

TITLE IX/EQUAL OPPORTUNITY ANNUAL REPORT

FY 2024

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What We Have Been Doing:

- Investigations: 12
***Incomplete: 5 due to exit from College or complainant's request*
- Intakes: 59
- Maxient Online Reports: 21
- Outreach/Trainings: 25
- Meetings: 135
- Mediations: 2
- After Action Reviews: 4
- Hearings: 1
- Implementation of 2023 Title IX Regulations Complete

Issued Notice of Investigations

- Equal Opportunity: 10
- Title IX: 7

***Under EO/Title IX Policy, investigations are to be completed within 120 days, only 4 cases were completed outside of the timeframe with AVP extension approval.*

Final Investigative Reports

- Equal Opportunity: 7
 - 4 findings, 3 no-finding
- Title IX: 5
 - 1 Title IX Hearing
- UALD Claims: 3
- EEOC Claims: 8

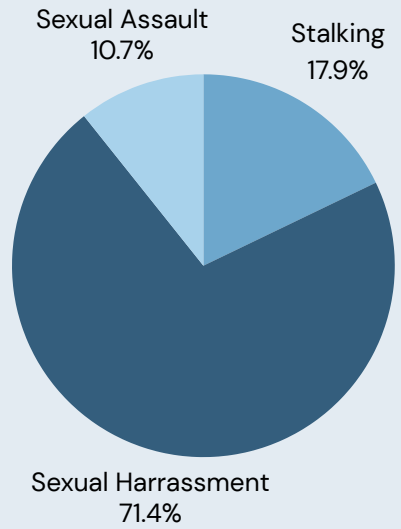
Average Time to Resolution:

- Equal Opportunity: 75 days
- Title IX: 89 days

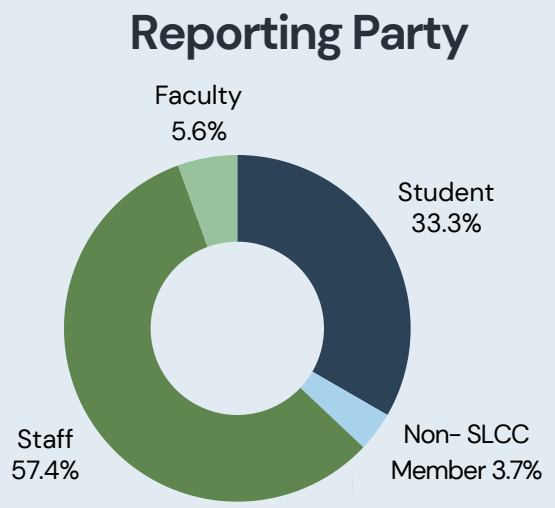
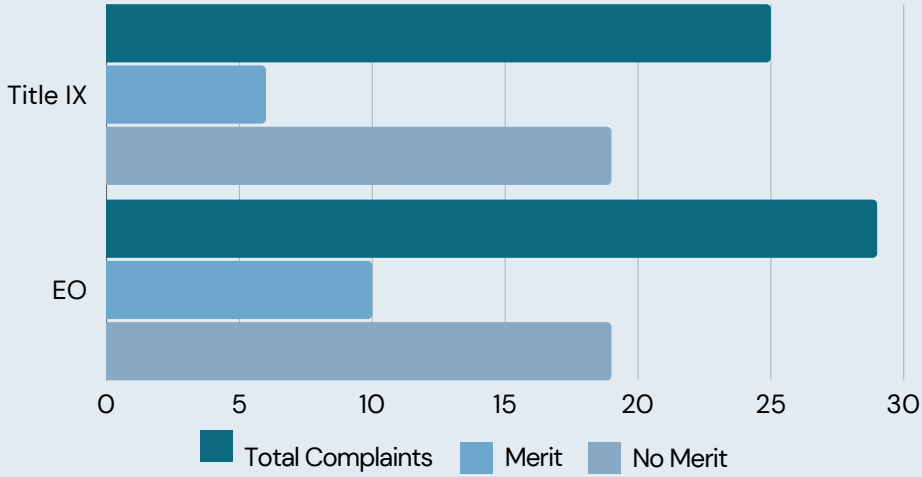
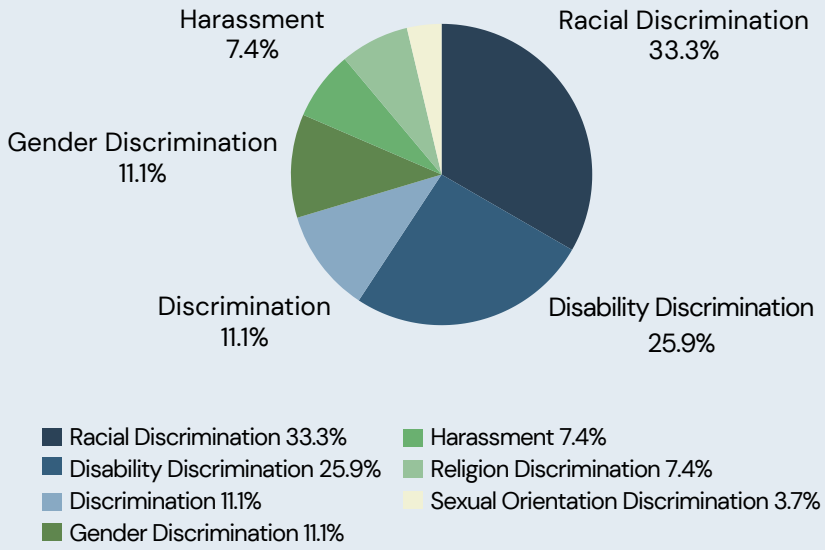
Concerns Referred To:

- Employee Relations: 18
- Informal EO Investigation: 2
- Public Safety: 5
- Dean of Students: 10
- Complainant requested not to Investigate: 15
- No Investigation (Employee not at college): 2
- Other (first amendment, non-responsive): 4

Title IX Complaints



Equal Opportunity Complaints

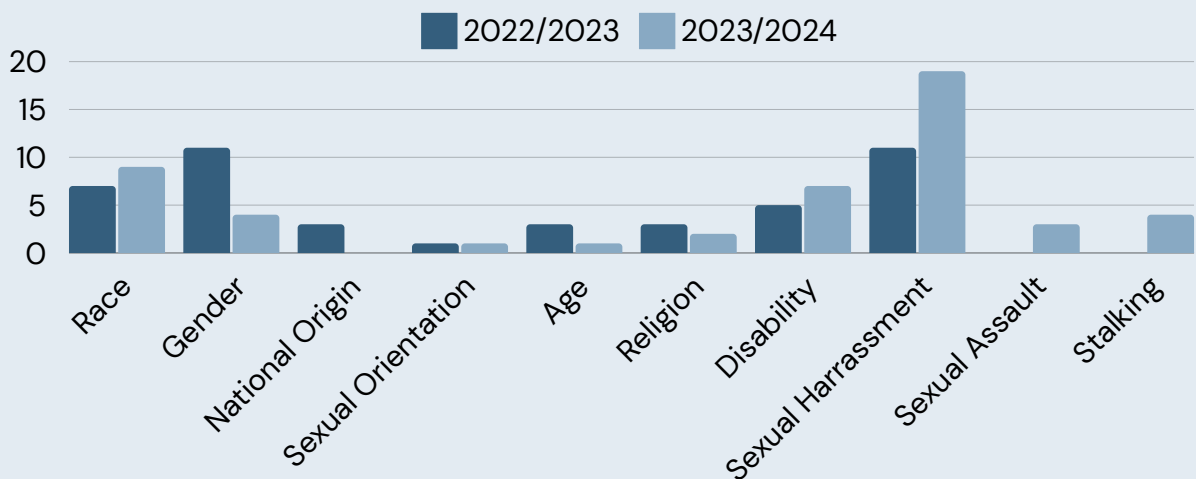


***Merit: a claim with a valid basis, supported by sufficient facts that could lead to a finding of a deprivation of legal rights that violates SLCC EO/Title IX policy.*

2023 IMPLEMENTATIONS

- Established 30/60/90 day notifications for investigative parties to be notified at what stage of the investigation they were in to promote transparency and clarity.
- Implemented the new After Action Review, conducted by the Lead Investigator, after the completion of investigation to discuss the final report. Both parties have the opportunity to ask questions and discuss the findings in the final report. This review promotes transparency and understanding of appealable causes.
- Establishment of Title IX hearings with officers and advisors in coordination with the Legal Advisory team.
- Revised and updated Investigation Procedures for Title IX and Equal Opportunity investigations in alignment with Title IX regulations.
- Training on the SLCC Title IX and Anti-Discrimination Policy.

Case Comparison from FY 2022/2023 and 2023/2024



FUTURE OF EO/TITLE IX OFFICE

- Development and increased training for SLCC faculty, staff, and students.
- Development and increased training in alignment with 2024 published Title IX Regulations.
- Continuous review and update of Title IX and Anti-Discrimination Policy.
- Continuous training of SLCC faculty and staff on Title IX and Equal Opportunity policies.
- Creating a pool of qualified mediators, advisors, and hearing officers for mediation and hearing options.
- Increased outreach and visibility of Title IX and Equal Opportunity services on all campuses for faculty, staff, and student awareness.
- Update of the Title IX and Equal Opportunity website with training, resources, and FAQs.
- Proposed addition of personnel to assist with investigations.