

STAFF ADVISORY COUNCIL MEETING

February 11, 2015 at 11:00am

CAMPUS CENTER BALLROOM 108.4

Present – A. Bretch, S. Carter, D. Curley, M. Davis, J. Etheredge, K. Hemphill, J. Lambert, N. Lott, M. Miller, J. Nichols, H. Roberts, S. Robinson, J. Robinson, E. Shooks, A. Skinner, E. Smith, Sgt. B. Smith, A. Udin, A. Wright, E. Brannon, A. Lewis, M. Parham, and M. Ertzberger

Absent – K. Ballard, T. Christman, Z. Green, D. Liverman, J. Morgan, T. Morris, S. Pitts, T. Puckett, R. Smith, K. Willingham, and S. Young

1. Call to order by Erin Brannon – 11:00am
2. Special Guest

Willie Black, Title IX Coordinator & Social Equity Officer – Title IX

Title IX involves sex discrimination as well as other discrimination issues. Applies only to Educational institutions. Title IX has been around since 1972 but its focus and use has changed. In the 1980's the focus shifted to Athletics, then in the 90's it was used to argue sexual harassment; now it is used for sexual violence. A process is in place: Receive a complaint/report, this goes through Mr. Black, Student Affairs, HR (Juanita Hicks), Athletics (Laura). Meetings are set up with the respondents & witnesses. Set up intermediate measures if needed. Once a full investigation occurs, trained investigator representatives join in, meet with people and a report is submitted. Decision can be appealed.

How Title IX affects you: Take the sexual harassment training module and refresher. Pay attention to what your duties & roles are. A manager/supervisor cannot hold a report they receive related to sexual harassment or sexual violence. Health Services/Counseling do not have to report because of confidentiality issues.

We want to create an inclusive environment so report any discrimination to Mr. Black. See handout attached hereto.

If you are interested in training to become an Investigator, let Mr. Black know. Really need a few men to participate. Summer training classes are being set up so that we can be ready for next year.

Mr. Black's office is located in Aycock Hall

3. Business
 - Suggestions for submission of Ideas to USG for them to work on this year.
 - Connectivity issues – computers slowdown in afternoon
 - Benefits
 - TAP benefit extension
 - Benefits for domestic partners

Committee Updates

Benefits – Meggie Miller

The Benefits committee has turned the newsletter over to the PR committee, but will still get

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information from HR and pass to PR committee. Approval has been received for the Book Scholarship fund, so the group is going to meet to set up the procedures. Benevolence fund has been determined by Barriers team that it is not a barrier, so other avenues are being explored.

Bylaws Committee Update – Alexandra

The group has met and identified 6-7 issues that need to be discussed with Erin and Ashley. Then maybe the issues can be brought forth at the next meeting in March. Any changes to the By-laws will have to be voted on during an All-Staff meeting.

Public Relations Committee Update – Allyson

This committee is now working on the newsletter. Things will be sent out through Benchmark..... UCM is working on a flyer to include in the new hire packages.

Staff Development – Nancy Lott

Communication – some staff are not hearing the message of the Engage West to let them know what is available. We need to talk to PAC/Supervisors to get this message out. Need to communicate in many ways other than Daily Report and newsletter. Some of the newsletters will need to be printed for facilities staff for example.

Collaborate with Continuing Ed – training for the staff like the LDI. What could be offered? What would it cost? We will be meeting with Continuing Ed and will present information to the group.

Create a catalog of things that are available around campus to have the information in one place.

Establish a list of rooms for reservation and who to contact. This is a BIG task. Can this be taken on by the Barriers Team or ITS? Erin will present to the Barriers Team. (Update: Erin presented to PAC and there is another campus committee already working on this task.)

Questions/Concerns/Rumors?

Need to schedule Spring All Staff meeting – possible items for discussion:

DevelopWest

Performance Evaluations

Next SAC meeting is on Wednesday, March 11, 2015, at 11:00am – Campus Center Room 303.

Submitted by Michelle Ertzberger 3-2-15

TITLE IX

Take control. Know your rights.

Title IX protects individuals from discrimination based on sex in education programs or activities which receive Federal financial assistance. Sexual harassment (quid pro quo and hostile environment) and gender based harassment are forms of discrimination prohibited by Title IX.

Sexual harassment is unwelcome conduct of a sexual nature which encompasses a wide range of conduct including sexual violence. Quid pro quo sexual harassment occurs when the unwelcome conduct of a sexual nature is based on power differentials. Hostile environment sexual harassment occurs when unwelcome conduct of a sexual nature is so severe, persistent, or pervasive that it has the effect of unreasonably interfering with, denying, or limiting an individual's ability to participate in or benefit from the university's education programs and/or activities creating an intimidating, hostile, or offensive work or education environment.

Gender based harassment includes acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex- stereotyping, even if those acts do not involve conduct of a sexual nature.

Even if you are unsure that what you are experience is sexual harassment, seek assistance from the Title IX Coordinator or Deputy Title IX Coordinators.

What is Sexual Violence?

A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, and sexual coercion. All such acts of sexual violence are forms of sexual harassment covered under Title IX and the University's Sexual Misconduct policy.

What will the school do to respond to allegations of sexual harassment including sexual violence?

The University will remediate the harassment, prevent its recurrence, and address its effects. Accommodations including, no contact orders against the alleged perpetrator, change in academic, extracurricular activities, living, transportation, dining and working situations are available to the victim during and after the investigation as appropriate.

What if I do not wish my identity to be disclosed to the alleged perpetrator, or do not wish to pursue a formal complaint?

You have a choice. Victims may request their identity not be disclosed to the alleged perpetrator, may request not to pursue a formal investigation, or may report anonymously. Such requests may limit the University's ability to respond fully to the incident, including pursuing disciplinary action against the alleged perpetrator. In limited circumstances the University may be required to override these requests.

HAVE YOU BEEN A VICTIM?

Take control. Know your rights.

If you or someone you know has been a victim of sexual harassment, including sexual violence or gender based harassment, UWG has a team who can help. Our goal is to take care of your medical needs, to protect, guide and support you in your journey of healing.

STEP 1

Take care of your medical needs. Free medical services for a victim of sexual violence are available 24/7/365 at UWG Health Services. To access Health Services after business hours, contact the UWG Police Department at 677-839-6000 and request they page the physician.

STEP 2

The following services are also available to victims:

UWG Counseling Center : 678-839-6428*

UWG Police: 678-839-6000

UWG Health Services: 678-839-6452*

West Georgia Rape Crisis Center:

UWG Patient Advocates:

770-834-7273

678-839-0641 (Jill Hendricks) or

678-839-5338 (Corey Hindman)*

Offices denoted by an asterisk are not required, without the consent of the victim, to report incidents of sexual violence in a way that identifies the victim. However, in some circumstances (e.g., minors) federal and state laws mandate these officials to report incidents of sexual violence. Other employees (including RA's and UWG Police) cannot assure confidentiality. If you are unsure whether an individual is required to report information shared, ask before disclosing any information.

STEP 3

Victims may file a complaint against students, faculty, staff, and third parties associated with the University, through the grievance processes independently or in conjunction with criminal charges pursued through UWG Police or the police department where the crime occurred. Complaints regarding sex discrimination, sexual harassment, or sexual violence can be reported to the following individuals:

Willie Black, Social Equity Officer

Title IX Coordinator

Aycock Hall, Room 301, 678-839-5344

wblack@westga.edu

Student Affairs and Enrollment Management

Title IX Deputy Coordinator for Students

Bonner House, 678-839-6423

Juanita Hicks, Director of Human Resources

Title IX Deputy Coordinator for Faculty, Staff,
and Visitors

Aycock Hall, Room 301, 678-839-6403

Laura Clayton-Eady, Assistant Athletics Director

Title IX Deputy Coordinator for Gender Equity in
Athletics

Athletic Operation Building, Room 242

678-839-3964

Reports may be also made online at: westga.edu/titlenine or by emailing titleix@westga.edu