

From: Stacey Volnick, Chair, Title IX Task Force

To: Executive Leadership Team

As most of you are aware, recent reports of sexual misconduct and instances of sexual violence continue to be reported on college campuses. Sixty-four colleges and universities are presently under federal investigation over concern about how they handled sexual assault cases on campus.

Title IX of the Education Amendment of 1972 prohibits discrimination on the basis of sex in educational programming and activities at institutions that receive federal financial assistance. On April 4, 2011, the U. S. Department of Education's Office for Civil Rights issued a "Dear Colleague Letter" to address the increase of sexual violence at schools. The letter expanded the broad meaning of sexual violence to include physical sexual acts perpetrated against an individual's will, including when a person is unable to give consent. It also included rape, sexual assault, sexual battery and sexual coercion. The letter provided guidance to educational institutions regarding their responsibility to investigate and address sexual harassment and sexual violence in compliance with Title IX.

The Violence Against Women Reauthorization Act ("VAWA"), which President Obama signed into law on March 7, 2014, also imposes new obligations on colleges and universities under the Campus Sexual Violence Act ("SaVE Act) provision Section, 304. Under the Campus SaVE Act, colleges and universities are required to report domestic violence, dating violence, and stalking beyond categories that the Clery Act already mandates. It also mandates that all college and universities must provide educational programming for its students and staff on preventing campus sexual violence.

In order to comply with the SaVE Act that mandates we provide programming on preventing campus sexual violence, the University recently has implemented a student training program provided by Campus Clarity; all new students will participate in this training. That program is currently underway and will be on-going, eventually reaching all students on the FAU campuses.

In addition, to assure that all faculty and staff are trained, the university has entered into a separate contract with LawRoom, a legal service offering on-line training on Anti-Harassment and other employment law related subjects. The one-hour module they offer fulfills the federal mandate of faculty and staff training. Completion of the course, entitled "Eliminating Campus Sexual Violence", will ensure that all of our faculty and staff understand the importance of recognizing sexual misconduct and sexual violence. At the completion of the course, a certificate will be offered to attest to each member's training and will be included as part of the annual evaluation process.

Please alert all of your areas that each and every employee (faculty and staff) will be required to complete the on-line training. We are continuing to finalize details of the training module and dates will be available at a later time but I thought it important to communicate our plans early on so that you can relay that information to your units.

Please let me know if you have any questions. Thanks.