



Title IX Team Mandatory Annual Training 2026-27



SOUTHERN
ADVENTIST UNIVERSITY

Power for Mind & Soul

Objectives for Today

When you leave today you should be able to

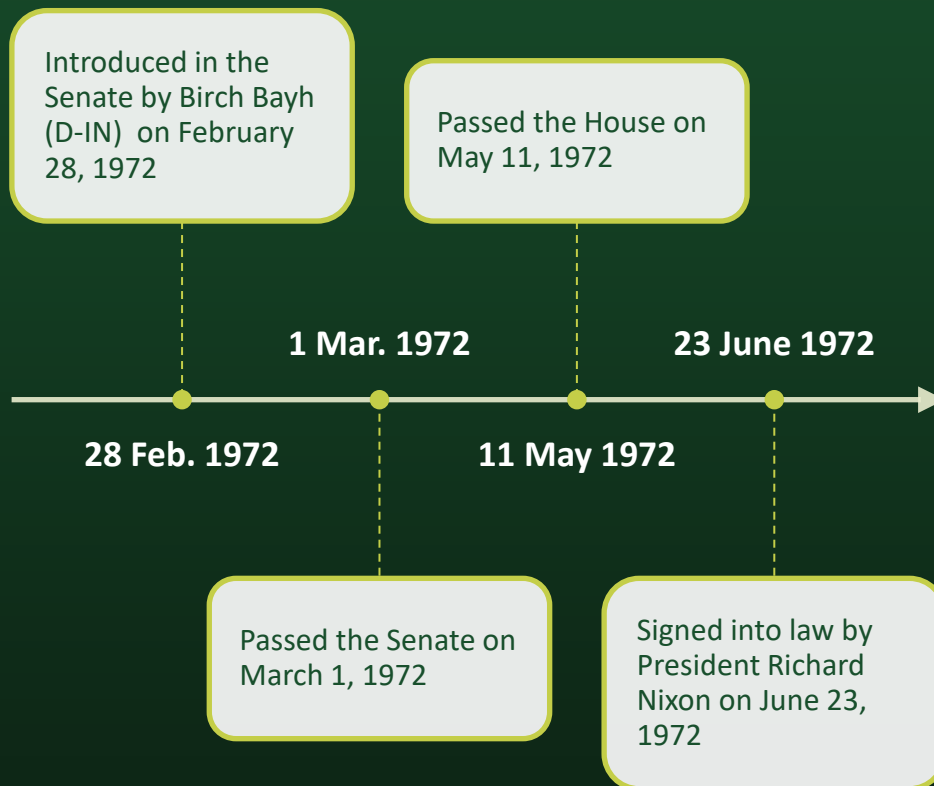
- Give a brief history of Title IX
- Describe the relationship between Title IX and sexual harassment
- Describe the university's responsibilities under Title IX
- Describe SAU's process and protocols

The History of Title IX

Before Title IX was enacted in 1972, women faced widespread sex-based discrimination in education; they were denied access to many academic programs, particularly graduate-level disciplines, and were largely excluded from interscholastic and intercollegiate sports programs.

Legislative Efforts

Congressional History



Marvella Bayh





Title IX's Link to Sexual Harassment

In the 1980's and 90's, The United States Supreme Court made several decisions that made clear that sexual harassment and sexual assault are forms of sexual discrimination.



Dear Colleague Letter

During 2011. . .

The Office of Civil Rights made the following statement:

"The sexual harassment of students, including sexual violence, interferes with students' right to receive an education free from discrimination and, in the case of sexual violence, is a crime."¹

President Barack Obama



Dear Colleague Letter

The same letter . . .

Also required universities to use the standard of “preponderance of evidence” in adjudicating sexual harassment cases on their campuses and to show that these cases were responded to in a reasonable amount of time.

President Barack Obama

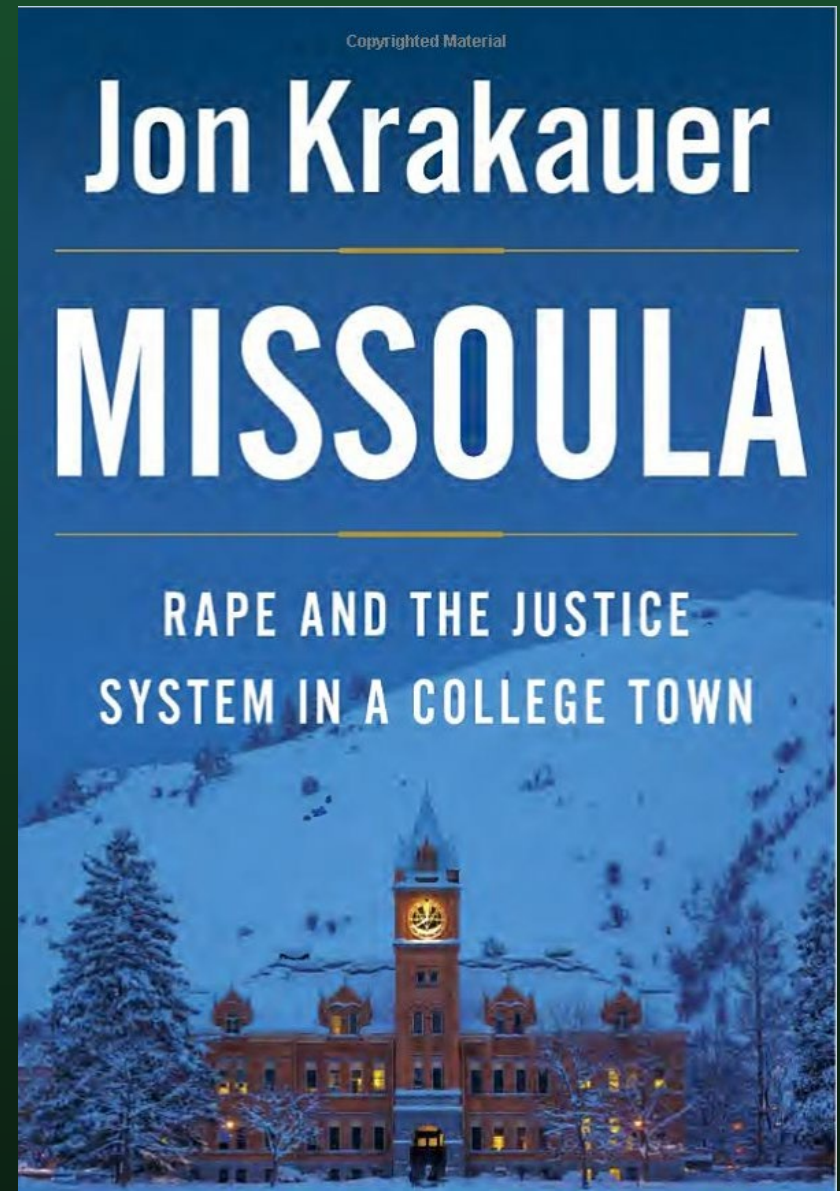


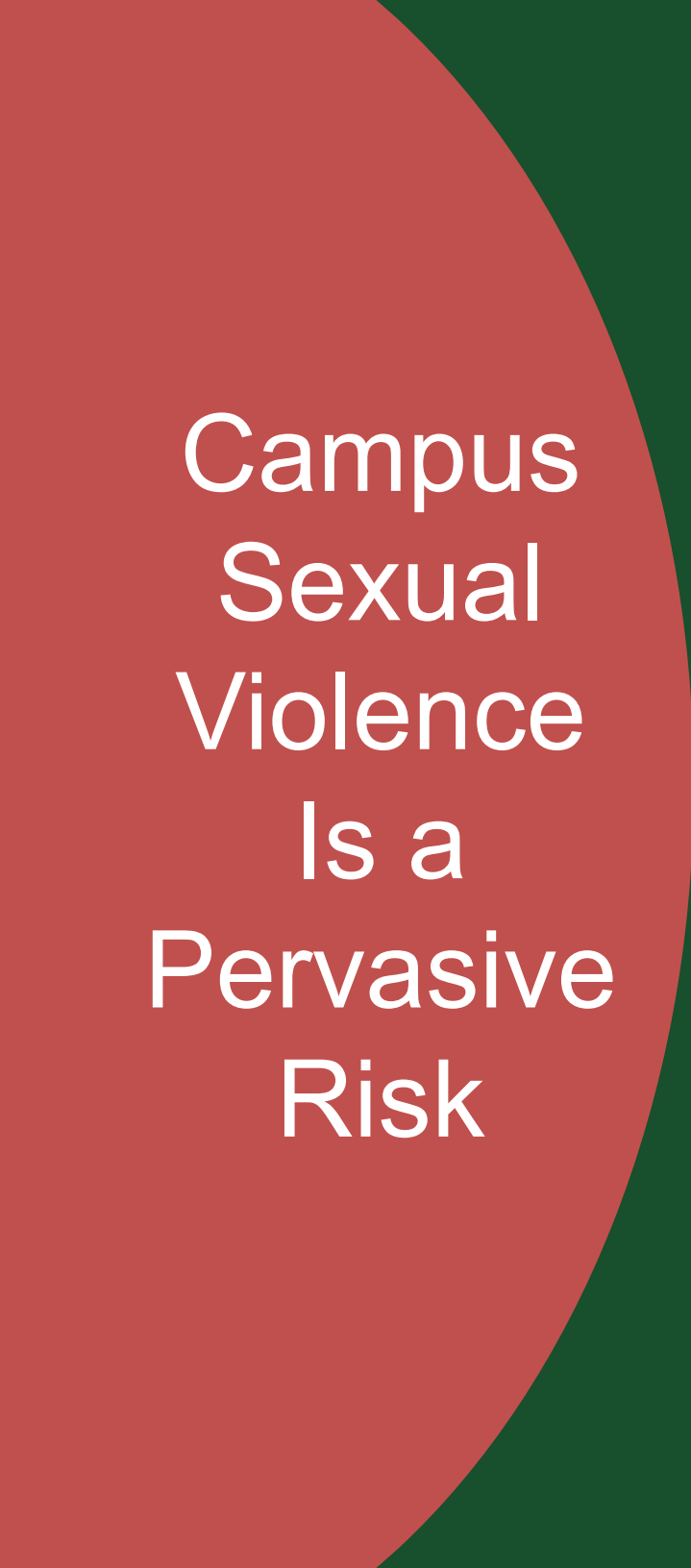
University of Montana

The ubiquity of sexual harassment

The story of the University of Montana was found to mirror numerous universities in the United States:

<https://www.youtube.com/watch?v=nGl9K20QCgs>



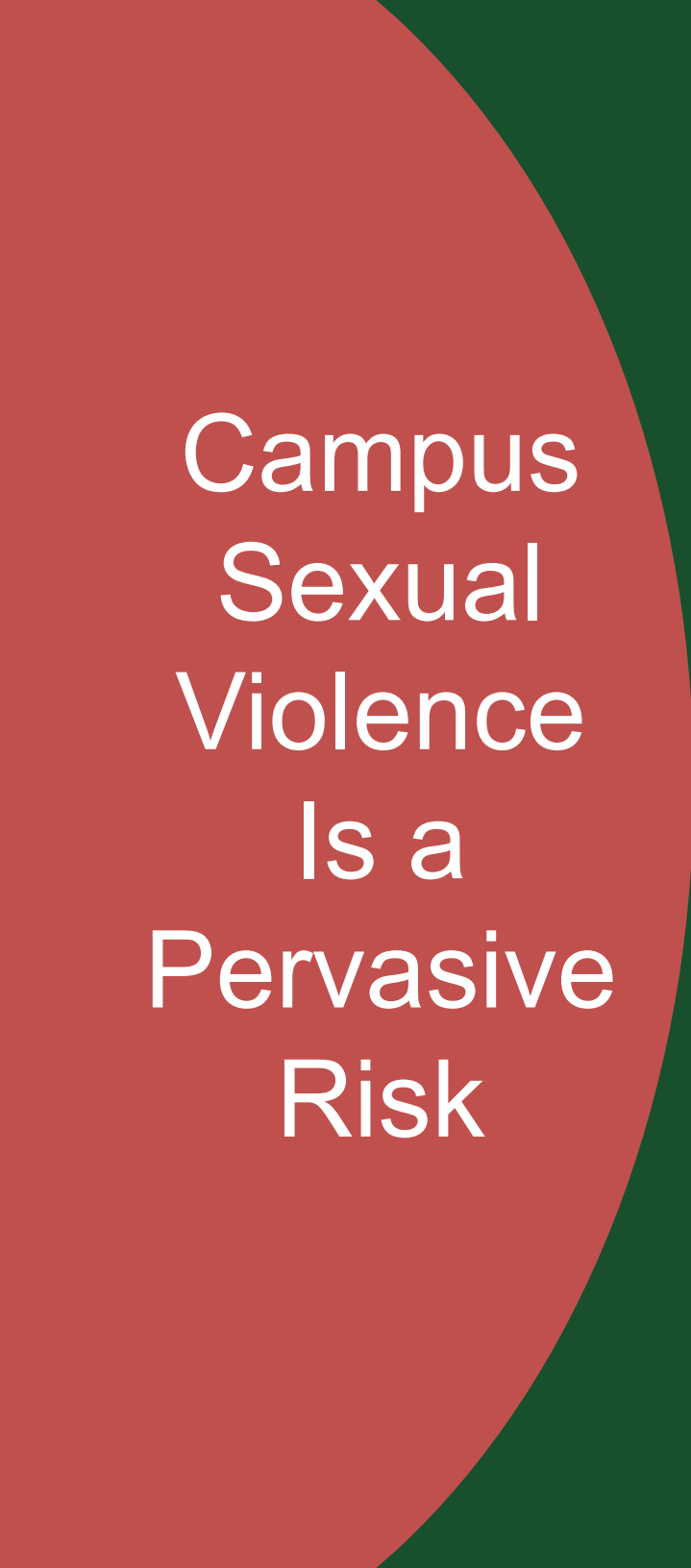


Campus Sexual Violence Is a Pervasive Risk

13%

On college campuses 13% of all students experience rape or sexual assault, with rates even higher for undergraduate women (26.4%) and students with nonconforming social identities (21%).



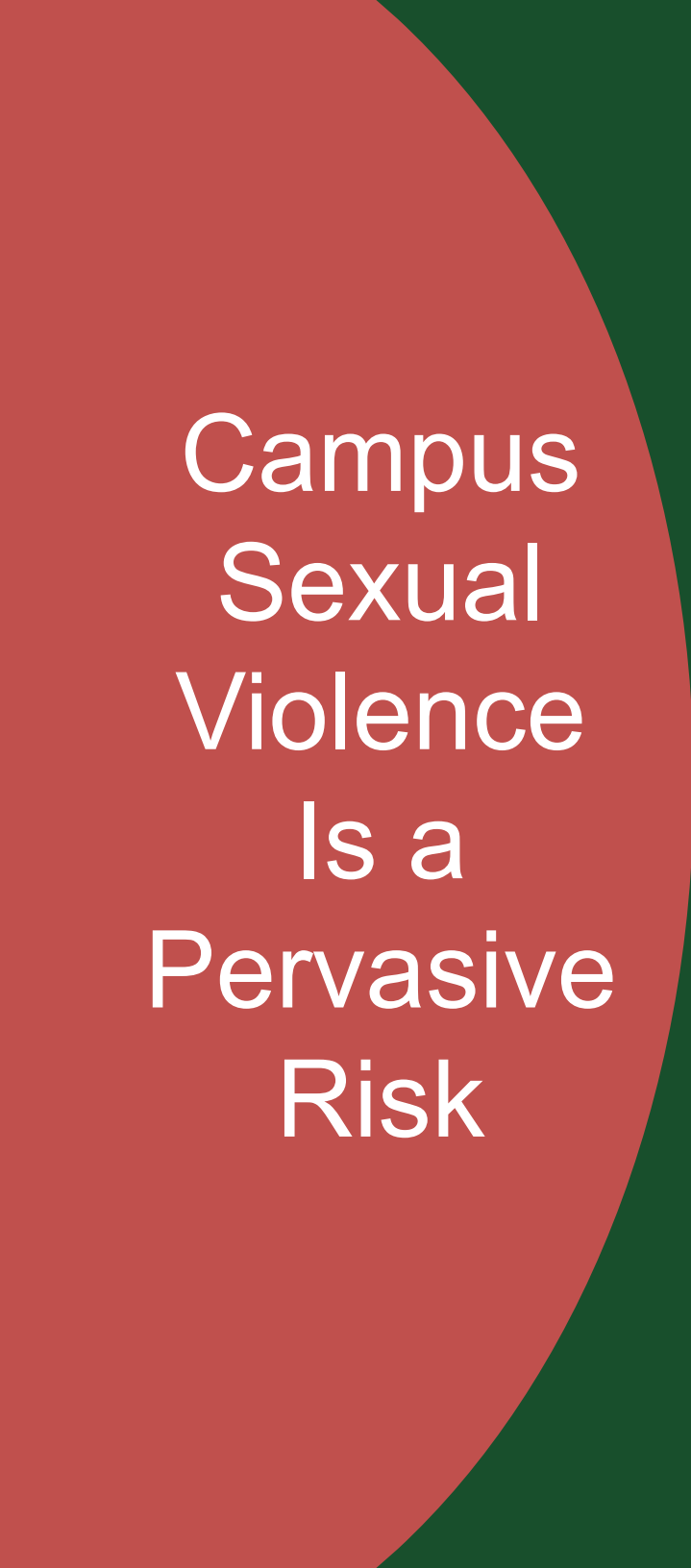


Campus Sexual Violence Is a Pervasive Risk

9.7%

9.7% of female and 2.5% of male graduate and professional students experience rape or sexual assault involving physical force, violence, or incapacitation.





Campus Sexual Violence Is a Pervasive Risk

26.4%

26.4% of female and 6.8% of male undergraduate students experience rape or sexual assault involving physical force, violence, or incapacitation.



Rate of Sexual Assault for Women and Men at Christian and Secular Institutions

	SECULAR	CHRISTIAN
WOMEN	40%	25%
MEN	21%	5%

Foubert, J.D., Durham, A., Houston, M., Vanderwoerd, J. (2021). [Sexual violence at Christian and Secular Universities: Does institutional type matter?](#) Christian Higher Education, 20(4), 257-270. DOI: 10.1080/15363759.2020.1806143

How Many Women?

Annually, approximately 300,000 women enter college for the first time. Of that number, 5% will experience a rape or attempted rape during their years as a university student.



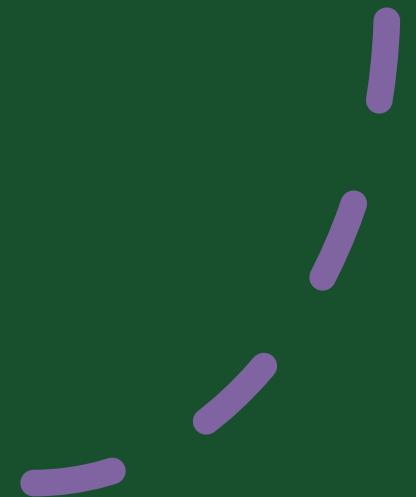
Translated
to
Southern

In Fall 2025 Southern had 3,343 students. Of that number approximately 55%, or 1,827 were females.



Translated
to
Southern

Five percent (5%) of 1,584 is
79.





Fortunately.
..

Our numbers on rape alone
do not reflect a 5% rape rate.

SEXUAL HARASSMENT AND ASSAULT REPORTS BY YEAR

		2020	2021	2022	2023		
Rape		10	1	4	14		
Sexual Harassment		10	15	15	13		
Stalking		9	7	12	11		
Inappropriate touch		4	2	9	3		
Dating violence			1	1	3		
Groping					1		
Domestic violence		1		1	1		
Gender discrimination					1		
Attempted rape			2				
Voyeurism		2		1			
Undefined		1					

2024 Statistics

- 9 cases of rape
- 9 cases of stalking
- 5 cases of inappropriate touch
- 4 cases of verbal sexual harassment
- 3 cases of dating violence
- 2 cases of groping
- 1 case each of voyeurism and online harassment

2025 Statistics

- 16 cases of stalking
- 11 cases of verbal or online sexual harassment
- 10 cases of rape
- 9 cases of fondling/groping
- 6 cases of coercion
- 4 cases of dating violence
- 3 cases of inappropriate touch
- 3 cases of domestic violence
- 2 cases of kidnapping
- 1 case of grooming of a minor

Title IX Protocol at SAU

First off, all university employees, including some student employees, are designated Campus Security Authorities (CSA).

The Clery Act

The Clery Act requires colleges and universities that receive federal funding to disseminate a public annual security report (ASR) to employees and students every October 1st. This ASR must include statistics of campus crime for the preceding 3 calendar years, plus details about efforts taken to improve campus safety.

SAU's Clery Reports

[VISIT](#)[DEGREES](#)[TUITION](#)[APPLY](#)

CLERY ANNUAL SECURITY AND FIRE SAFETY REPORTS

[Home](#) › [Administration](#) › [Campus Safety](#) › [Clery](#) › **Clery Annual Security and Fire Safety Report**

REPORTS

CLERY ANNUAL SECURITY AND FIRE
SAFETY REPORT 2024

CLERY ANNUAL SECURITY AND FIRE
SAFETY REPORT 2023

CLERY ANNUAL SECURITY AND FIRE
SAFETY REPORT 2022

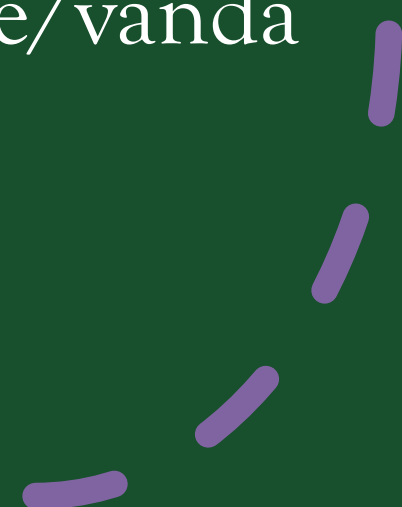
Five Crime Categories

CRIMINAL OFFENSES

- Criminal homicide: murder and non-negligent manslaughter, manslaughter by negligence
- Sexual assault: rape, fondling, incest, statutory rape
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson

Crime
Categories
cont.

HATE CRIMES (any of the
above mentioned offenses,
and any incidences of)

- Larceny-theft
 - Simple assault
 - Intimidation
 - Destruction/damage/vandalism of property
- 



Crime
Categories
cont.

HAZING: added with the
Stop Campus Hazing Act of
2024

Crime
Categories
cont.

VAWA OFFENSES

- Domestic violence
 - Dating violence
 - Stalking
- 

Crime
Categories
cont.

ARRESTS and REFERRALS for DISCIPLINARY ACTION

- Weapons law violations
 - Drug abuse violations
 - Liquor law violations
- 

First CSA
Responsibility

REPORT

- 1) Sexual harassment and sexual violence incidences to my office—you may not choose to be anonymous (Campus Safety)
 - 2) Other Clery violations to the office of the Dean of Students (Campus Safety)
- 

Second CSA Responsibility

Do not try to determine
severity of sexual harassment—
just report it

- 1) Persistent
- 2) Severe
- 3) Objectively offensive

Title IX Protocol

- Report comes into my office via Maxient

Title IX, Misconduct or Criminal Concern

Use this confidential⁺ electronic form to report any sexual or non-sexual misconduct experienced by you or someone else.

Your Name

First Name

Last Name

☐ I'd rather stay anonymous

If you choose to stay anonymous this could hinder the ability to investigate or prevent further occurrences.

Your Connection to Southern

How may we contact you?

☐ Email

☐ Phone

☐ I do not want to be contacted.

Your Association with the Incident

☐ It happened to me.

☐ I observed the incident.

☐ I was told about the incident.

Name of the other person involved

First Name

Last Name

Title IX Protocol

- Report comes into my office
- I assign case to a Deputy
Title IX Coordinator

SAU's Deputy Title IX Coordinators



Lunelle Bertresse
Title IX Deputy
Students



Brenda Flores-Lopez
Title IX Deputy
Employees only



Sandy James
Title IX Deputy
Students



Joey Tolbert
Title IX Deputy
Students

Title IX Protocol

- Report comes into my office
- Assign case to a Deputy Title IX Coordinator
- Offer support, including No-Contact Order and arranging contact with Collegedale Police Department

NCO Template

Dear COMPLAINANT'S FIRST NAME:

Please be informed that the Office of Student Development, through Campus Safety, has issued a No-Contact Order, effective immediately, whereby neither you nor RESPONDENT'S FULL NAME may have any contact with each other, either on or off campus, in person or through another party, by telephone, letter, e-mail, or other electronic media, or by any other means. In addition, you may not engage in indirect communication via social media or any other means. You must also refrain from any form of harassment, retaliation, or intimidating behavior. If you believe your life and health to be threatened or in danger, contact either Campus Safety or the local authorities immediately.

NCO Template

If at any time either one of you feels the need to communicate with the other, you may do so only through the Student Development Office.

NCO Template

Furthermore, you must make a concerted effort to avoid any close proximity to _____, as follows:

- In areas where neither of you is required to be present, if one of you arrives first, the other must leave.
- In areas where you are both required to be present, you must each avoid sitting near the other.
- In areas where their presence is required and yours is not, you may not be present.
- In areas where your presence is required and theirs is not, they may not be present.

NCO Template

RESPONDENT'S FULL
NAME has received the same instructions as you find throughout this letter. If you have any questions, let me know right away.

This No-Contact Order will remain in effect until further notice from Student Development, or unless you are informed that it has been modified or revoked.

NCO Template

This Order is not an indication of responsibility for a violation of University policy; rather, it is intended to forestall interactions that could be perceived by either party as retaliatory, intimidating or harassing. The intent is to cease all communication while the University works to resolve the matter that has been brought to our attention. No-Contact Orders do not, in and of themselves, become part of the recipient's permanent University record.

NCO Template

However, it is very important that you understand and abide by the above stated conditions, since an infringement of this order may result in disciplinary consequences. This may include revising the order such that responsibility to avoid the other party falls exclusively on the party found responsible for violating the order. If you have any questions now or in the future regarding this No-Contact Order, please do not hesitate to get in touch with the Office of Student Development or Campus Safety.

Title IX Protocol

- Report comes into my office
- Assign case to a Deputy Title IX Coordinator
- Offer support, including No-Contact Order
- Determine if report rises to Title IX violation

Consent

Definition:

An agreement among all parties to engage in sexual activity:

<https://www.youtube.com/watch?v=fGoWLWS4-kU>

Title IX Protocol: Responding to a report

- Report comes into my office
- Assign case to a Deputy Title IX Coordinator
- Offer support, including No-Contact Order
- Determine if report rises to Title IX violation

If no, refer to Student Conduct or HR

If yes, inform Deputy, who then informs parties

Title IX Protocol: Formal Complaint & Letters of Allegations

- Complainant decides whether or not to make a Formal Complaint
- If Complainant decides to make Formal Complaint, an Investigator sends Letters of Allegations to both parties
- Investigation begins

Title IX Protocol: IR or Hearing

- Parties may choose to use Informal Resolution (IR) process at this point

Title IX Protocol: IR or Hearing

- If IR is not chosen, case goes to hearing:
 - Decision Makers are chosen
 - One of three Decision Makers is assigned Chair responsibilities
 - Hearing occurs over Zoom

Title IX Protocol: The Hearing

- Advisors and Decision Makers ask the questions (Complainant and Respondent only respond to questions; they may not ask them directly to other party)
- Once both parties and witnesses are questioned, Decision Makers are responsible for 4 actions, using the standard of proof known as “preponderance of evidence”:

3 Types of Standard of Proof

- Preponderance of Evidence (lowest standard, for most civil cases)
- Clear and Convincing Evidence (middle standard, for certain civil and family law cases)
- Beyond a Reasonable Doubt (highest, for criminal cases)

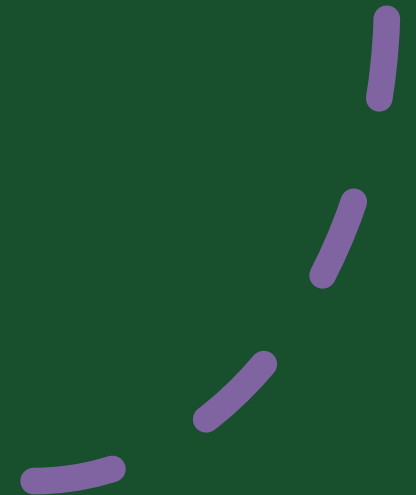
OJ & Nicole Simpson



<https://www.youtube.com/watch?v=16KaoVmVTPE>

Title IX Protocol: The Determination

- Chair writes Determination Letter



Title IX Protocol: The Determination

- What panel MUST discuss during adjudication:
 - Does the evidence presented in the hearing and the investigative report support the allegations?

Title IX Protocol: The Rationale for Determination

- What panel MUST discuss during adjudication:
 - What is the rationale you used to support your decision?

Title IX Protocol: The Sanctions

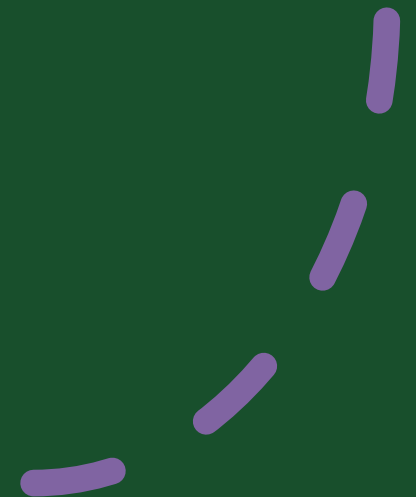
- What panel MUST discuss during adjudication:
 - If you find evidence supports allegations, what is the appropriate sanction?

Policy Sanctions

- Warning
- Probation
- Short-term Suspension
- Long-term Suspension
- Dismissal and Banning (all determinations of rape must result in a sanction of dismissal)

Title IX Protocol: Rationale for Sanctions

- Finally, what is the rationale for choosing that sanction that you chose?



Title IX Protocol: Sending the Determination Letters

- Title IX Coordinator sends Determination Letters to both Complainant and Respondent
- In cases of appeals, one of the Senior Vice Presidents makes decision

Let's Practice

Scenario #1

New student shares her phone number with another new student. After a couple benign texts, the content of the texts include “funny” sexual memes. When she tells him to stop sending them, he shames her with “Where’s your sense of humor” and continues to send them. She blocks him but now he is contacting her through social media accounts, which she did not share with him. She blocks him on those accounts too.

Scenario #2

Student invites girl into his SV apartment. Eventually, they begin to kiss. He moves to caressing her body, eventually putting his hands under her clothes, touching her breasts and genitalia. She reports this case to her RA, who as a CSA, reports to Title IX.

Scenario #3

Several female students have reported the same young man for stalking. These reports do not appear coordinated; in other words, these reports are not from a group of friends. In one case, the alleged stalker sat at a table in McKee library and stared at the Complainant. In another report, he was waiting outside of a public bathroom for the Complainant on more than one occasion. In another, the stalker has sat at a table at CK_s, staring at another Complainant. In each report, the stalker doesn't talk to the Complainants, only stares.

Scenario #4

Several students take weekend leaves to go to their respective homes. Instead, they stay in Chattanooga, renting an AirBnb for a weekend of “no rules.” It is a weekend of alcohol and drug consumption. Unfortunately, one of the female students admits to having been raped at 4 am when she and a male student went to the hot tub after everyone was asleep.

