

# University Council

## March 26, 2024

Laura Rugless (she/her)  
Vice President and Title IX Coordinator  
Office for Civil Rights and Title IX  
Education and Compliance

# OCR Framework

## CIVIL RIGHTS

BRANCHES

SUPPORT,  
INVESTIGATION &  
RESOLUTION

PREVENTION,  
OUTREACH &  
EDUCATION

ADA/  
ACCESSIBILITY

OVP- BUSINESS AND  
COMPLIANCE  
OPERATIONS

ROOTS

POLICIES &  
PROCESSES



INCIDENT  
RESPONSE  
&  
RESOLUTION



PREVENTION  
&  
EDUCATION



DATA  
COLLECTION  
& ANALYSIS



CULTURE &  
COMMUNITY



# OCR Strategic Priorities

## Develop

- Develop the structure and resources of OCR to meet the evolving needs of MSU and the university community.

## Improve

- Improve campus safety and culture through robust prevention, support and response.

## Enhance

- Enhance MSU's civil rights profile and measure the impact of our efforts relative to higher education nationally.

# Key Initiatives – Develop and Improve



SUPPORT AND  
INTAKE



POLICIES



REPORTING  
AND CASE  
MANAGEMENT  
SYSTEM



POE TRAINING



DIGITAL  
ACCESSIBILITY

# Redeveloped SIT approach provides 360 person-centered support and guidance sooner

- Support and Intake combined to provide a streamlined experience at the onset of receiving OCR services.
- A new step in the process, Options Meetings, is designed to inform parties about resources, supportive measures, party rights, and OIE processes before meeting with an investigator if they choose.
- The timely response in outreach, approximately 2.5 business days from the initial report, coupled with Option Meetings, will enhance community member's experience with the OCR support and intake process.

# More robust civil rights policies help drive reporting, support and response

## New this year – based on existing protocols

- Mandatory Reporting for Relationship Violence, Sexual Misconduct and Stalking Policy
- Pregnancy, Childbirth and Other Pregnancy Related Conditions for Students and Employees

## Currently under revision

- Anti-Discrimination Policy
- Digital Content and Web Accessibility Policy

## Anticipated revision

- Disability and Reasonable Accommodation Policy
- Relationship Violence and Sexual Misconduct and Title IX Policy (depends upon new Title IX regulations)

# New technology will enhance capabilities for tracking and analytics

- New case management system has expanded reporting and monitoring ability to increase communication and shorten timelines
- Weekly metric inspections to inform operators of volume and develop solutions in real time
- Development of suite of analytics will be used to inform prevention efforts and increase transparency

# Prevention, Outreach and Education (POE) offerings enhance safety and improve response

- Multi-tiered approach for undergraduate students results in learning beyond compliance
- Specialized trainings and programs for athletics, fraternity and sorority students and REHS
- Online and in-person programming for employees and graduate students creates consistent knowledge across campus
- Other learning opportunities such as the POE Annual Summit and requested trainings
- Climate and Response Unit work with units across the university in developing strategies to promote healing and culture change



Request a training:  
[POE.Training@msu.edu](mailto:POE.Training@msu.edu)



# Campuswide digital accessibility collaboration enhances inclusion and access

- Raises awareness of digital accessibility by maintaining a Digital Accessibility Liaison as a point of contact in each MSU unit
- Empowers faculty and staff through web-based tutorials, free access to training courses, and the [Digital Accessibility](#) website
- Improves campus culture via regular meetings, dashboards with accessibility metrics, and an annual self-review survey
- Provides guidance and support to units needing assistance

# Federal/National Level

- Increase in U.S. Dept of Education Title VI shared ancestry complaints
  - Help students
  - Address hostile environments
  - Ensure access
- Possibility of new Title IX regulations this spring or summer – more to come
- AI policies that center equity and civil rights



Thank you!

Questions?

Visit: [civilrights.msu.edu](http://civilrights.msu.edu)

Contact Us:

[OCR.laurarugless@msu.edu](mailto:OCR.laurarugless@msu.edu)

[OCR.eltarohooper@msu.edu](mailto:OCR.eltarohooper@msu.edu)

[OCR.tracyleahy@msu.edu](mailto:OCR.tracyleahy@msu.edu)

[POE.kellyschweda@msu.edu](mailto:POE.kellyschweda@msu.edu)