

FLORIDA ATLANTIC UNIVERSITY



OFFICE OF CIVIL RIGHTS AND TITLE IX (OCR9)

MEET AND GREET OCR9



What are FAU's Applicable Regulation and Policy?

FAU complies with applicable federal, state, and local discrimination/harassment laws

- FAU Regulation applies to:
 - Students
 - Student Organizations
 - Faculty/Staff
 - Volunteers
 - Third Parties Providing Services to FAU
- FAU Regulation 7.008
- FAU Applicable Policies: Policy 7.10 (Title IX Compliance); Policy 7.12 (Disabilities and Accommodations); and Policy 7.14 (Prohibited Discrimination and Harassment)
 - The Regulation and Policy provides information about the reporting procedures, investigating procedures, requesting accommodations, and defines what types of conduct are prohibited.





APPLICABLE FEDERAL LAWS

- Applicable Federal Laws: Title VI and Title VII, Title IX, Pregnancy Act, Fair Housing Act, Clery Act, VAWA, and Campus SaVE Act.
- Title VI prohibits discrimination based on race, color, and national origin in programs and activities receiving federal financial assistance.
- Title VII prohibits employment discrimination based on race, religion, national origin, color, and sex.
- Title IX prohibits discrimination based on sex in educational programs and activities.
- The Pregnancy Act amended the Civil Rights Act and prohibits sex discrimination based on pregnancy.
- The Americans with Disabilities Act prohibits discrimination based on disability.
- The Fair Housing Act protects people from discrimination when engaging in housing-related activities.
- The Clery Act requires reporting crimes, disclosure of crime statistics, and timely warnings.
- Violence Against Women Act Reauthorization Act 2022 (VAWA) addresses sexual assault and gender-based violence, access to safety and support for survivors, and prevention efforts.
- Campus SAVE Act (Sexual Violence Elimination Act) requires transparency, guarantees rights for victims of sexual violence, provides certain accommodations, campus prevention programs





REGULATION 7.008

- “Florida Atlantic University shall comply with applicable federal, state and local discrimination/harassment laws to provide an educational, employment, and business environment free of all forms of discrimination or harassment. Unlawful discrimination or harassment based upon an individual’s **race, color, religion, sex, national origin, age, disability, military or veteran status, marital status, pregnancy or parental status, sexual orientation**, or other protected status is prohibited. Discriminatory conduct in the form of sexual misconduct, including sexual harassment, sexual assault, domestic violence, dating violence, and stalking, is also prohibited. . . .”



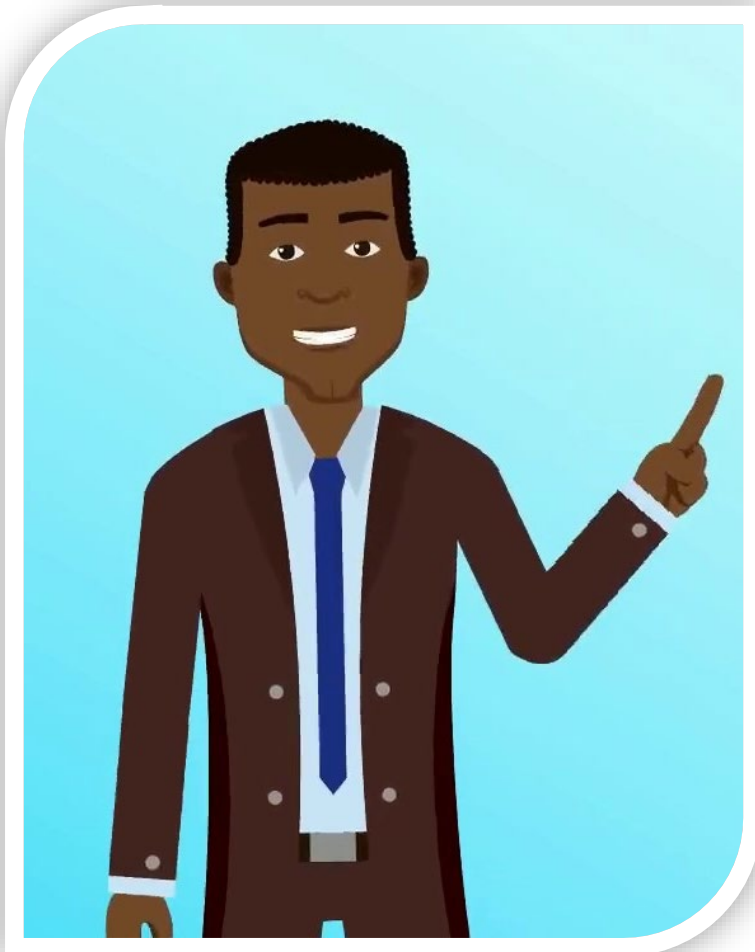
TYPES OF DISCRIMINATION AND HARASSMENT

- Age Discrimination
- Disability Discrimination
- Sexual Orientation Discrimination
- Status as a Parent / Pregnancy
- Religious Discrimination
- National Origin Discrimination
- Sexual Harassment/Sexual Misconduct
- Race or Color Discrimination
- Retaliation / Reprisal
- Bullying (if based on a protected class)





What is the University's Intake Process?



How are Reports Received?

- Via Maxient, Phone Call, Email, In Person

How are Reports Reviewed?

- Complete Intake Assessment
 - Determine whether the alleged conduct is within OCR9's scope
 - Determine whether conduct if substantiated would constitute conduct prohibited by the University policy
- Complete Safety Risk Assessment
 - Determine what action is necessary or permissible that may address the allegations
- Provide information about available options
 - Provide information about victim advocate
 - Discuss availability of supportive measures with or without filing a complaint
 - Consider Complainant's request for supportive measures
 - Provide information about investigative rights and options



What is the University's Investigation Process?

- Complaint received
 - Determine whether the alleged conduct is within the scope
 - Determine whether mandatory dismissal apply
 - Determine if there are safety/risk concerns
- Complaint accepted
- Notice of Allegations is sent
 - Sufficient details about the allegations provided
 - Identities of parties provided
 - A statement that the Respondent is presumed not responsible for the alle
- Rights of Complainant and Respondent explained
- Supportive Measures Implemented
- Investigation
 - Seventy-five (75) calendar timeframe (can be extended)
 - OCR9 is neutral (we are required to gather exculpatory and inculpatory evidence)
 - The university has the responsibility of gathering evidence/burden of proof
- Parties have opportunity to review the OCR9 investigation file (TIX Cases)
- Title IX Hearing Held or Determination Findings Issued and Transferred





SUPPORTIVE MEASURES

Supportive Measures are supportive services that are non-disciplinary, non-punitive, and individualized services. The University is required to offer supportive measures after receiving notice of possible violations of discrimination and harassment policies (i.e., Title VI, Title VII, Title IX, VAWA).

Supportive measures must be offered to individuals (i.e., employees and students) involved in OCR9 investigations.

Faculty should trust the Title IX Coordinator and Victim Services have reviewed/verified the request for supportive measures.

Faculty must offer supportive measures commonly known as academic support to students involved in Title IX reports.

Examples of supportive measures can include:

- ❖ **No / Limited contact directive**
- ❖ **Counseling services**
- ❖ **Campus Escort services**
- ❖ **Changing office location or classroom seating**

Academic supportive measures can include:

- ❖ **Amending attendance policy (excusing absences)**
- ❖ **Providing students with make-up dates for missed assignments**
- ❖ **Extending deadlines or providing alternative dates to take exams**
- ❖ **Allowing students to complete exams outside the class in a controlled setting (i.e., with a proctor)**



WHO CAN HELP AT FAU?

Victim Services

- Provide services designed to help Victims/Complainants navigate available campus support options

Respondent Services

- Provide services designed to assist Students who are Respondents in Conduct Cases.

The Office of Civil Rights and Title IX (OCR9)

- Provide services for the University Community regarding Unlawful Discrimination and Harassment.

University Counseling and Psychological Services (CAPS)

- Provide Confidential Counseling Services for University Students.

University Health Services

- Provide Medical Care Services for University Students

University Student Accessibility Services

- Provide disability support services for University Students with disabilities.

Dean of Students Office

- Provide help for University Students managing crises and life traumas.

The Office of the Ombuds

- Assist individuals seeking help to solve problems, allay frustration, and provide advice to those requesting help.

University Human Resources (Employee Relations)

- Provide employment services for University Employees dealing with workplace issues.

Florida Atlantic University Police Department

- Provide public safety services to the University Community.



HARASSMENT or DISCRIMINATION REPORT (Not sexual misconduct)

Florida Atlantic University ("FAU" or University) complies with applicable federal, state and local discrimination/harassment laws to provide an educational, employment, and business environment free of all forms of discrimination or harassment. Unlawful discrimination or harassment based upon an individual's race, color, religion, sex, national origin, age, disability, veteran status, marital status, sexual orientation, gender identity or expression, or other protected status is prohibited.

This Incident Report is for incidents involving allegations or discrimination or harassment based on the above protected categories. If the incident you are reporting is based on sexual misconduct, please use the Sexual Misconduct Report Form.

Filing this incident report constitutes official notice to Florida Atlantic University and may result in the institution commencing an investigation into the information and allegations contained within the report.

This report is NOT confidential.

Submitting this report notifies the following entities within Florida Atlantic University:



Incident Report Online Form



Urgency of this report (Required):

Please Choose... ▼

 [Learn more](#)

Date of incident (Required):

mm/dd/yyyy 

Time of incident:

Location of incident (Required):

Please select a location ... ▼

Specific location:

Involved Parties

Name or Organization	Select Gender	Select Role	ID Number (Z Number)
	▼	▼	
DOB (YYYY-MM-DD)	Phone number	Email address	Hall/Address

[Add another party](#)

Allegation



Allegation

Please describe in as much detail as possible.

What occurred, who was involved, and when did it take place? **(Required)**

What about the incident involved a protected category? **(Required)**

What outcome are you seeking in this matter? **(Required)**



KEY TAKEAWAYS

- ❖ Know the **University Policies** that Apply to You
- ❖ Always Follow the Policy - “**Do What’s Right, Not What’s Easy**”
- ❖ Treat University Community Members with **Respect**
- ❖ Don’t **intimidate, manipulate, or threaten** University Community Members
- ❖ Don’t use **verbally abusive language when speaking** to University Community Members
- ❖ Don’t **engage in physically abusive conduct** toward University Community Members
- ❖ Remember **anyone can experience Discrimination**
- ❖ Remember **Discrimination comes in different forms**
- ❖ Remember to **Respect People’s Individual Differences**
- ❖ OCR9 is the office responsible for **responding to reports about discrimination, harassment, and retaliation based on protected categories.**
- ❖ OWL Be There - **Always Be a Proactive Owl Bystander**
- ❖ **Report incidents that** you witness or receive information about. **Don’t Presume** someone else has reported the incident!
- ❖ Remember to **support individuals who disclose incidents** to you.
- ❖ Providing supportive measures is **a statutory requirement.**
- ❖ Submitting a report to OCR9 **DOES NOT** initiate an Investigation. A complaint must be filed.
- ❖ If you don’t know what to do – **call OCR9!**
- ❖ Remember Your **Choices Have Consequences**



Any Questions



FLORIDA ATLANTIC UNIVERSITY



**Florida Atlantic University
Student Accessibility Services**

Presenter: Michelle Shaw, Director, M.Ed., ADAC

mshaw@health.fau.edu 561.297.3880



What is SAS?

- **Provide equal access for individuals with disabilities.**
- SAS works to ensure that the University stays compliant in regard to:
 - Section 504 & 508 of the Rehabilitation Act
 - ADAAA
 - Fair Housing Act (FHA)
 - All State and Local Laws



2025-2026: Actively using Accommodations.

- ESA only: 89
- Housing Only: 8
- Hearing impairments: 34
- Visual impairments: 26
- Physical impairments: 127
- Learning disabilities: 964
- Other disabilities: 1099 (medical, ASD and psychological)
- Service Animal Only: 7
- **TOTAL = 2354**



Visible vs. Invisible Disabilities





SAS Portal

- Academic Accessibility Agreements (AAA's) are sent electronically
- Faculty can acknowledge AAA's via the portal
- Tutorial is located on: SAS Website www.fau.edu/sas
 - <https://www.fau.edu/sas/portal/index.php> (Tutorial and login to online portal)
 - **Login is your username and Password**
- Faculty will receive exam accommodation requests via email – review in portal
 - Can submit exams via the portal (SAS is proctoring exams/quizzes M-F 8-5pm)



SAS Accommodation@fau.edu Email

Dear Professor (name),

One of your students has registered with Florida Atlantic University Student Accessibility Services (SAS) Office and has an Academic Accessibility Agreement (AAA) letter ready for your review. Once you have reviewed the letter, please check in the box provided to acknowledge this.

- Please click on the link below to access the portal with your FAU login and review the AAA letter:
- <https://clockwork.fau.edu/ClockWork/user/instructor/default.aspxhttps://clockwork.fau.edu/ClockWork/user/instructor/default.aspx>
- This portal is part of our new secure paperless system implemented to create an easier process for facilitating the delivery and acknowledgement of student accommodation letters. If you have any questions or concerns, please do not hesitate to contact us. accommodations@fau.edu or call the SAS at 561 297 3880.



Assistive Technology Resource Center Lab - ATRC

- A Braille translator & printer
- Refreshable Braille keyboard
- **JAWS screen readers – available in all open labs**
- **Zoomtext screen enlarger – available in all open labs**
- Closed Circuit TV system (CCTV)
- **Read Write Software available to all students – available to all faculty, staff and students**
- Kurzweil 1000
- Stand alone scanners that read textbooks
- Dragon Naturally Speaking speech recognition systems
- **Livescribe Smart Pen/ Neno Pen**
- **Ally – accessibility App in Canvas**
- **Genio formerly Glean – Notetaking/Study tool will be an app added in Canvas for ALL students**
- **Equatio Readable Math coming soon for all students, faculty and staff**
- <https://www.fau.edu/sas/technology/> check out our website for more details
- <https://www.fau.edu/sas/technology/accessible-text/> - Accessible Format Materials Portal is a free and available 24/7



Changes in Title II

- All Online Content must be accessible
 - Course materials (PowerPoints, PDF's, etc.)
 - Website: Forms, videos, etc.
 - Social Media
- **Deadline was April 24, 2026, extended one year, however the Florida Atlantic Policy 7.12 requires we apply the new standards under Title II of the ADA: [Disabilities and Accommodations - Disabilities and Accommodations](#)**
- Faculty Resources:
 - [Accessibility Requirements | Florida Atlantic University](#) – Resources and Guides
 - [Instructional Technologies Calendar - LibCal - Florida Atlantic University](#) – OIT Tech Talks
 - [OIT Resources for Faculty | Florida Atlantic University](#) Appointment scheduling
 - [Ally | Florida Atlantic University](#) - Canvas Ally Accessibility Tool



SAS Things to Know

- Refer a Student to SAS through Navigate
 - Email and Teams too
- Course Substitutions
 - Student with disabilities can apply for substitution for Gordon Rule Math and Foreign Language
 - Committee meets once a semester
- Priority Registration
 - For students who have specific needs
- Florida Civic Literacy Exam (FCLE)
 - Seeing across the state students struggling with this exam.
 - Currently no disability accommodation; working with FLDE
- Training and workshops for faculty and staff on request
- Study skills and time management
 - How to read a syllabus
 - Scheduling advising appointments
 - Talking to professors
- Weekly, biweekly, or monthly check ins
- AT training
- Group Mentoring Program



Questions

Resources:

- <https://techevents.fau.edu/> **SAS Digital Accessibility Trainings and Office Hours**
- <https://www.fau.edu/sas/technology/assistive-training/> Training videos and guides for Assistive Technology
- <https://www.fau.edu/sas/technology/useful-apps/> Useful accessibility apps
- <https://www.fau.edu/sas/technology/read-and-write/> - Read/Write tutorials on how to download and use.
- [instructor-guide-new.pdf \(fau.edu\)](#) – Faculty Guide to SAS
- [Group Mentorship Program | Florida Atlantic University \(fau.edu\)](#) Group Mentorship Program
- [Accessible Text Portal | Florida Atlantic University](#) Accessible Format Materials Portal
- Genio free account [Genio Notes makes effective learning easy | Genio](#) (SSO)
- [Equatio - Equation Editor to Create Accessible Digital Math | Texthelp](#) – Coming soon Fall 2025
- Contact: mshaw@health.fau.edu 561-297-3880 office 561-352-4136 cell text first