



Unclassified Professional Senate Archives

Unclassified Professional Senate

Academic year 2020-2021

Attachment 1 to Unclassified Professional Senate Meeting August 18, 2020

Volunteer Request Letter

Additional information: Digitized by University Libraries Technical Services and archived in SOAR: Shocker Open Access Repository at:
<http://soar.wichita.edu/handle/10057/19672>

August 12, 2020

Dear Campus Leaders,

On August 14, 2020, the revisions to WSU Policy 3.06 will be implemented. The Department of Education's regulations re-define sexual harassment and mandates that Title IX investigations include live hearings with cross-examination.

Important to the success of the policy change is the involvement of university employees to receive training and serve as Advisors. Advisors support the parties and assist them through the Grievance Procedure. The parties are required to have an Advisor during the Hearing Process. The Advisor's role in the hearing itself is limited to cross-examination of the other Party and of any witnesses. An Advisor may not make a presentation on behalf of or represent the Party during any meeting or proceeding in the grievance process and may not speak on behalf of the party to the investigator(s) or Decision-makers, except during cross-examination. Advisors may ask process-related questions to the Investigator(s), Hearing Chair, Hearing Panel, or Title IX Coordinator.

To best serve the university community, we will establish a "Roster" of trained Advisors. Successful processes include a roster of members, diverse in education, life experience, gender, race, age, disability, national origin, etc.

The Office of Institutional Equity and Compliance will begin to recruit and train volunteer advisors. I realize that not faculty or staff all want to serve as an Advisor, however, this is a great opportunity for university employees to become educated on the new policy and serve as a knowledgeable resource.

The training will cover the following competencies:

- The Legal Landscape
- The Title IX/Disciplinary Process
- Investigation and Resolution Procedures
- Title IX & VAWA Requirements
- Critical Thinking Skills
- How to Prepare for a Hearing
- Hearing Decorum
- Questioning Skills/Cross Examination
- Analyzing Policy

- Standards of Proof
- Sexual Misconduct/Discrimination
- SANE and Police Reports
- Intimate Partner Violence
- Domestic Violence
- Bias/Prejudice/Impartiality
- Stalking
- Sanctioning/Remedies
- Appeals Process



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The training is divided into two- three hour sessions. In the first session, Advisor One, the training will cover all of the above. In the second session, Advisor Two, the participants will walk through a mock-hearing.

The Zoom sessions options:

Advisor One

Monday August 24 th	9:00 a.m. – 12:00 noon
Tuesday August 25 th	1:00 p.m. – 4:00 p.m.
Wednesday August 26 th	6:00 p.m. – 9:00 p.m.
Thursday August 27 th	1:00 p.m. – 4:00 p.m.

Advisor Two

Tuesday September 1 th	1:00 p.m. – 4:00 p.m.
Wednesday September 2 nd	6:00 p.m. – 9:00 p.m.

If anyone would like to sign up for training, please email either me at Christine.taylor@wichita.edu, or sara.zafar@wichita.edu.

We anticipate an Advisor may be asked to serve one to two times per calendar year. We recognize that time is a valuable resource and their participation will not be burdensome.

The policy revisions and the assistance of our employees in this new process serves WSU's mission protecting the safety and dignity of its community members.

I would very much appreciate it if you could distribute this information to your employees. Please let me know if you have any questions.

Best,

Christine Taylor, J.D., LL.M
Executive Director Office of Institutional Equity and Compliance