



Stetson Values and Title IX

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

AUGUST 2020

Stetson University
Office of Title IX

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.

Stetson University
Office of Title IX

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

Stetson University
Office of Title IX

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

Stetson University
Office of Title IX

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

Stetson University
Office of Title IX

Engaging & Building Connections

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

Stetson University
Office of Title IX

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

Stetson University
Office of Title IX

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

**Stetson University
Office of Title IX**

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

Stetson University
Office of Title IX

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

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

**Stetson University
Office of Title IX**

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

Stetson University
Office of Title IX

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

**Stetson University
Office of Title IX**

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

Stetson University
Office of Title IX

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

Stetson University
Office of Title IX

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

Stetson University
Office of Title IX

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

**Stetson University
Office of Title IX**

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

**Stetson University
Office of Title IX**