**Student Affairs and Campus Life Advisory Committee Minutes**

Meeting time, place and date:

Wednesday, 12th October,4:00pm

Committee members present:

* Veena Ravishankar (Chair)
* Ginny Morriss (Secretary)
* Cate Brewer
* Jeb Collins
* Juliette Landphair (ex-officio member)
* Melissa Jones (ex-officio member)

Introductions

Dr. Ruth Davison, Director of Compliance and Title IX/ADA Coordinator

Abby Zurfluh and Catharine DeGolyer-Howell, student representatives, RAs

Items of Business, including Motions

* Approval of September meeting minutes
* Short presentation about what the Office of Compliance is and its purview.
  + All functions of the office have been done at UMW, just not under one roof
  + About understanding and ensuring that UMW as an institution understands and follows all state and federal laws regarding the Americans with Disabilities Act and Title IX.
  + Job is to support UMWs goal of being diverse, equitable, accessible, inclusive environment.
    - Focus on policy, but also facilitate awareness, education and training on Title IX and ADA.
    - Respond to internal and external complaints
    - Serve as point of contact for internal community and state/federal agencies
  + Title IX
    - Make sure no one is discriminated based on sex
    - Applies to all activities at institution
    - Changes to federal Title IX laws proposed in 2022
      * Proposed changes go through public comment periods (>235,000 comments), Department of Education has to look through all comments before new laws can be enacted
      * Office of Compliance keeps track of this process and ushers university through the changes when they become enacted (likely to be more than a year before proposed changes affect UMW).
    - Policy at UMW
      * Covers broadly sexual harassment (sexual assault, domestic violence, dating violence, stalking).
      * Covers sexual or gender-based misconduct (non-consensual sexual conduct, intimate partner violence, and stalking II, which is pattern of stalking or predatory behavior in virtual environment)
      * Covers sexual exploitation, retaliation, and complicity
      * Policy explains what prohibited conduct is and what defines that conduct, provides reporting options, supportive measures for both the complainant and respondent, details both the formal and informal processes for resolution
    - Supportive measures for anyone engaged in Title IX process
      * Counseling (Talley Center or EAP)
      * Extensions for deadlines or work adjustments
      * Modifications to work or course schedules
      * Campus escort services
      * Mutual restrictions on contact between parties
      * Changing to work or housing locations
      * Leaves of absence
      * Increased security or monitoring of areas on campus or parking accommodations
    - Differences between responsible employee vs confidential
      * Responsible employees – all faculty, staff, RAs, administrators, orientation staff, and athletic coaches are required to report
        + Want keep information guarded, but required to provide details to Office of Compliance
        + Allowed to provide resources so student knows who confidential resources are
      * Confidential – Talley Center, Student Health Center, Athletic Trainers, TEAL Peer Educators
  + Americans with Disabilities Act (ADA)
    - Previously, job of “coordinator” split among many groups on campus, first time all jobs overseen by a single, designated employee
    - ADA is civil rights legislation to prohibit discrimination on basis of disability
    - ODR works with students to accommodate needs (main point of contact for students). Nothing with ODR has changed by making ADA coordinator position
      * If ODR cannot resolve a complaint, ADA coordinator helps with resolution
    - Campus-wide accessibility initiative
      * $11.3M for UMW approved by VA General Assembly to enhance/improve accessibility on campus
        + Prioritize and plan individual projects is where current effort is
        + Task force is looking at accessibility study conducted several years ago and may bring in another consultant to find where accessibility needs have not been met or where challenges exist
        + Encourage people from across campus to attend focus groups and listening sessions
        + Campus Partners - ODR, Facilities/Maintenance, Student Affairs, HR, UMW Police
    - October is disability awareness month, calendar of events
* Open for discussion
  + From students: Important to make sure students know that they can have someone with them throughout the Title IX process, can be scary to go through alone
    - Federal Law mandates that students are allowed to have a trained adviser, family member or attorney with them
    - Whether the student or employee opts to go through the formal or informal process, supportive measures are meant to help them move forward with their work/education
  + Question about whether any projects are already planned for $11.3M
    - Not yet, Office wants campus-wide participation, currently going through report from 5 years ago to see what needs have not been met
    - Set priorities first, but there is no time-limit on when UMW needs to use the funding, so have a little time to determine what the areas of need are.
  + Is there a way for students and staff to access information on responsible v confidential employees/groups?
    - Office working on “marketing” to:
      * ensure list of confidential resource list is widely available
      * ensure students understand distinction between confidential and responsible
        + Also where can find confidential resources both on and off campus
      * Make sure clear up misconceptions about what Title IX is and what it is not
  + Question about policy changes
    - Takes a long time to change.
      * Some changes from Trump administration were not implemented until Aug. 2020. Changed how campuses across country adapted policies. Example: If complaint goes to hearing, hearing must be a live hearing
      * Biden administration rolling back some changes made by Trump administration
    - For the past 10-12 years, Title IX has been at forefront for institutions and campaign platforms
* Thanks to Ruth.
* Committee tasks
  + Reassessed how students feeling mid-semester
    - Period of stressfulness, mounting overwhelm, stressors from different aspects that get to the point of trouble operating
    - “Overwhelming dread about the future”
  + Suggestions for what faculty or student affairs committee can do?
    - SAE bulletin board, “take what you need” resources
    - Students want encouragement and kindness
    - Check on students, fill out maxient reports, if necessary
      * Don’t wait until it is too far into the semester
    - Make sure students know about peer mentoring (maybe not as intimidating)
  + Decide on guests for next meeting
    - David Flemming (Residence Life), Patrick Catullo (Athletics), Marissa Miller (Center for Prevention and Education)

Adjournment and next meeting details

The meeting adjourned at 4:59 pm.

Next meeting time, November 23, 4 pm.