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

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<tr>
<th>BRANCHES</th>
<th>CIVIL RIGHTS</th>
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<td>SUPPORT, INVESTIGATION &amp; RESOLUTION</td>
<td>PREVENTION, OUTREACH &amp; EDUCATION</td>
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| 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

<table>
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<th>New this year – based on existing protocols</th>
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<tbody>
<tr>
<td>• Mandatory Reporting for Relationship Violence, Sexual Misconduct and Stalking Policy</td>
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<td>• Pregnancy, Childbirth and Other Pregnancy Related Conditions for Students and Employees</td>
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<tr>
<th>Currently under revision</th>
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<tr>
<td>• Anti-Discrimination Policy</td>
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<td>• Digital Content and Web Accessibility Policy</td>
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<th>Anticipated revision</th>
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<tr>
<td>• Disability and Reasonable Accommodation Policy</td>
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<tr>
<td>• Relationship Violence and Sexual Misconduct and Title IX Policy (depends upon new Title IX regulations)</td>
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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
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

Contact Us:
OCR.laurarugless@msu.edu
OCR.eltarohoooper@msu.edu
OCR.tracyleahy@msu.edu
POE.kellyschweda@msu.edu