



Simpson College Title IX Associated Personnel

Title IX Coordinator

The Title IX Coordinator is responsible for coordinating all aspects of the College's gender equity compliance efforts, including the College's efforts to prevent sexual harassment. The Title IX Coordinator is responsible for ensuring the College's compliance with all requirements of Title IX and other applicable state and federal laws. Additionally, the Title IX Coordinator:

- Coordinates the College's response to all complaints involving possible sex-based harassment or discrimination
- Advises individuals about Simpson's Sexual Misconduct Policy and reporting options
- Explains options, resources, and available supportive measures to affected individuals regardless of whether a Formal Complaint is filed
- Coordinates supportive measures offered to both parties
- Oversees campus-wide sexual misconduct and Title IX training measures
- Oversees and maintains records of training for members of the Title IX team

Investigators

Investigators are trained staff, faculty, or other professionals who review and investigate all details of a Formal Complaint to which they are assigned, including conducting interviews of both parties, interviewing witnesses, collecting evidence, and preparing a written investigation summary report.

Hearing Board Members

The Sexual Misconduct Review Board is composed of trained staff and faculty, or other professionals, who determine whether the Respondent is responsible for the sexual misconduct alleged in a Formal Complaint. If the responding party is found responsible, the Review Board, in consultation with the Title IX Coordinator (and, in the case of faculty/staff respondents, with the Academic Dean or Director of Human Resources), will determine the consequences and/or

sanctions to be imposed. Hearings are chaired by an external review board member retained by the College.

Officials with Authority to Institute Corrective Measures

Officials with Authority to Institute Corrective Measures (or OWAs) are any Simpson employee explicitly vested with the responsibility to implement corrective measures on behalf of the institution for sex- or gender-based discrimination, harassment, violence, and/or retaliatory conduct involving students, faculty, staff, or third parties. Positions at Simpson considered OWAs are listed below.

- President
- Senior Vice President/Academic Dean
- Vice President of Student Development
- Vice President of Enrollment
- Dean of Students
- Dean of Continuing and Graduated Education
- Director of Human Resources
- Director of Campus Security
- Athletic Director
- Senior Women's Athletics Administrator

Training

All associated personnel receive annual training and information on required and relevant topics, depending on their position and role. Topics of training may include, depending on position:

- Issues related to sexual and gender-based harassment, sexual assault, dating violence, domestic violence, and stalking
- How to conduct fair and impartial investigations
- Creating investigation reports that fairly summarize evidence
- The College Sexual Misconduct Policy
- How to conduct a hearing
- How to serve impartially

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- Technology to be used at hearings
- Requirements and expectations of their position

Records of training materials are maintained and publicly available on Simpson's Title IX webpage.