

**University of Washington
Faculty Council on Women in Academia**

March 3rd, 2017
11:30 a.m. – 1:00 p.m.
Gerberding 142

Meeting Synopsis:

1. Call to order
 2. Review of the minutes from February 3rd, 2017
 3. UW Title IX revisions – Kate Leonard, Amanda Paye, Ellen Taylor
 4. Good of the order
 5. Adjourn
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1) Call to order

Paladin called the meeting to order at 11:30 a.m.

2) Review of the minutes from February 3rd, 2017

The minutes from February 3rd, 2017 were approved as written.

3) UW Title IX revisions – Kate Leonard, Amanda Paye, Ellen Taylor

Kate Leonard (Title IX/ADA Coordinator, Compliance Services), Amanda Paye (Deputy Title IX/ADA Coordinator, Compliance Services), and Ellen Taylor (Associate Vice-President, Student Life) were present to update the council on ongoing Student Conduct Code revisions as well as related university resources available to students, staff, and faculty.

Bias Incident Advisory Committee

Taylor updated the council on efforts to respond to and facilitate reporting of bias incidents at UW Seattle via the Bias Incident Advisory Committee. She noted there are parallel but separate efforts going on at UW Bothell and UW Tacoma.

She explained the primary purposes of the Bias Incident Advisory Committee are to collect data on incidents of bias, advise the VP for Student Life and VP for Minority Affairs and Diversity on reports of bias-related incidents, and to serve as a liaison and referral outlet when a bias incident is reported (if name and contact information is given). Since launch of the companion, web-based “Bias Reporting Tool” (November 1, 2016), approximately 1-9 reports have come in each week, and the vast majority of reports have related to offensive flyers, posters, and online postings at the UW Seattle campus. Other incidents include yelling of racial slurs, name-calling, and discrimination based on sexual orientation. Several classroom incidents involving and instructor have also been reported. Reports have included instances of both deliberate and accidental incidents of bias, as well. Taylor noted many of the inflammatory flyers/posters are thought to be coming from off-campus entities, and the data shows an

uptick in these occurrences near the date of the presidential inauguration as well as near the arrival of public speaker Milo Yiannopoulos at UW Seattle. The Advisory Committee does not provide oversight or investigational capacities, as the group lacks both the scope and charge to do so. It does make referrals to relevant campus departments and/or offices on an ad hoc basis based on received reports.

In the summer of 2017, a review and potential overhaul of the system (based on usefulness of the data/tool) will be conducted. The data shows that propaganda/style flyers and posters are being proliferated all through the UW Seattle campus.

A member questioned if the tool had so far ever been used maliciously to hurt or slander another campus member. Taylor noted she has not received any reports of that nature, and all allegations go through an investigative process before any action is taken.

UW Title IX Investigation Office

Paye gave a background into the creation and function of the UW Title IX Investigation Office as well as ongoing revisions to the UW Student Conduct Code (SCC).

In May 2016, the UW Title IX Investigation Office was created to handle allegations of sexual misconduct on behalf of students specifically relating to the SCC. During the 2015-2016 academic year, the SCC was revised to include more specific provisions surrounding conduct. The next stage of revisions (currently ongoing) involves revising the conduct process itself via revisions to SCC (housed in the Washington Administrative Code as part of state law). One key change is the moving of all “fact-finding” to the beginning of the conduct process in order to limit student retelling of potentially traumatic events; the change also bolsters efficiency/swiftness in the process and reduces timeline. In addition, an “administrative review” has been added to the process, which provides an opportunity for a checks and balances-type investigation into the process as a whole. Paye explained if suspension or dismissal is a possible outcome for a respondent based on an allegation, a “full adjudicative hearing” is triggered. This mechanism complies with Washington State law.

Several questions brought about additional discussion. It was noted a student affected by alleged misconduct may make a report to police potentially triggering a criminal investigation; it is the victim’s choice to do so or not. Legal proceedings are separate from the university’s conduct process, and could potentially occur simultaneously. Generally, a higher education institution operating under Title IX is designed to arbitrate issues much faster than through the legal process. It was clarified that a student cannot be charged with a crime by the university, nor be “sentenced” as they could be in a formal court of law. Sexual harassment, stalking, relationship violence, domestic violence, and several other allegations are the most commonly alleged forms of Title IX misconduct.

Prager asked about training for faculty involved in the revised SCC process. Paye noted the university formerly trained involved faculty on trauma-informed responses, understanding trauma, due process rights of respondents, LGBTQ-related nuances, as well as conducted mock trial practice sessions (list is not exhaustive). In addition, an attorney with expertise in Title IX has been brought in to train and guide

faculty. Additionally, Conduct Officers are hired as employees of the university explicitly to aid in managing SCC processes. Paye noted Leonard is able to speak more to the question.

Expanded role for Safe Campus

Leonard explained SafeCampus is available as a resource to all faculty, staff, and students, and is ran by employees with proper training and knowledge to respond to reports of Title IX misconduct. If a member of the university becomes aware of a situation that potentially involves sexual assault, relationship violence, domestic violence, stalking, sexual harassment, related retaliation or other forms of sexual misconduct, they are strongly encouraged to contact SafeCampus to arrange for affected persons to receive information about their rights and resources.

There was some discussion of reporting by victims of sexual misconduct. A member noted recent survey data generally demonstrated victims are likely to confide in a friend before confiding in a faculty member. Leonard explained the UW offers free confidential advocacy and support for students (and employees) affected by sexual misconduct. Sexual assault advocates are available to provide a safe and private starting point for students seeking help, and meeting with an advocate will not automatically trigger any kind of investigation by the university or the police. A UW sexual assault resources website was also designed as a resource hub for victims or and those who have had an instance of sexual assault disclosed to them. The website includes information on how to make a report, how to receive confidential support, and addressing safety concerns.

Bartelmann brought up “decision fatigue” (the deteriorating quality of decisions made by an individual after a long session of decision making) and questioned if it had been addressed. The response was that Title IX panels only hear a single case at any one time, and the decision date is purposely space out away from the initial hearing date.

The council thanked the guests for presenting and answering questions.

4) Good of the order

Nothing was stated for the good of the order.

5) Adjourn

Paladin adjourned the meeting at 2:00 p.m.

Minutes by Joey Burgess, jmbg@uw.edu, council support analyst

Present: **Faculty:** Sarah Prager, Geethapriya Thamilarasu, Whasun Chung, Angelisa Paladin
Ex-officio reps: Anya Bartelmann, Francesca Lo
President’s designee: Susan Camber
Guests: Kate Leonard, Amanda Paye, Ellen Taylor

Absent:

Faculty: Mariam Moshiri, Michelle Shaffer, Michael Fialkow, Bonnie Duran,
Elizabeth Umphress

Ex-officio reps: Angela Bruns, Isabel Giang