Charge Statement

The Title IX Policy Working Committee is charged with reviewing and proposing revisions to University policies that address sexual harassment, sexual violence, stalking, other sexual misconduct, and sex and gender-based discrimination. The committee’s work during 2019-20 and 2020-21 will focus primarily on Executive Order (EO) 51: Sexual Violence Elimination Policy and be responsive to the recommendations included in the April 2019 Report of the Title IX Employee Responsibilities Work Group and the guidance and principles issued from the Title IX Steering Committee in response to those recommendations.

The Working Committee is specifically charged to:

1. Propose and finalize language to clarify which employees are designated as “responsible employees”
2. Propose and finalize language outlining expectations of “responsible employees”, and other employees as appropriate, when they become aware of sexual violence, sexual harassment, and other forms of sexual misconduct
3. Propose and finalize language to reflect the expectation that every member of the University community receive Level 1 and Level 2 training (see Report of the Title IX Education & Outreach Work Group); coordinate with Training & Education Working Committee
4. Identify and consult with key University stakeholders and leadership bodies – students, faculty, and staff – in developing and proposing policy language and in identifying best strategies for communicating policy changes once finalized
5. Review all relevant policies for consistency with existing and new proposed language. These polices include, but are not limited to, EO 31, EO 54, APS 46.3, Human Resources Violence in the Workplace Policy, Chapters 209 and 210 of Student Governance and Policies, and relevant provisions of the Faculty Code
6. Recommend policy issues for the Title IX Steering Committee to identify for future review

Process

Meetings and staff support: The Committee will determine how to organize the work, including frequency of meetings and related activities. Scheduling and project management support will be provided by Compliance Services.

Title IX Steering Committee: The Working Committee co-chairs will coordinate communication with The Title IX Steering Committee and Title IX Coordinator to receive guidance as language is being developed.

Training & Education Working Committee: Collaborate and coordinate with the Title IX Training & Education Working Committee to ensure consistency in intent and language and to identify potential resource needs.

Drafting team: The drafting team (designated below) will participate in all Working Committee meetings and also work as a sub-team to draft language responsive to the Working Committee and Steering Committee discussions and principles.
Scope: Additional and related policy issues may be addressed by other groups/offices during this time frame, and the scope of this committee may shift with direction from the Title IX Steering Committee.

**Timeline**

Winter/Spring 2020 – Propose responsible employee language to the Title IX Steering Committee (expectations of specific role/position); propose training requirement language to the Title IX Steering Committee

Fall 2020 – Initiate formal policy revision process(es). Propose key elements of a communication plan to inform the UW community of the new/revised policies

Fall 2020 – Recommend key issues for ongoing policy review to the Steering Committee

Winter/Spring 2021 – Launch communication plan

Summer 2021 – Policy implementation July 1, 2021

**Policy Working Committee Members**

Erin Rice, Human Resources, UW (Co-Chair)
Barbara Van Ess, UW Medicine, School of Medicine (Co-Chair)
Jill Lee, Compliance Services, UW (Title IX Steering Committee Liaison)

Victoria Adams, UWPD Victim Advocate
Mags Aleks, Deputy Title IX Coordinator, UW*
Chad Allen, Professor and Faculty Advancement, UW
Bernard Anderson, Student Services, UW Tacoma
Cinnamon Hillyard – Associate Professor and Academic Affairs, UWB
Shelley Kostrinsky, Academic Personnel, UW
Elizabeth Lewis, Student Conduct and Community Standards, Seattle
Beth Louie, UCIRO, UW*
Angelisa Paladin – Professor, School of Medicine
Gillian Wickwire, SafeCampus, UW
TBD – Student Representative

Joel Tobin, Compliance Services (Project Manager)*

*Policy Drafting Team