



Stetson Values and Title IX

FOR TITLE IX DEPUTIES, INVESTIGATORS, ADVISORS, AND HEARING OFFICERS

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Have you seen this?

In bringing together learning and values, the university encourages all of its members to demonstrate **personal integrity**; to develop an appreciation for the spiritual dimension of life; to embrace leadership in an increasingly complex, interdependent, and technological world; and to commit to **active forms of social responsibility**.

Stetson is dedicated to the development of the whole person: A person committed to **engaging and building life-long connections** with the larger world through **personal growth, intellectual development, and global citizenship**. To that end, the university fosters policies, practices, and modes of inquiry to support and explore these values areas.

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How does this relate to Title IX?

- ▶ Stetson's values correlate to the purpose of Title IX – to prevent discrimination from having a negative impact on education or employment
- ▶ Stetson's values inform all of the University's processes and policies
- ▶ Title IX is another tool for the University to use to achieve its mission

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Personal Integrity

- ▶ Title IX requires personal integrity throughout its processes from all involved – complainants, respondents, witnesses, investigators, advisors, and decision-makers
- ▶ Title IX encourages personal integrity through the option of accepting responsibility for actions that have violated policy

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Active Social Responsibility

- ▶ Promoting a safe campus is one component of social responsibility
- ▶ Stetson's Title IX efforts include promoting a culture of consent and bystander intervention – that includes responsibility to fellow students, the University community, and everywhere Stetson students go
- ▶ Stetson encourages reporting and requires all employees to report suspected incidents

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Engaging & Building Connections

- ▶ Engaging in community & building connections occur through relationships
- ▶ Stetson's Title IX efforts promote respectful, positive relationships

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Personal Growth

- ▶ Not all students have learned about how to have positive, appropriate relationships
- ▶ Students can, through Title IX, learn about resources and accountability as well as how to support others
- ▶ Title IX also promotes behaviors that are important to successful employment

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Intellectual development

- ▶ We are teaching students about appropriate behaviors
- ▶ Title IX helps students so they are able to engage in the educational process
- ▶ Understand policy and consequences is practical knowledge

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Global Citizenship

- ▶ Through Title IX processes, we are promoting the value and worth of individuals on our campus, no matter where they are from;
- ▶ These values go with our students wherever they are

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Add to that, the values identified in the CLaSS Strategic Map:

- ▶ Resiliency
- ▶ Peer Leadership
- ▶ Diversity, Equity, and Inclusion
- ▶ Career Readiness
- ▶ Operational & Process Excellence

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Resiliency

- ▶ Title IX at Stetson focuses on healing
- ▶ We work with individuals to ensure that an incident does not interfere with their education or employment
- ▶ We provide supportive measures, such as counseling, to help with this
- ▶ Our processes and actions are guided by what the complainant wants and needs

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Peer Leadership

- ▶ Students assist in our efforts through PACT, WellTeam, various activities and outreach events
- ▶ Employees serve in various roles in the process: Investigators, Advisors, Hearing Officers
- ▶ All play a role in keeping Stetson a safe place to work and learn

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Diversity, Equity and Inclusion:

- ▶ Title IX promotes diversity, equity & inclusion by addressing bias and harassment
- ▶ This includes bias & harassment based on gender, perceived gender, sexuality, and perceived sexuality
- ▶ When individuals feel safe, they participate more fully in their education and/or employment opportunities

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Career Readiness

- ▶ Stetson students learn about consent, harassment, bystander intervention, and appropriate behaviors to prepare them to be positive additions to any workplace
- ▶ Student workers are trained specifically on Title IX in relation to their work environment

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Operational & Process Excellence:

- ▶ Title IX maintains data to identify areas for improvement in operation and processes
- ▶ Title IX processes are included in a variety of surveys, including the Campus Climate Survey and National Campus Health Assessment
- ▶ A Steering Team for Title IX reviews the efforts of the office at regular meetings; membership includes Senior Leadership of the University & COL
- ▶ Title IX staff receive regular training on relevant topics to stay on top of improvements and changes in the field

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Things to remember:

- ▶ Title IX is civil rights law with a focus on equity
- ▶ Stetson is dedicated to a safe environment for learning, working, and visiting
- ▶ Stetson's values and mission are reflected in its Title IX Processes

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Questions/more Information:

Lyda Costello Kiser, Executive Director for Title IX

386-822-7960

lkiser@Stetson.edu

titleix@Stetson.edu

Scott Kern, Investigator

386-822-7566

skern@Stetson.edu

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