FLORIDA ATLANTIC UNIVERSITY

OFFICE OF CIVIL RIGHTS AND TITLE IX (OCR9)

MEET AND GREET OCR9

What are FAU's Applicable Regulation and Policy?

FAU complies with applicable federal, state, and local discrimination/harassment laws

- FAU Regulation applies to:
  - Students
  - Student Organizations
  - Faculty/Staff
  - Volunteers
  - Third Parties Providing Services to FAU
- FAU Regulation 7.008
- FAU Policy 1.15
  - The Regulation and Policy provides information about the reporting and investigating procedures and defines what types of conduct are prohibited

Source: Florida Atlantic University – Regulations and Policies www.fau.edu/policies/policies-regulations/

APPLICABLE FEDERAL LAWS

➢ Applicable Federal Laws: Title VI and Title VII, Title IX, Pregnancy Act, Fair Housing Act, Clery Act, VAWA, and Campus SaVE Act.

➢ Title VI prohibits discrimination based on race, color, and national origin in programs and activities receiving federal financial assistance.

➢ Title VII prohibits employment discrimination based on race, religion, national origin, color, and sex.

➢ Title IX prohibits discrimination based on sex in educational programs and activities.

➢ The Pregnancy Act amended the Civil Rights Act and prohibits sex discrimination based on pregnancy.

➢ The Americans with Disabilities Act prohibits discrimination based on disability.

➢ The Fair Housing Act protects people from discrimination when engaging in housing-related activities.

➢ The Clery Act requires reporting crimes, disclosure of crime statistics, and timely warnings.

➢ Violence Against Women Act Reauthorization Act 2022 (VAWA) addresses sexual assault and gender-based violence, access to safety and support for survivors, and prevention efforts.

➢ Campus SAVE Act (Sexual Violence Elimination Act) requires transparency, guarantees rights for victims of sexual violence, provides certain accommodations, campus prevention programs
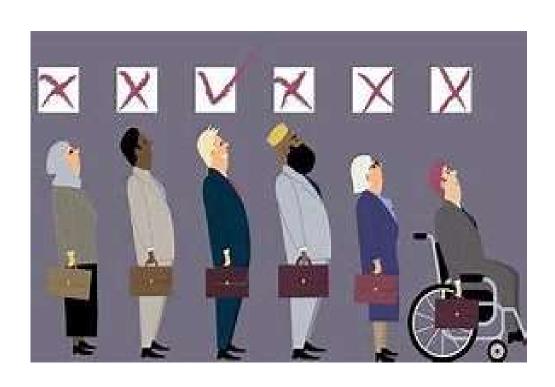
REGULATION 7.008

- "Florida Atlantic University shall comply with applicable federal, state and local discrimination/harassment laws to provide an educational, employment, and business environment free of all forms of discrimination or harassment. Unlawful discrimination or harassment based upon an individual's **race, color, religion, sex, national origin, age, disability, military or veteran status, marital status, pregnancy or parental status, sexual orientation, gender identity or expression**, or other protected status is prohibited. Discriminatory conduct in the form of sexual misconduct, including sexual harassment, sexual assault, domestic violence, dating violence, and stalking, is also prohibited. . . ."

TYPES OF DISCRIMINATION AND HARASSMENT

- ➢ Age Discrimination
- ➢ Disability Discrimination
- ➢ Sexual Orientation Discrimination
- ➢ Status as a Parent / Pregnancy
- ➢ Religious Discrimination
- ➢ National Origin Discrimination
- ➢ Sexual Harassment/Sexual Misconduct
- ➢ Race or Color Discrimination
- ➢ Retaliation / Reprisal
- ➢ Bullying (if based on a protected class)

What is the University's Intake Process?

How are Reports Received?

➢ Via Maxient, Phone Call, Email, In Person

How are Reports Reviewed?

➢ Complete Intake Assessment
  ➢ Determine whether the alleged conduct is within OCR9's scope
  ➢ Determine whether conduct if substantiated would constitute conduct prohibited by the University policy

➢ Complete Safety Risk Assessment
  ➢ Determine what action is necessary or permissible that may address the allegations

➢ Provide information about available options
  ➢ Provide information about victim advocate
  ➢ Discuss availability of supportive measures with or without filing a complaint
  ➢ Consider Complainant's request for supportive measures
  ➢ Provide information about investigative rights and options

What is the University's Investigation Process?

➢ Complaint received
- ➢ Determine whether the alleged conduct is within the scope
- ➢ Determine whether mandatory dismissal apply
- ➢ Determine if there are safety/risk concerns

➢ Complaint accepted

➢ Notice of Allegations is sent
- ➢ Sufficient details about the allegations provided
- ➢ Identities of parties provided
- ➢ A statement that Respondent is presumed not responsible for the alleged

➢ Rights of Complainant and Respondent explained

➢ Supportive Measures Implemented

➢ Investigation
- ➢ Seventy-five (75) calendar timeframe (can be extended)
- ➢ OCR9 is neutral (we are required to gather exculpatory and inculpatory evidence)
- ➢ The university has the responsibility of gathering evidence/burden of proof

➢ Parties review the OCR9 investigation file (TIX Cases)

➢ Title IX Hearing Held or Determination Findings Issued and Transferred

SUPPORTIVE MEASURES

Supportive Measures are supportive services that are non-disciplinary, non-punitive, and individualized services. The University is required to offer supportive measures after receiving notice of possible violations of discrimination and harassment policies (i.e., Title VI, Title VII, Title IX, VAWA).

Supportive measures must be offered to individuals (i.e., employees and students) involved in OCR9 investigations.

Faculty should trust the Title IX Coordinator and Victim Services have reviewed/verified the request for supportive measures.

Faculty must offer supportive measures commonly known as academic support to students involved in Title IX reports.

Examples of supportive measures can include:

❖ **No / Limited contact directive**

❖ **Counseling services**

❖ **Campus Escort services**

❖ **Changing office location or classroom seating**

Academic supportive measures can include:

❖ **Amending attendance policy (excusing absences)**

❖ **Providing students with make-up dates for missed assignments**

❖ **Extending deadlines or providing alternative dates to take exams**

❖ **Allowing students to complete exams outside the class in a controlled setting (i.e., with a proctor)**

WHO CAN HELP AT FAU?

Victim Services
➢ Provide services designed to help Victims/Complainants navigate available campus support options

Respondent Services
➢ Provide services designed to assist Students who are Respondents in Conduct Cases.

The Office of Civil Rights and Title IX (OCR9)
➢ Provide services for the University Community regarding Unlawful Discrimination and Harassment.

University Counseling and Psychological Services (CAPS)
➢ Provide Confidential Counseling Services for University Students.

University Health Services
➢ Provide Medical Care Services for University Students

University Student Accessibility Services
➢ Provide disability support services for University Students with disabilities.

Dean of Students Office
➢ Provide help for University Students managing crises and life traumas.

The Office of the Ombuds
➢ Assist individuals seeking help to solve problems, allay frustration, and advice to those requesting help.

University Human Resources (Employee Relations)
➢ Provide employment services for University Employees dealing with workplace issues.

Florida Atlantic University Police Department
➢ Provide public safety services to the University Community.

What Should I Report?

Reportable offenses defined in university policy 1.15 (Sexual harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking).

Report all relevant details about the incident – Who is involved, Where did the incident occur, When did the incident occur, and What happened.

Report incidents you have firsthand and secondhand knowledge about – incidents you witness; incidents you hear about during the course of your employment.

Report the information as soon as possible to the Title IX Coordinator– remember report the information you know – DO NOT attempt to investigate or make determinations about the information – Your job is to Report (The exception is the police)

OWL BE THERE!

Know they can help prevent misconduct

Speak out when discrimination and harassment occurs in the University community

Help Fellow Owls get out of potentially dangerous situations

Listen with a non-judgmental ear

Educate themselves and others about appropriate campus conduct and avoiding unsafe situations

Look out for their fellow Owls when they've had too much to drink

Intervene when a person tries to take advantage of someone

Seek help when they see a fellow Owl in trouble or danger

KEY TAKEAWAYS

❖ Know the **University Policies** that Apply to You

❖ Always Follow the Policy - **"Do What's Right, Not What's Easy"**

❖ Treat University Community Members with **Respect**

❖ Don't **intimidate, manipulate, or threaten** University Community Members

❖ Don't use **verbally abusive language when speaking** to University Community Members

❖ Don't **engage in physically abusive conduct** toward University Community Members

❖ Remember **anyone can experience Discrimination**

❖ Remember **Discrimination comes in different forms**

❖ Remember to **Respect People's Individual Differences**

❖ OCR9 is the office responsible for **responding to reports about discrimination, harassment, and retaliation based on protected categories.**

❖ OWL Be There **- Always Be a Proactive Owl Bystander**

❖ **Report incidents that** you witness or receive information about. **Don't Presume** someone else has reported the incident!

❖ Remember to **support individuals who disclose incidents** to you.

❖ Providing supportive measures is **a statutory requirement**.

❖ Submitting a report to OCR9 **DOES NOT** initiate an Investigation. A complaint must be filed.

❖ If you don't know what to do – **call OCR9!**

❖ Remember Your **Choices Have Consequences**

Any Questions

FLORIDA ATLANTIC UNIVERSITY

**Florida Atlantic University
Student Accessibility Services**

Presenter: Michelle Shaw, Director, M.Ed., ADAC

mshaw@health.fau.edu 561.297.3880

What is SAS?

- **Provide equal access for individuals with disabilities**.
- SAS works to ensure that the University stays compliant in regard to:
  - Section 504 & 508 of the Rehabilitation Act
  - ADAAA
  - Fair Housing Act (FHA)
  - All State and Local Laws

2023-2024: Actively using Accommodations.

- ESA only: 70
- Housing Only: 6
- Hearing impairments: 23
- Visual impairments: 22
- Physical impairments: 112
- Learning disabilities: 700
- Other disabilities: 858 (medical, ASD and psychological)
- Service Animal Only: 2
- **TOTAL = 1792**

Visible vs. Invisible Disabities

SAS Portal

- Academic Accessibility Agreements (AAA's) are sent electronically
- Faculty can acknowledge AAA's via the portal
- Tutorial is located on: SAS Website www.fau.edu/sas
  - https://www.fau.edu/sas/portal/index.php (Tutorial and login to online portal)
  - **Login is your username and Password**
- Faculty will receive exam accommodation requests via email – review in portal
  - Can submit exams via the portal (SAS is proctoring exams/quizzes M-F 8-5pm

SAS Accommodation@ fau.edu Email

Dear Professor (name),

One of your students has registered with Florida Atlantic University Student Accessibility Services (SAS) Office and has an Academic Accessibility Agreement (AAA) letter ready for your review. Once you have reviewed the letter, please check in the box provided to acknowledge this.

• Please click on the link below to access the portal with your FAU login and review the AAA letter:

• https://clockwork.fau.edu/ClockWork/user/instructor/default.aspxhttps://clockwork.fau.edu/ClockWork/user/instructor/default.aspx

• This portal is part of our new secure paperless system implemented to create an easier process for facilitating the delivery and acknowledgement of student accommodation letters. If you have any questions or concerns, please do not hesitate to contact us. accommodations@fau.edu or call the SAS at 561 297 3880.

Assistive Technology Resource Center Lab - ATRC

- A Braille translator & printer
- Refreshable Braille keyboard
- **JAWS screen readers – available in al open labs**
- **Zoomtext screen enlarger – available in all open labs**
- Closed Circuit TV system (CCTV)
- **Read Write Software available to all students – available to all faculty, staff and students**
- Kurzweil 1000
- Stand alone scanners that read textbooks
- Dragon Naturally Speaking speech recognition systems
- **Livescribe Smart Pen/ Neno Pen**
- **Otter AI**
- **Ally – accessibility App in Canvas**
- **Glean – Notetaking/Study tool will be an app added in Canvas for ALL students**
- https://www.fau.edu/sas/technology/ check out our website for more details
- https://www.fau.edu/sas/technology/accessible-text/ - Accessible Format Materials Portal is a free and available 24/7

SAS Things to Know

- Refer a Student to SAS through Navigate
  - Email and Teams too
- Course Substitutions
  - Student with disabilities can apply for substitution for Gordon Rule Math and Foreign Language
  - Committee meets once a semester
- Priority Registration
  - For students who have specific needs
- Florida Civic Literacy Exam (FCLE)
  - Seeing across the state students struggling with this exam.
  - Currently no disability accommodation; working with FLDE

- Training and workshops for faculty and staff on request
- Study skills and time management
  - How to read a syllabus
  - Scheduling advising appointments
  - Talking to professors
- Weekly, biweekly, or monthly check ins
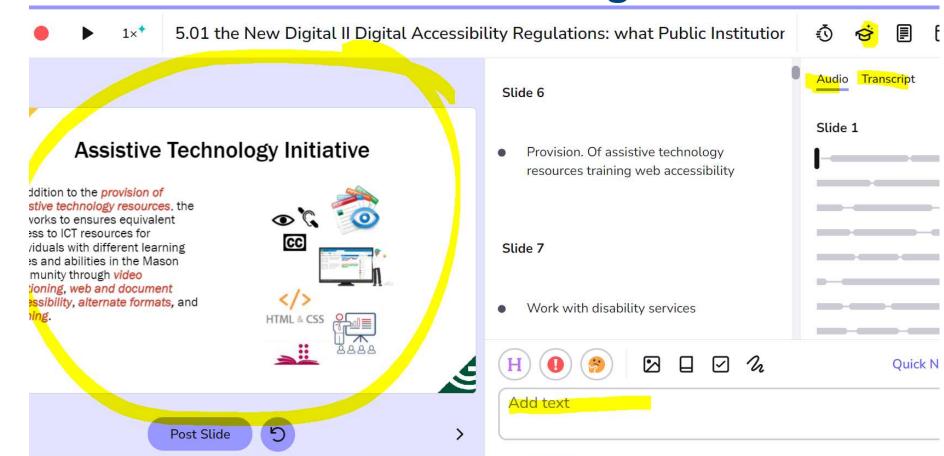- AT training
- Group Mentoring Program

Key Features

❖ **Recording**: Record classes or screen audio from a webinar, online and offline.

❖ **Visualizing**: Glean visualizes audio on screen, and links notes to audio with a timestamp and bullet point

❖ **Note-taking**: Add text notes, and highlight key points

❖ **Import lecture slides**: Add presentation slides into the notes

❖ **Transcript**: Creates and transcribes audio after recording

❖ **Organizing**: Refine notes and apply knowledge

❖ **Syncing**: Automatically sync across devices, and sync with the web app

❖ **Quiz Me**: Creates an interactive quizzes from the transcript

If you want to learn more I would be happy to meet with you one-on-one

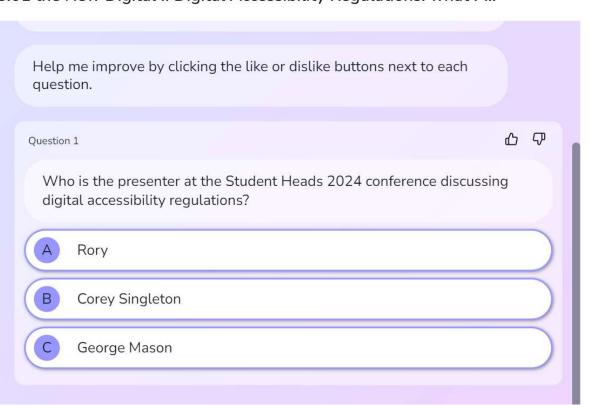# Screen Shot of Glean Notetaking

Screen Shot of Quiz Me

Questions

Resources:

- https://www.fau.edu/sas/technology/assistive-training/ Training videos and guides for Assistive Technology

- https://www.fau.edu/sas/technology/useful-apps/ Useful accessibility apps

- https://www.fau.edu/sas/technology/read-and-write/ - Read/Write tutorials on how to download and use.

- instructor-guide-new.pdf (fau.edu) – Faculty Guide to SAS

- Group Mentorship Program | Florida Atlantic University (fau.edu) Group Mentorship Program

- Contact: mshaw@health.fau.edu 561-297-3880 office 561-352-4136 cell text first