrimination, harassment, and retaliation in violation of U of I policy.



SHANE KEEN

Shane earned his B.S. in Criminal Justice from Lewis-Clark State College. He has an M.S. in Adult Organizational Learning and Leadership (AOLL) from U of I and is pursuing his PhD in AOLL.



AMBER FELDMAN

Amber earned her B.S. in Human Resource Management from the University of Idaho and is currently pursuing an M.S. in Adult Organizational Learning and Leadership at U of I.

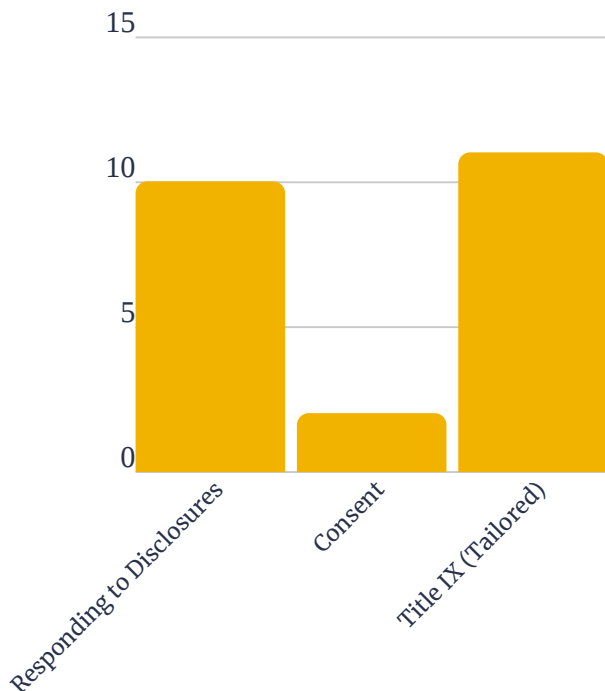


TRENT TAYLOR

Trent earned his B.A. in Criminal Justice from the University of Georgia and is a current law student at the U of I College of Law.

PROGRAMS & TRAINING

INSTITUTION-WIDE OUTREACH



IN-PERSON TITLE IX TRAINING

OCRI conducted approximately 23 in-person training's on a variety of topics, including but not limited to: sexual harassment, consent, appropriate interpersonal relationships, and responding to disclosures of sexual misconduct.

WE CANNOT DO IT ALONE.

Effective partnerships with offices like Violence Prevention Programs (VPP) and the Women's Center help ensure our educational programming and outreach are successful.

VPP continues to grow engagement in Green Dot Bystander Intervention training by tailoring the program to meet student needs. With ongoing outreach to faculty and staff and increased engagement and support from Fraternity and Sorority Life, Green Dot is gaining a notoriety across campus, as reflected in the increase in offerings of the 3-Hour Faculty & Staff Bystander training.

6X

Increase over FY18 in 3-Hour Faculty & Staff Bystander trainings.

1,048

University community members who received a form of Green Dot Training.

19

Faculty and Staff committed to train on Green Dot values.

THINK ABOUT IT

ONLINE STUDENT TRAINING

Incoming undergraduate students below the age of 24 are required to complete the online training "Think About It" to register for the following Spring. The training covers everything from alcohol and drug use to healthy relationships and sexual assault. It not only guides students through scenarios, it also equips them with campus specific resources.

STUDENTS ASSIGNED

1,767

COMPLETION RATE

95.3%

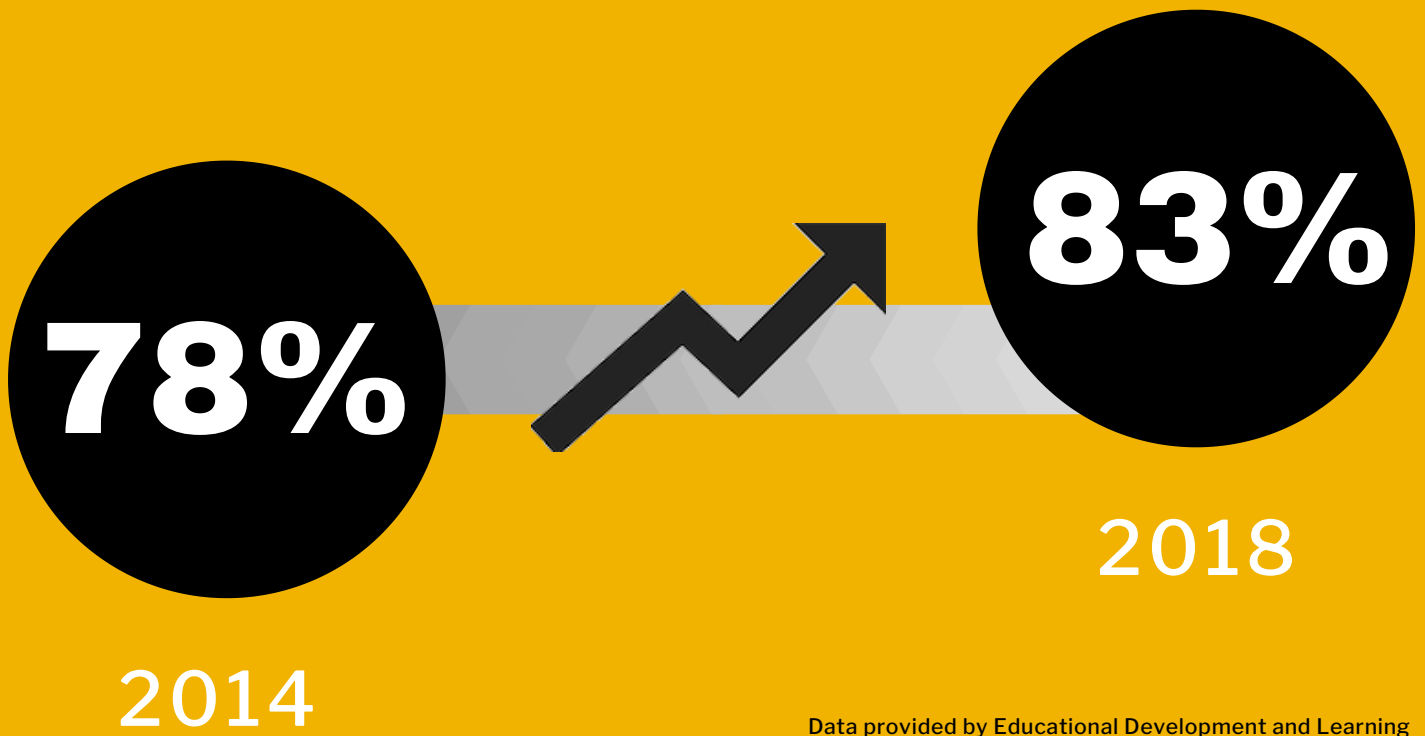
EMPOWERED BYSTANDERS

1,399

86%

Reported the course helped them better understand campus sexual culture.

Data provided by Violence Prevention Programs



CREATING A RESPECTFUL COMMUNITY

ONLINE EMPLOYEE TRAINING

The first mandatory training for all employees, designed, built, and developed internally, launched in 2014. At that time that training was titled "Our Inclusive Workplace" and served to educate on compliance, diversity, culture, and community. In 2018, OCRI worked with the Office of Educational Development and Learning to overhaul, streamline, and relaunch this critical component of compliance and saw an increase in completion rates, as depicted above.

Through constructive feedback from end users and ongoing testing from content experts, this program has been revised for the Spring 2020 launch.

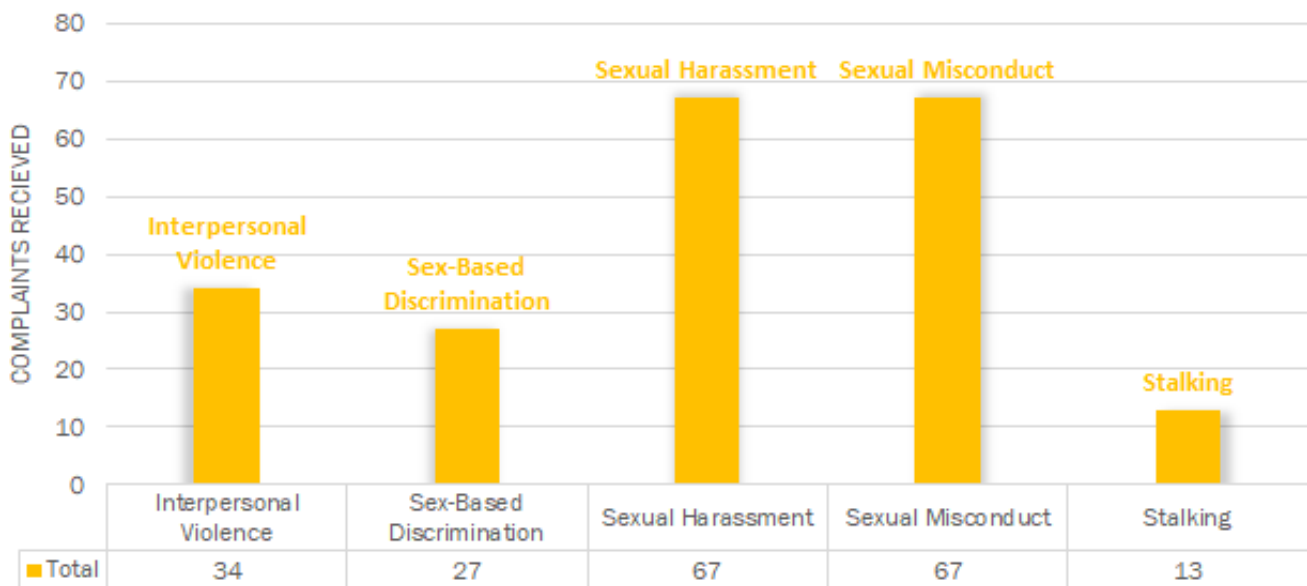
REPORTING STATISTICS

The following reflects reports of sex and/or gender-based discrimination and/or harassment*.

This information is presented to protect the privacy of the individuals involved and does not reflect the number of investigations conducted by OCRI. These numbers also include complaints that were

addressed through individualized (interim) support. The majority of complaints did not result in formal investigation for various reasons (i.e., insufficient reported information, lack of complainant participation, etc.)

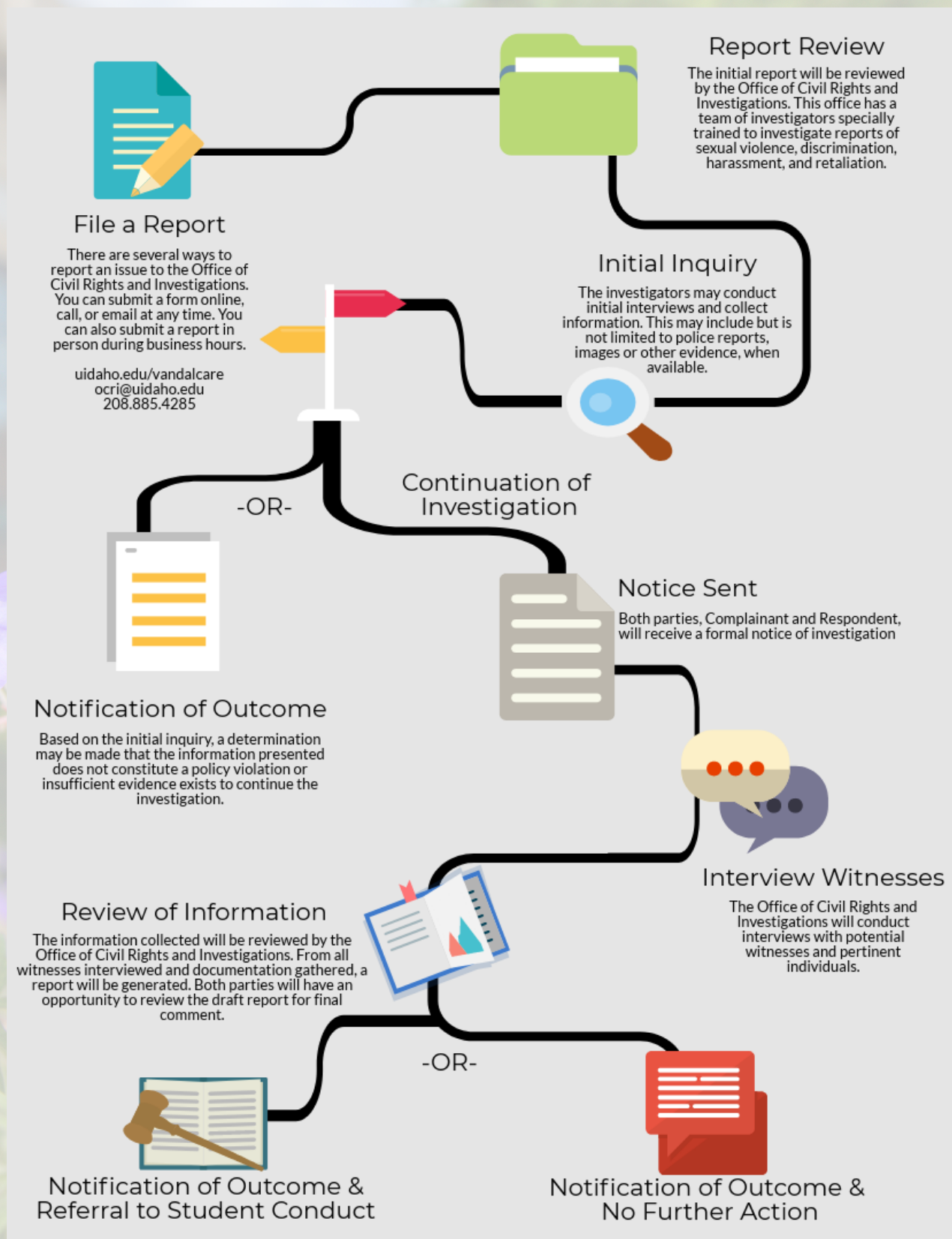
COMPLAINT ALLEGATIONS BY CATEGORY



*Complaint allegation data in this report will not correspond to the University's Annual Security and Fire Safety Report (ASFR), required under federal law, "The Clery Act." This annual report uses definitions of prohibited conduct that are more expansive than the Clery-reportable offenses and also includes cases from a wider geographic jurisdiction than the ASFR.

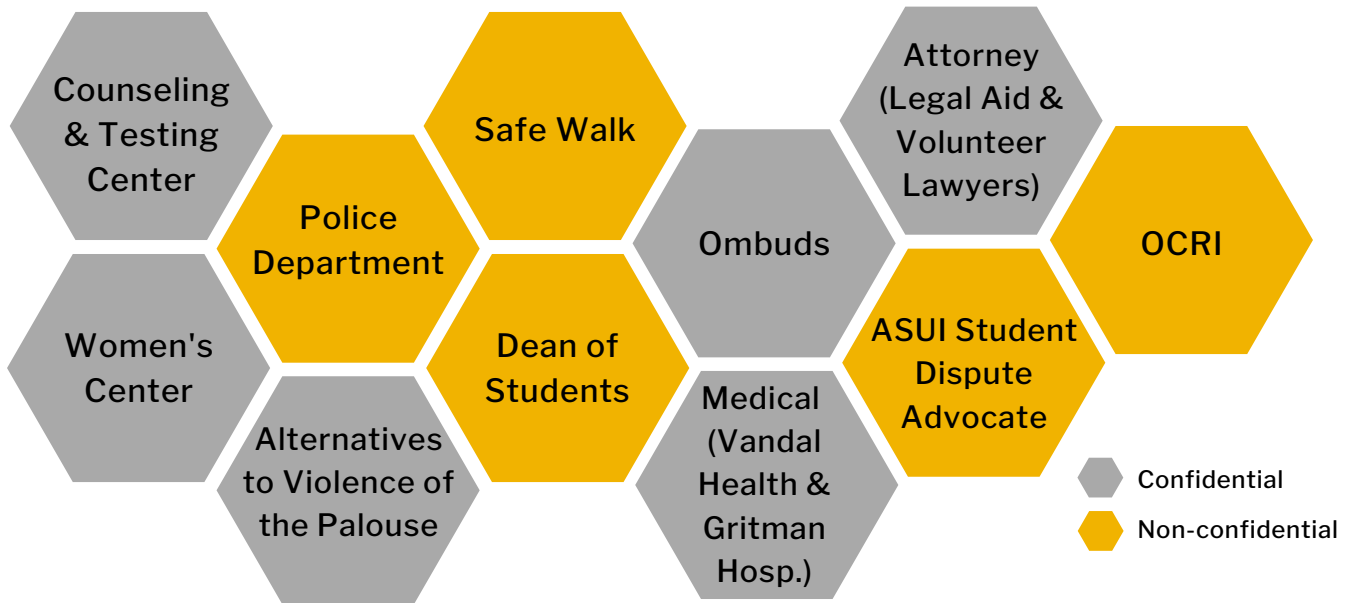
INFORMATION

INVESTIGATION PROCESS



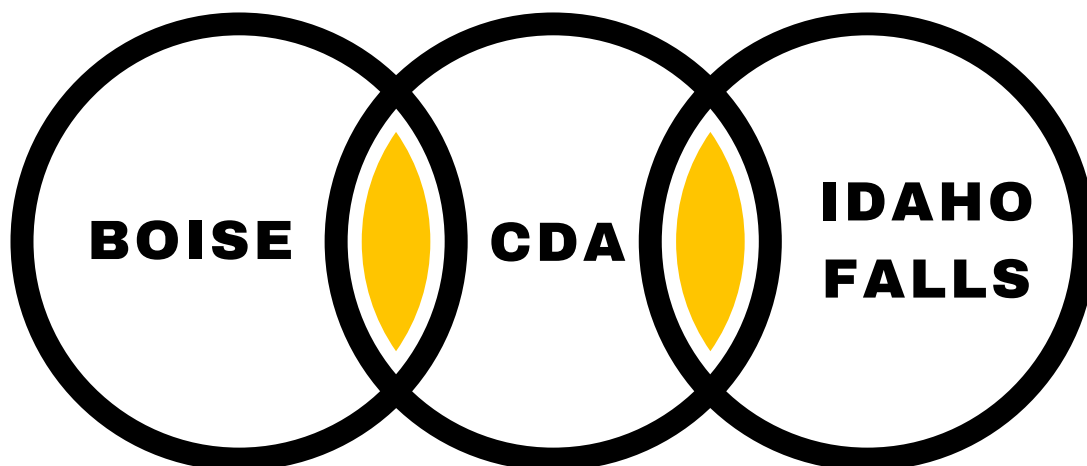
RESOURCES

The Moscow campus at the University of Idaho and surrounding community offer medical, mental health, academic and other supports to students and employees who experience sexual violence or harassment.



DISTANCE LOCATIONS

Our distance campuses are able to utilize many of the same resources and have other region-specific options at their disposal. Keep reading for more information about all the options available!





RESOURCES

ALL CAMPUS RESOURCES

Confidential:

Women's Center | 208-885-2777 | wcenter@uidaho.edu
Counseling & Testing Center | 208-885-6716 | ctc@uidaho.edu
Ombuds | 208-885-7668 | ombuds@uidaho.edu

Non-confidential:

Office of Civil Rights & Investigations | 208-885-4347 | ocri@uidaho.edu
Dean of Students | 208-885-6757 | askjoe@uidaho.edu
ASUI Student Dispute Advocate | 208-885-9331

CDA

Confidential:

Safe Passage
208-664-9303

Kootenai Hospital
208-625-4000

NW Urgent Care
208-209-2060

Non-confidential:

CDA Police Dept.
208-769-2320

Kootenai Sheriff
208-446-1300

BOISE

Confidential:

BSU Counseling
208-426-7459

Faces of Hope
208-577-4400

Idaho Coalition Against
Sexual & Domestic
Violence
888-293-6118

St. Luke's ER
208-381-2222

Non-confidential:

Boise Police Dept.
208-377-6790

IDAHO FALLS

Confidential:

ISU Counseling
208-282-6716

Domestic Violence &
Sexual Assault Ctr
208-235-2412

Mountain View Hosp.
208-557-2700

Non-confidential:

Idaho Falls Police Dpt
208-529-1200

Visit uidaho.edu/ocri for additional details about these resources and more.



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