THE UNIVERSITY of NEW ORLEANS

STAFF COUNCIL

March 15, 2018

UC 208, 10:00AM

I. Call to Order
10:08 AM by LeeAnne Sipe, Staff Council President

II. Approval of Minutes
i. Minutes are not posted on Staff Council website so we cannot approve. Next meeting we can approve February and March meeting's minutes.

III. Executive Committee Reports
a. President, LeeAnne Sipe
   The President's State of the University address is scheduled today at 1pm.
   Because of the events on Monday, March 12, Student Affairs' staff met with students to debrief. Staff should use the Staff Council concerns inbox as your form of communication.
   LeeAnne as President of Staff Council has met the two year term limit. Spring is the time to think if Staff Council is something you may be interested in doing. LeeAnne would be happy to discuss with you about what to expect. As President you will have the opportunity to serve or delegate those to serve on committees where you can assure staff will have a presence and a voice.

b. Vice-President, Rajni Soharu-
   The recruiting trip to India was successful. Visited 8 cities in 3 weeks.
   New admits can register April 16. Continuing students on April 2 beginning at 8:30 am. Registration is based on the number of hours they have accumulated.

c. Treasurer, Taryn Chevis
   All account information as of March 15, 2018
   Credit union acct. $5,42
   Foundation Endowment acct. $11,483.69
   Foundation Activity/Spending acct. $3,312.87
   General Fund $2,750
d. Corresponding Secretary, Karen Paisant
   Workday training however LeeAnne did share that the invitation to
   our annual Staff Social will arrive soon. Please RSVP so that we can plan for food.

e. Recording Secretary, Reagan Laiche
   i. No report

IV. Committee Reports:
   a. Membership/Elections Committee: Waiting on EEO report from HRM.
   b. Staff Concerns Committee: See document attached.
   c. Events Committee: Please RSVP for the staff social so that we know how much to
   purchase.
   d. Awards Committee: Spring Scholarship will be awarded this spring.

V. New Business: Please send any announcements you have to the Staff Council inbox
   and they will be dispersed. May meeting: Organ donation presentation. June
   meeting currently has no presenter.

VI. Old Business - None offered

VII. Guest Speaker: Amy King from the Office of Student Accountability and Disability
     Services: (presentation is attached).
     - Title VII, IX and the Clery Act are all federal mandates without federal
       funding. The commenting period is on-going for the DOE, we are to stay
       the course with current policies and procedures.
     - Training on Title IX and the Clery Act will be forthcoming from HRM.
     - The Campus Security Report is tied to the Clery Act.
     - Training in April will be for all Faculty and Staff for those designated as
       responsible employees.

VIII. Next Meeting - April 19, 2018 at 10 am in UC 208. IT will present. Dr. Lassen will
      attend to speak about Workday.

IX. Adjournment at 11:00 am.
Staff Members

Denise James
Tony Enterarte
Kim Gianinnie
Christie Thomas
Jody Duvernay
Suzy Calamari
Gretchen Smith
Brydia Dukes
Marilyn Hayden
Cynthia Allen
Allea Calp

Michael Esordi
Leslie Lindsey
Amara Flowers
Rosemerd Myers
Ken delPo
Tyrone Shoemaker
Miriam Daunis
Eliza Nassarilla
Amy King

3/15/16
Councillors

Yeatsne Spi
Karen Paizant by Proxy
Kajani Solare
Brian McDonald
Ragan Slack

Tony

Sara Pyle
David Richardson
Suzy Calamarri
Carol Lynn
Carol Minton
Alicia Foster
David Lambour
Shelita Gibbs
Suggestion/Concern:
I know the President "sponsors" walkers in the spirit of allowing and encouraging fitness/wellness-which is awesome! My suggestion is to walk at 4pm instead of lunch. The weather might feel cool now, but it's going to be hot very soon. It is difficult to walk and get your heart rate up without breaking a sweat. It's also very unpleasant to put work clothes back on after sweating. Is it possible to move the time back and then employees get to have a fitness break-but can then leave for the day in their sweaty clothes?

Response:
We will have Jody in the RIS Center conduct a survey of walkers to determine the best time.
Title IX Coordinator
Director, Student Accountability & Disability Services
Amy A. King

Procedures
Reporting and Resolution
Sexual Misconduct
The Clery Act, Title VII and Title IX discrimination. Campus crimes, and to permit the institution to remedy services to victims of sexual violence, to foster transparency about employees, faculty and professional staff to assure appropriate laws create reporting responsibilities for campuses.

FEDERAL REQUIREMENTS
(VAWA) - Section 304

- Violence Against Women Reauthorization Act of 2013
  - Enforcement and fines.
  - Sex offender information dissemination.
- Timely Warnings & Emergency Notifications.
- Policy and procedure disclosures.
- Hate crimes (8 categories).
- Primary crimes (7+3).
- Campus Sexual Assault Victims' Bill of Rights (1992)
- Crime Reporting/Campus Crime Log

AND CAMPUS CRIME STATISTICS ACT (1990)

JEANNE CLEARY DISCLOSURE OF CAMPUS SECURITY POLICY
Prohibits retaliation.
- Domestic violence.
- Dating violence.
- Stalking.
- Sexual assault.

Requirements for:
- Created extensive new policy, procedure, training, education, and prevention.
- Effective date of the law was July 2015.
- Section 304 significantly amended the Clergy Act.

AND SECTION 304
CLERY AMENDMENTS: VAWA REAUTHORIZATION
SEXUAL MISCONDUCT

1. Sexual Harassment
2. Non-Consensual Sexual Intercourse (or attempts to commit same)
3. Non-Consensual Sexual Contact (or attempts to commit same)
4. Sexual Exploitation
5. Dating violence
6. Domestic Violence
7. Stalking
2. Take prompt and effective action to:

   Prevent the recurrence
   Remediate the effects
   End the harassment

1. Take immediate and appropriate steps to investigate what occurred:

   If a report of sexual misconduct is made, we are compelled to

   Investigate and take appropriate actions.

   Once a school has notice of sexual harassment/sexual misconduct of a student, the school should:
Investigate and respond.

BUT - the school is still required to take all reasonable steps to

action may be limited...

requests confidentiality or refuses to participate; thus, the school's ability to take

OCR acknowledges that there may be circumstances where the complainant

or otherwise asks a school to take action.

responsibility whether or not the person who was harassed makes a complaint.

If the institution has notice of sexual misconduct, the institution has a

RESPONSIBILITY
<table>
<thead>
<tr>
<th>Discrimination</th>
<th>Prompt</th>
<th>Thorough</th>
</tr>
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<tbody>
<tr>
<td>End the Recurrence</td>
<td>Effective</td>
<td>Reliable</td>
</tr>
<tr>
<td>Prevent its effects upon the victim &amp; community</td>
<td>Equitable</td>
<td>Impartial</td>
</tr>
<tr>
<td>Remedies</td>
<td>Process</td>
<td>Investigation</td>
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</tbody>
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Title IX Coordinators Responsibilities
authority or responsibility.

An individual who a student could reasonably believe has this duty to report sexual harassment to appropriate school officials, or who has the authority to take action to redress the harassment, who has a responsible employee or institutional official includes any employee.
Noticing an Institutional Obligation to act that the victim does not want.

Withholding personally identifiable details allows an employee to satisfy the duty to report anonymously reporting.

When a victim does not wish to put the institution on notice, we can honor and empower institutional officials who receive notice of sexual misconduct have a legal duty to act and notify a Title IX Coordinator.

NOTICE/ANONYMOUS REPORTING
Anonymous Reporting preserves the confidentiality of the victim.

- Reporting of non-identifiable information is still expected of counselors, clergy and medical providers, unless they consent to the sharing of more detail.
- Confidential reporting -- employees should facilitate a meeting with counselors, clergy or Confidential Advisors.

Confidentiality
Contact a Title IX Coordinator.

Let them know someone else will be in touch.

Provide them with information on resources for assistance.

Take notes. (Fill in detail after the student leaves).

Listen.

If they want confidentiality, provide them with resources.

Ask if he/she is safe and does s/he need immediate medical or mental health care?

Some information with others.

Inform the student that you are a mandated reporter and that you will have to share.

So what do you do when a student comes to you?
You are required to report when the information is made known to you.

access to services, and in filling a report.

You are a bridge to connect the student with support accommodations.

called upon to name, analyze, or define students' experiences.

You are not a counselor; you are not an investigator, and you are not

STAY IN YOUR LANE
For criminal investigation if reporting party wishes

For statistical purposes (Clery)

Police reporting

Interim Measures

Investigation

made how to proceed.

reach out first to the reporting student. In that meeting, a decision may be

When a Title IX officer has been notified, he/she is obligated to act. S/he will

WHAT

REPORT HAS BEEN MADE... NOW
Prompt, Fair, and Impartial Process

Meetings and hearings

Informal that will be used during informal and formal disciplinary

Timely and equal access to parties, and appropriate officials to any

Transparent to accuser and accused

Consistent with institutions' policies

For either party

Conducted by trained officials free from conflict of interest or bias

Prompt, designated timeframe (can be extended for good cause)