

# Implementation of Title IX Working Group Recommendations: Progress Report

Updated September 2018

*Note: New information since the previous update appears in red.*

<b>COMPLETED</b>	<ul style="list-style-type: none"> <li>Recommendation has been fully implemented <b>OR</b></li> <li>Recommendation required some actions at the beginning of the year and other actions that are year-long; the former have been completed and the latter are ongoing</li> </ul>
<b>INITIATED</b>	<ul style="list-style-type: none"> <li>Implementation work has begun</li> </ul>
<b>SCHEDULED</b>	<ul style="list-style-type: none"> <li>Recommendation involves activities that were intended to be implemented at a later date</li> </ul>

## 1. Title IX Team and Leadership

	Recommendation	Action steps completed to date
<b>1a</b>	Hire a full-time Title IX case manager <b>COMPLETED</b>	<ul style="list-style-type: none"> <li><a href="#">Kari Hohn</a>, a former staff member of the <a href="#">Minnesota Coalition Against Sexual Assault</a>, was hired as Title IX Case Manager on September 19, 2016.</li> <li>In February 2018, the responsibilities of case manager were incorporated into a new full-time Title IX Coordinator position, and Ms. Hohn was appointed to that new position. The college's <a href="#">Title IX policy</a> was updated to reflect the merged full-time position (Section I.B.1), and the job description for the Title IX Coordinator is posted on the HR website (password-protected) with all other St. Olaf positions.</li> <li>The Vice President for Mission, who served as the college's previous Title IX Coordinator, remains a member of the Title IX Team.</li> </ul>
<b>1b</b>	Establish multi-disciplinary core team comprised of selected members of the Title IX team for responding to reports of sexual misconduct ( <i>see also 3b, 3d</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>Multi-disciplinary Core (COordinated REsponse) Team has been established:               <ul style="list-style-type: none"> <li>Title IX Coordinator</li> <li>Associate Dean of Students for Residence Life</li> <li>Director of Public Safety</li> </ul>               The college's General Counsel provides ongoing legal advice and consultation.             </li> <li>Intake and communication checklist has been prepared and is being used per Recommendation 3d</li> <li>Description of CORE Team composition and responsibilities has been incorporated in the college's <a href="#">Title IX policy</a> (Section I.B.2) and is posted on the <a href="#">Title IX website</a>.</li> </ul>

<b>1c</b>	Publicly report the frequency and types of training completed by Title IX team members ( <i>see also 8c</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• Document describing <a href="#">training</a> of Title IX team members has been posted on the Title IX website</li> </ul>
<b>1d</b>	Enhance the visibility and accessibility of Title IX team members <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• Professional biographies, including Title IX responsibilities, have been added to the information about each team member on the <a href="#">Title IX Team page</a></li> <li>• A Title IX link has been added to the <a href="#">student portal</a> and the <a href="#">faculty/staff portal</a>.</li> <li>• A <a href="#">Title IX Quick Guide</a> with key links and a list of team members is now being provided annually to every new and returning student</li> <li>• Additional Title IX poster with photos of team members has been developed and distributed in numerous locations on campus</li> <li>• <b>The Title IX Team’s practices now include in-person presentations and conversations with students, faculty and staff throughout the academic year, focusing on Title IX engagement in meetings that community members are already having (e.g., academic department or staff division meetings, student orientations, etc.).</b></li> </ul>

## 2. Title IX Policy Revisions

	<b>Recommendation</b>	<b>Steps initiated or completed to date</b>
<b>2a</b>	Revise Title IX policy and training to improve understanding of affirmative consent <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• Definitions of <i>affirmative consent</i>, as well as of <i>coercion</i> and <i>incapacitation</i>, have been clarified and expanded in the college’s <a href="#">Title IX policy</a> (Section III.C.11). <b>Specific examples of words and actions that do and do not indicate consent have been added.</b></li> <li>• Wellness Center Peer Educators were trained on college’s enhanced definition of affirmative consent prior to Week One</li> <li>• Enhanced definition of affirmative consent was incorporated into first-year Bystander Intervention Training</li> </ul>
<b>2b</b>	Update definitions of selected terms in college policy <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• New definitions have been incorporated into the college’s <a href="#">Title IX policy</a> (Section III.C)</li> </ul>

2c	Revise Title IX policy language to be gender-neutral <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>The entire policy has been re-written in gender-neutral language</li> </ul>
2d	Make the process of reporting less burdensome for Reporting Parties ( <i>see also 3f</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>Expanded language about respectful treatment of individuals during the investigation and determination process has been added to college policy</li> <li><a href="#">Online form</a> that permits anonymous reporting has been developed and posted in several locations, including the <a href="#">Title IX home page</a>, the <a href="#">Report to the College</a> page, and the new <a href="#">Information for Visitors</a> page</li> <li>Provisions for anonymous reporting in Section IV.C.4 of the college's <a href="#">Title IX policy</a> have been revised</li> </ul>
2e	Strengthen and explain the connection between the college's Title IX policy and policy prohibiting consensual relations between employees and students <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>A substantially expanded description of the college's consensual relations policy and its relationship to the college's Title IX policy has been incorporated into the college's <a href="#">Title IX policy</a> (Section III.C.2)</li> </ul>

### 3. Title IX Reporting and Intake Process

	Recommendation	Steps initiated or completed to date
3a	Establish a protocol for consistent communications with Reporting Party and Responding Party <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>Protocol has been developed and is being used</li> <li>Extensive printed <a href="#">information packets</a> have been developed for both Reporting Parties and Responding Parties, addressing a wide variety of topics such as support resources, the role of advisors, and the provisions of no-contact orders</li> </ul>
3b	Establish multi-disciplinary core team comprised of selected members of the Title IX team for responding to reports of sexual misconduct ( <i>see also 1b</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>Multi-disciplinary CORE (COordinated Response) Team has been established: <ul style="list-style-type: none"> <li>Title IX Coordinator</li> <li>Associate Dean of Students for Residence Life</li> <li>Director of Public Safety</li> </ul> The college's General Counsel provides ongoing legal advice and consultation. </li> <li>Intake and communication checklist has been prepared and is being used per Recommendation 3d</li> <li>Description of CORE Team composition and responsibilities has been incorporated in the college's <a href="#">Title IX</a></li> </ul>

		<a href="#">policy</a> (Section I.B.2) and is posted on the <a href="#">Title IX website</a> .
3c	Engage Title IX team in initial assessment of every report of sexual misconduct <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• Multidisciplinary Core Team serves this function on behalf of the full Title IX team</li> <li>• Description of CORE Team composition and responsibilities has been incorporated in the college's <a href="#">Title IX policy</a> (Section I.B.2)</li> </ul>
3d	Develop intake checklist for consistent communication with both Reporting Party and Responding Party <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• Intake and communication checklist has been developed and is being used</li> </ul>
3e	Develop protocols for consolidated, consistent, and coordinated documentation of information and records for every report received <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• Protocols have been developed</li> <li>• Comprehensive case management software has been purchased and is being implemented</li> </ul>
3f	Create a clear and user-friendly mechanism for anonymous reporting of sexual harassment or misconduct ( <i>see also 2d</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• A new <a href="#">online form</a> that permits anonymous reporting has been developed and posted in several locations on the college website, including the <a href="#">Title IX home page</a>, the <a href="#">Report to the College</a> page, and the new <a href="#">Information for Visitors</a> page</li> </ul>
3g	Improve clarity and transparency of information about how to report sexual harassment or misconduct ( <i>see also 8d</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• The provisions of <a href="#">college policy</a> with respect to reporting have been further expanded and clarified (Section IV)</li> <li>• A link to the <a href="#">new online reporting form</a> is included in the new college policy provisions (Section IV.C.4)</li> <li>• The <a href="#">Report to the College</a> page has been revised and simplified</li> <li>• A button linking directly to the <a href="#">new online reporting form</a> has been placed on the <a href="#">Title IX home page</a></li> <li>• A <a href="#">Title IX Quick Guide</a> with key links and information about reporting has been provided to every new and returning student, and this practice will be continued annually.</li> <li>• <a href="#">Flow charts</a> summarizing the key features of the reporting and initial support process have been developed and posted on the Title IX website.</li> </ul>

#### 4. Title IX Investigation and Determination Process

	<b>Recommendation</b>	<b>Steps initiated or completed to date</b>
<b>4a</b>	Continue to use trained and experienced investigators, relying primarily but not exclusively on external investigators <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• <a href="#">College policy</a> (Section VI.C.4) has been revised to state that “In most instances the College will retain an experienced external investigator to conduct the investigation.”</li> <li>• Several prospective new St. Olaf investigators have been identified and have completed initial training</li> </ul>
<b>4b</b>	Expand current policy provision for Reporting Party and Responding Party to review and respond to a preliminary report of the investigation by including option to respond orally <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• Revised provision has been incorporated into Section VI.C. 10 of <a href="#">college policy</a></li> </ul>
<b>4c</b>	Revise college policy so that investigators are also charged with making the determination of responsibility <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• Revised provision has been incorporated into Section VI.C.11 of <a href="#">college policy</a></li> </ul>
<b>4d</b>	Revise college policy to permit both Reporting Party and Responding Party to challenge the findings of the investigation with respect to the determination of responsibility <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• Revised provision has been incorporated into Section VI.C.13 of <a href="#">college policy</a></li> </ul>
<b>4e</b>	Create adjudication panel to determine sanctions and review appeals <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• The Vice President for Student Life, the Dean of Students, and other staff have been designated as available adjudication panel members</li> <li>• Revised provision has been incorporated into Section VI.C.12 of <a href="#">college policy</a></li> </ul>
<b>4f</b>	Continue to allow both parties to include advisor of choice in any investigative meeting or disciplinary proceeding <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• Information about advisors in <a href="#">college policy</a> (Section VI.A.5) has been amplified</li> <li>• Description of provisions for advisors and information about individuals who can serve as advisors is included in information folders for Reporting Parties and Responding Parties</li> </ul>
<b>4g</b>	Review and evaluate changes to the Investigation and Determination process at the end of the 2016-17 academic year <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• The entire <a href="#">college policy</a> was reorganized and updated by the Title IX Coordinator, the Title IX Case Manager, and the General Counsel, and reviewed by the Title IX Team, in Summer 2017.</li> <li>• <b>In Summer 2018, the entire policy was updated again by the Title IX Coordinator and the General Counsel, and affirmed by the Title IX Team, to reflect new guidance from the federal Office for Civil Rights.</b></li> </ul>

## 5. Sanctioning in Title IX Cases

	Recommendation	Steps initiated or completed to date
5a	Establish sanctioning guiding principles <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>Guiding principles for sanctioning have been incorporated into <a href="#">college policy</a> (Section VI.C.15)</li> </ul>
5b	Articulate factors to be considered when applying guiding principles to determination of sanctions in specific cases <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>Factors to be considered in determining sanctions have been amplified and incorporated into <a href="#">college policy</a> (Section VI.C.15)</li> </ul>
5c	Release aggregate data on Title IX sanctions every three years ( <i>see also 6e</i> ) <b>SCHEDULED</b>	<ul style="list-style-type: none"> <li>The sanctioning data will be added to the new <a href="#">Statistics</a> page on the Title IX website, which provides aggregate data on incidents of sexual misconduct at St. Olaf and comparative data with other institutions. The first three-year report will be posted in Fall 2019.</li> </ul>

## 6. Accountability for Policy Implementation and Revision

	Recommendation	Steps initiated or completed to date
6a	Conduct periodic campus climate survey <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>The <a href="#">HEDS Sexual Assault Campus Climate Survey</a> was administered on campus February 20 - March 6, 2017, with a 29% response rate. <a href="#">Complete results</a>, including comparison with aggregate results from other participating institutions and a response to the findings by the Title IX Team, were provided to the college in Spring 2018, along with <a href="#">a summary of key findings, and plans for acting on results.</a></li> </ul>
6b	Appoint and develop charge for faculty/staff/student Title IX Advisory Group <b>COMPLETED</b>	<ul style="list-style-type: none"> <li><a href="#">Advisory Group members have been appointed annually beginning in Fall 2016 and issue annual reports based on feedback gathered in a wide variety of ways from individuals who have engaged the college's Title IX processes in some way. The <a href="#">Advisory Group's membership and charge</a> is posted on the Title IX website and updated each year to reflect new members.</a></li> <li><a href="#">A link that enables anyone to provide feedback on their experience at any time, with the option to do so</a></li> </ul>

		<p>anonymously, has been posted in several places on the Title IX website.</p> <ul style="list-style-type: none"> <li>The Advisory Group posts a <a href="#">report to the community</a> with a summary of its findings annually on the college's Title IX website.</li> </ul>
6c	<p>Conduct annual (or more frequent) review of Title IX policy</p> <p><b>COMPLETED</b></p>	<ul style="list-style-type: none"> <li>Review is ongoing in light of working group report and new state statute</li> </ul>
6d	<p>Maintain a website enabling members of the community to provide feedback and seek information</p> <p><b>COMPLETED</b></p>	<ul style="list-style-type: none"> <li><a href="#">Working Group page</a> currently remains available on the <a href="#">Title IX website</a></li> <li><a href="#">Advisory Group page</a> created in Spring 2017 remains on the Title IX website and includes <a href="#">online feedback forms</a></li> </ul>
6e	<p>Develop and implement annual communication plan concerning Title IX data and activities</p> <p><b>COMPLETED</b></p>	<ul style="list-style-type: none"> <li>An annual communication plan prepared by the Title IX Coordinator in consultation with Marketing and Communications has been adopted by the Title IX Team.</li> <li>Many of the communication strategies outlined in the plan were already in effect. This includes the new <a href="#">Statistics</a> page on the Title IX website, with aggregate data on incidents of sexual misconduct at St. Olaf and comparative data with other institutions.</li> </ul>
6f	<p>Publicize training completed by Title IX members and training/development opportunities for students and employees</p> <p><b>COMPLETED</b></p>	<ul style="list-style-type: none"> <li>Document describing <a href="#">training</a> of Title IX team members has been posted on the Title IX website <b>and is updated regularly.</b></li> </ul>

## 7. Inclusivity and Accessibility of the Title IX Policy

	Recommendation	Steps initiated or completed to date
7a	<p>Hire a Gender and Sexuality Center Coordinator</p> <p><b>COMPLETED</b></p>	<ul style="list-style-type: none"> <li>This responsibility has been incorporated into the position of Assistant Director of Student Activities for Wellness (now the Assistant Director for Wellness, Gender, and Sexuality).</li> </ul>
7b	<p>Revise Title IX policy, website, training materials, and other written documents to reflect gender-neutral language</p> <p><b>COMPLETED</b></p>	<ul style="list-style-type: none"> <li><a href="#">College policy</a>, website, and written documents have been reviewed and, where needed, revised to reflect gender-neutral language</li> </ul>
7c	<p>Train Title IX team and other individuals with heightened responsibility on implicit bias</p> <p><b>COMPLETED</b></p>	<ul style="list-style-type: none"> <li>Implicit bias resources were used during search process for case manager</li> <li>Two implicit bias workshops were held, one on May 24, 2017 and a second one on September 21, 2017, led by Dr. Anne</li> </ul>

		Phibbs, founder and president of Strategic Diversity Initiatives. More than 100 faculty and staff attended one of these two workshops, including all Title IX team members, all members of the President's Leadership Team, many other senior leaders, and heads of faculty and staff search committees.
7d	Conduct periodic campus climate survey ( <i>see also 6a</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>The <a href="#">HEDS Sexual Assault Campus Climate Survey</a> was administered on campus February 20 - March 6, 2017, with a 29% response rate. <a href="#">Complete results</a>, including comparison with aggregate results from other participating institutions and a response to the findings by the Title IX Team, were provided to the college in Fall 2017, along with <a href="#">a summary of key findings, and plans for acting on results.</a></li> </ul>
7e	Revise the Title IX policy and accompanying information to reflect plain language <b>COMPLETED</b>	<ul style="list-style-type: none"> <li><a href="#">College policy</a>, website, and written documents have been reviewed and, where needed, revised to reflect gender-neutral language</li> <li><a href="#">Flowcharts</a> summarizing (and distinguishing between) the reporting and resolution processes have been posted on the Title IX website</li> </ul>

### 8. Availability and Quality of Support Services

	Recommendation	Steps initiated or completed to date
8a	Retain a professional coordinator for the Sexual Assault Resource Network (SARN) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>A member of the Boe House Counseling Center staff has been appointed to serve as the St. Olaf staff supervisor for SARN.</li> <li>The HOPE Center's professional volunteer coordinator, who also provides the 40-hour training required of advocates, serves as the community coordinator for SARN.</li> <li>The Assistant Director for Wellness, Gender, and Sexuality has also been assigned to serve as a consultant for SARN's educational programming.</li> </ul>
8b	Assign responsibility for connecting Reporting Parties and Responding Parties with on- and off-campus resources to the new Title IX case manager <b>COMPLETED</b>	<ul style="list-style-type: none"> <li><a href="#">Kari Hohn</a>, a former staff member of the <a href="#">Minnesota Coalition Against Sexual Assault</a>, was hired as Title IX Case Manager on September 19, 2016.</li> </ul>



		<ul style="list-style-type: none"> <li>In February 2018, the responsibilities of case manager were incorporated into a new full-time Title IX Coordinator position, and Ms. Hohn was appointed to that new position. The college's <a href="#">Title IX policy</a> was updated to reflect the merged full-time position (Section I.B.1), and the job description for the Title IX Coordinator is posted on the HR website (password-protected) with all other St. Olaf positions.</li> <li>The Vice President for Mission, who served as the college's previous Title IX Coordinator, remains a member of the Title IX Team</li> </ul>
8c	Evaluate and enhance trauma-informed training of confidential resources <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>St. Olaf's General Counsel, co-founder of <i>trainED</i> professional development programs on legal issues in higher education, provided training for confidential resources in College Ministry, Counseling Center, and Health Services in September 2016</li> <li>Training was provided to SARN advocates and educators in October 2016 and was repeated in Fall 2017</li> <li>Annual trainings for all Confidential Resources are now incorporated into every Fall semester.</li> </ul>
8d	Provide Title IX brochures with information about reporting and resources to all students and employees ( <i>see also 3g</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>A <a href="#">Title IX Quick Guide</a> with key links and a list of team members has been posted on the Title IX website</li> <li>Beginning in Fall 2016, a physical copy of the Guide is provided to all new and returning students when they arrive on campus to begin the academic year, and is also provided to all employees.</li> <li>The Quick Guide design was upgraded by a graphic designer</li> </ul>

### 9. Training for the Title IX Team and St. Olaf Community

	Recommendation	Steps initiated or completed to date
9a	Centralize Title IX training and education through the Title IX Coordinator or a designee ( <i>see also 6f</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>An Education and Prevention Subcommittee of the Title IX Team, led by the <b>Title IX Coordinator</b>, has been established. It includes the Dean of Students, <b>the Assistant Dean of Students for Programming and Assessment</b>, the Assistant Director for Wellness, Gender,</li> </ul>

		and Sexuality, a College Pastor, <b>the Vice President for Mission</b> , and students
<b>9b</b>	Create additional training for first-years beyond the online <i>Think About It</i> program, focusing on the first six weeks of college <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• 100% of incoming first-year and transfer students complete <i>Think About It</i> prior to registration, providing a foundation for subsequent training</li> <li>• Bystander training and other interactive opportunities are provided for all new students during Week One</li> <li>• SARN talks in all residence halls are held in the early fall</li> <li>• <b>The Education and Prevention Subcommittee also plans programming for students on an ongoing basis</b></li> </ul>
<b>9c</b>	Expand and enhance annual training for all employees and students, including more opportunities for inclusive and in-person training <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• St. Olaf's General Counsel, co-founder of <i>trainED</i> professional development programs on legal issues in higher education, provides in-person training for employees throughout the academic year</li> <li>• <b>The Education and Prevention Subcommittee meets every other week to plan ongoing events and trainings throughout the academic year</b></li> <li>• Faculty/staff training on "What to do when a student tells you about sexual misconduct" led by Title IX Team was held on Tuesday, January 17, repeated on Tuesday, February 21, and repeated again for the entire faculty at the Faculty Meeting of April 6, 2017. Similar opportunities were provided in 2017-18.</li> </ul>

### **10. Ensuring Adequate Communication and Transparency in the Title IX Process**

	<b>Recommendation</b>	<b>Steps initiated or completed to date</b>
<b>10a</b>	Provide clear and transparent information about how to make a report, access resources, and seek information about college processes ( <i>see also 3g and 8d</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• Title IX posters have been developed and posted in key locations around campus; more are in preparation</li> <li>• A <a href="#">Title IX Quick Guide</a> with key links and a list of team members has been posted on the Title IX website and distributed to all new and returning students</li> <li>• The Report to the College page has been revised and simplified</li> <li>• A button linking directly to the new online reporting form has been placed on the Title IX home page</li> </ul>

		<ul style="list-style-type: none"> <li>• <a href="#">Flowcharts</a> summarizing (and distinguishing between) the reporting and resolution processes have been posted on the Title IX website</li> </ul>
<b>10b</b>	Establish a protocol for consistent communications with Reporting Party and Responding Party ( <i>reiteration of 3a</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• See information in 3a</li> </ul>
<b>10c</b>	Publish results of campus climate survey ( <i>see also 6a and 7d</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• The <a href="#">HEDS Sexual Assault Campus Climate Survey</a> was administered on campus February 20 - March 6, 2017, with a 29% response rate. <a href="#">Complete results</a>, including comparison with aggregate results from other participating institutions and a response to the findings by the Title IX Team, <b>were</b> provided to the college in Fall 2017, along with <b>a summary of key findings</b>, and <a href="#">plans for acting on results</a>.</li> </ul>
<b>10d</b>	Develop and implement annual communication plan concerning Title IX data and activities ( <i>reiteration of 6e</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• See information in 6e</li> </ul>
<b>10e</b>	Revise the Title IX policy and accompanying information to reflect plain language ( <i>reiteration of 7e</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• See information in 7e</li> </ul>
<b>10f</b>	Maintain a website enabling members of the community to provide feedback and seek information ( <i>reiteration of 6d</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• See information in 6d</li> </ul>
<b>10g</b>	Publicly report the frequency and types of training completed by Title IX team members ( <i>reiteration of 1c</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• See information in 1c</li> </ul>
<b>10h</b>	Enhance the visibility and accessibility of Title IX team members ( <i>reiteration of 1d</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• See information in 1d</li> </ul>
<b>10i</b>	Create and develop charge for faculty/ staff/ student Title IX Advisory Group ( <i>reiteration of 6b</i> ) <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>• See information in 6b</li> </ul>