

TITLE IX/EQUAL OPPORTUNITY ANNUAL REPORT FY 2025

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What We Have Been Doing:

- Investigations: 6

**Incomplete: 10 due to exit from College or complainant's request

- Intakes: 66
- Maxient Online Reports: 19
- Outreach/Trainings: 23
- Meetings: 267
- Mediations: 2
- After Action Reviews: 3
- Hearings: 3
- Reestablishment of 2020 Title IX Regulations Complete

Issued Notice of Investigations

- Equal Opportunity: 5
- Title IX: 11

**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: 5
 - 2 findings, 4 no-finding
- Title IX: 4
 - 3 Title IX Hearing
- UALD Claims: 3
- EEOC Claims: 1

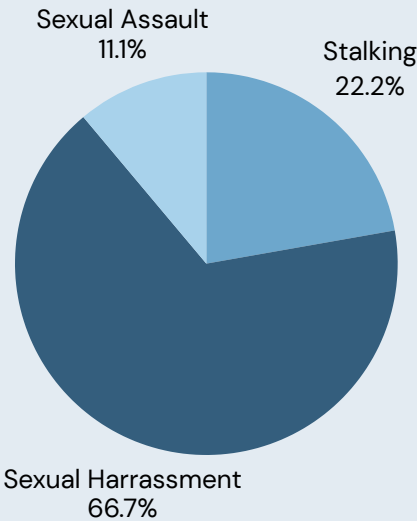
Average Time to Resolution:

- Equal Opportunity: 126 days
- Title IX: 94 days

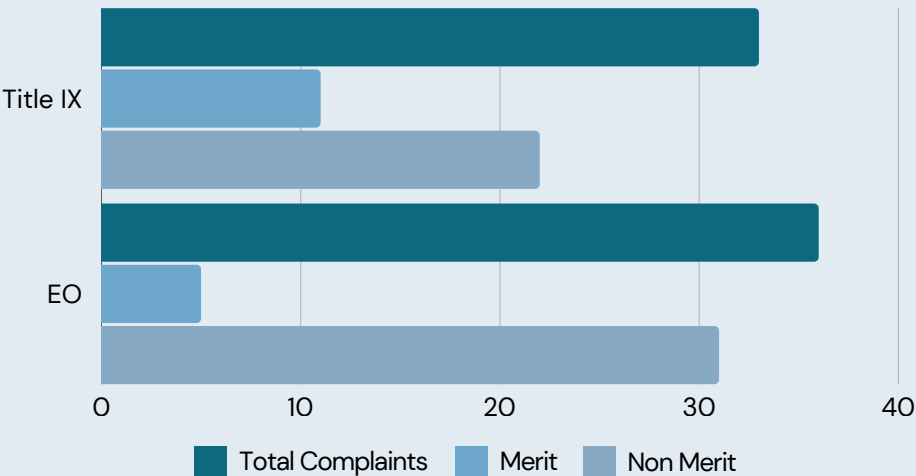
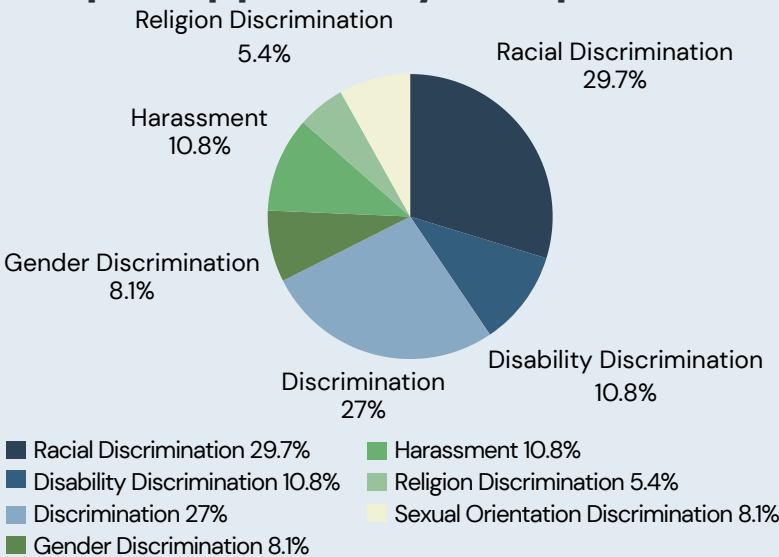
Concerns Referred To:

- Employee Relations: 19
- Informal EO Investigation: 2
- Public Safety: 6
- Dean of Students: 14
- Complainant requested not to Investigate: 13
- No Investigation (Respondent not at college): 5
- Other (first amendment, non-responsive): 5

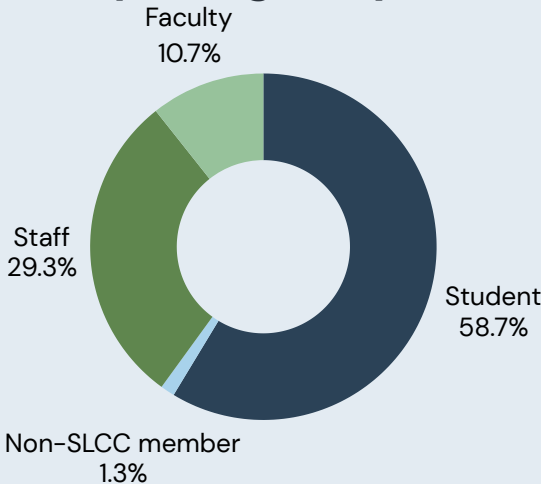
Title IX Complaints



Equal Opportunity Complaints



Reporting Party

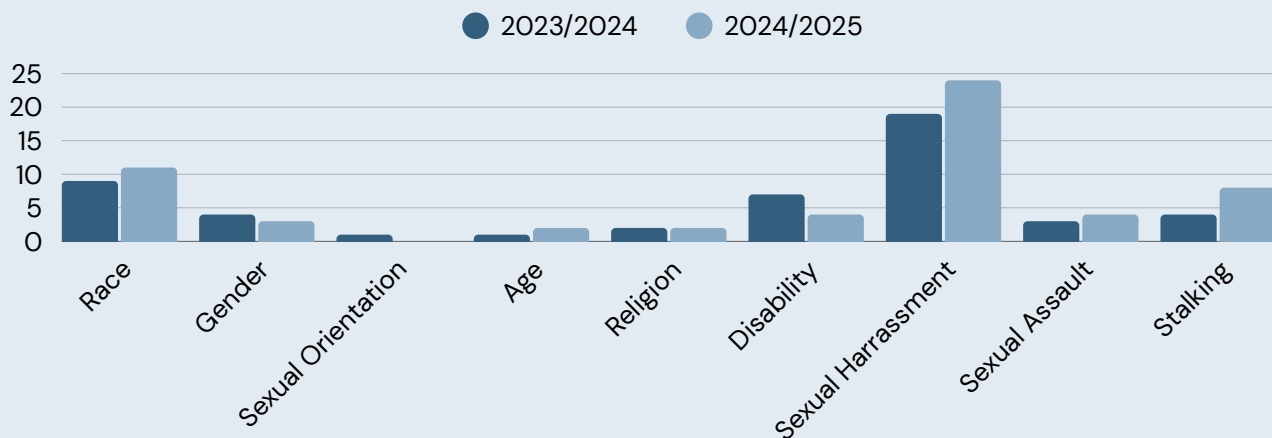


**Merit: a claim with a valid basis, supported by sufficient facts that could lead to a finding of a deprivation of legal rights that violates SLCC EO/Title IX policy.

2025 IMPLEMENTATIONS

- Launched a bi-weekly Docket Meeting with General Counsel, Employee Relations, and the PWC Senior Director to enhance cross-functional alignment and strategic decision-making.
- Successfully integrated the Equal Opportunity Office and Title IX Office into the PWC workspace to foster collaboration, streamline communication, and improve operational efficiency.
- Developed and implemented specialized training for Title IX Hearing Panelists and the Hearing Officer to ensure compliance with federal guidelines and promote fair, informed adjudication processes.
- Revised and modernized investigation procedures for Title IX and Equal Opportunity cases, aligning protocols with current federal regulations and institutional best practices.
- Established mandatory Title IX and Equal Opportunity training for all SLCC supervisors, reinforcing institutional accountability and awareness.
- Curated and deployed essential training modules within the new SLCC Neo-Ed database to support onboarding and continuous learning initiatives.

Case Comparison from FY 2023/2024 and 2024/2025



FUTURE OF EO/TITLE IX OFFICE

- Establish ongoing professional development programs for SLCC Faculty, Associate Deans, and SLTC participants to deepen understanding of Title IX and Equal Opportunity responsibilities.
- Continue iterative review and enhancement of the Title IX and Anti-Discrimination Policy to ensure alignment with evolving federal and state regulations.
- Expand and sustain regular training opportunities for SLCC faculty and staff to reinforce awareness and application of Title IX and Equal Opportunity policies.
- Develop and maintain a trained pool of qualified mediators, advisors, and hearing officers to support both informal and formal resolution pathways.
- Increase campus-wide engagement and visibility of Title IX and Equal Opportunity services through targeted outreach, events, and communication strategies.
- Enhance the Title IX and Equal Opportunity website with dynamic content, including updated training modules, accessible resources, and interactive FAQs to improve user experience and transparency.