



WILLIAM & MARY

CHARTERED 1693

TITLE IX & VAWA FIRST QUARTER DATA

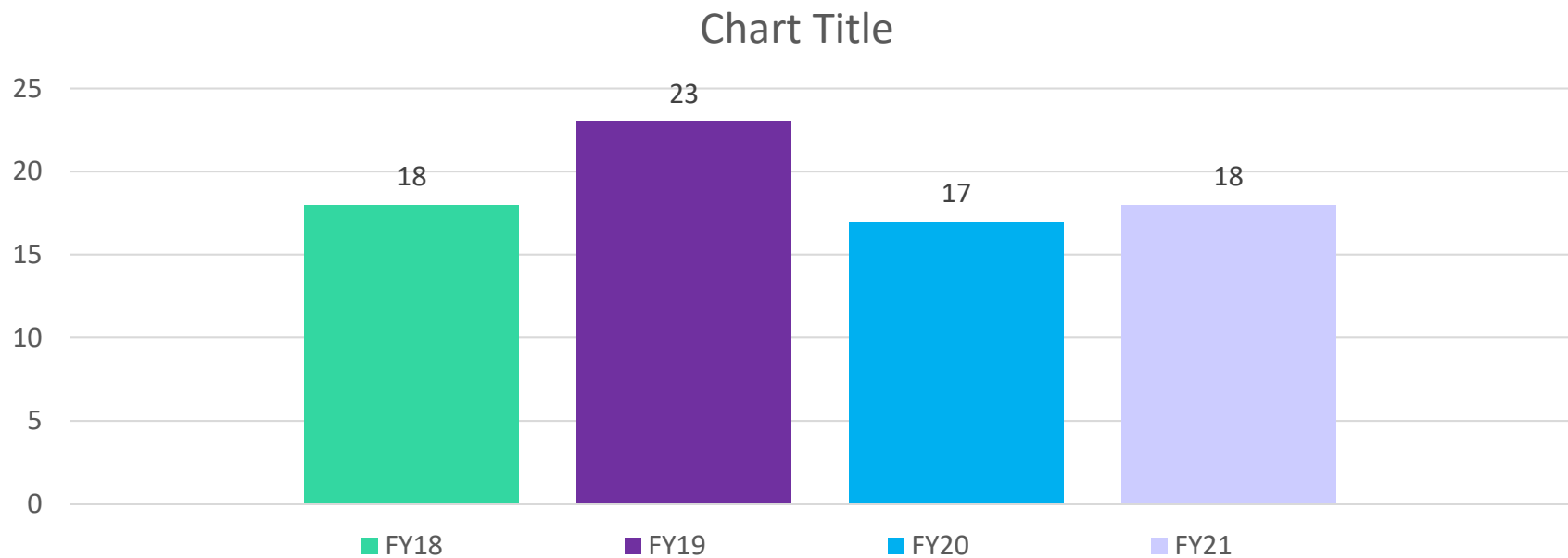
Audit & Compliance, November 2020

Pamela Mason, Chief Compliance Officer/Title IX Coordinator

TITLE IX /VAWA DATA

1ST QUARTER COMPARISON

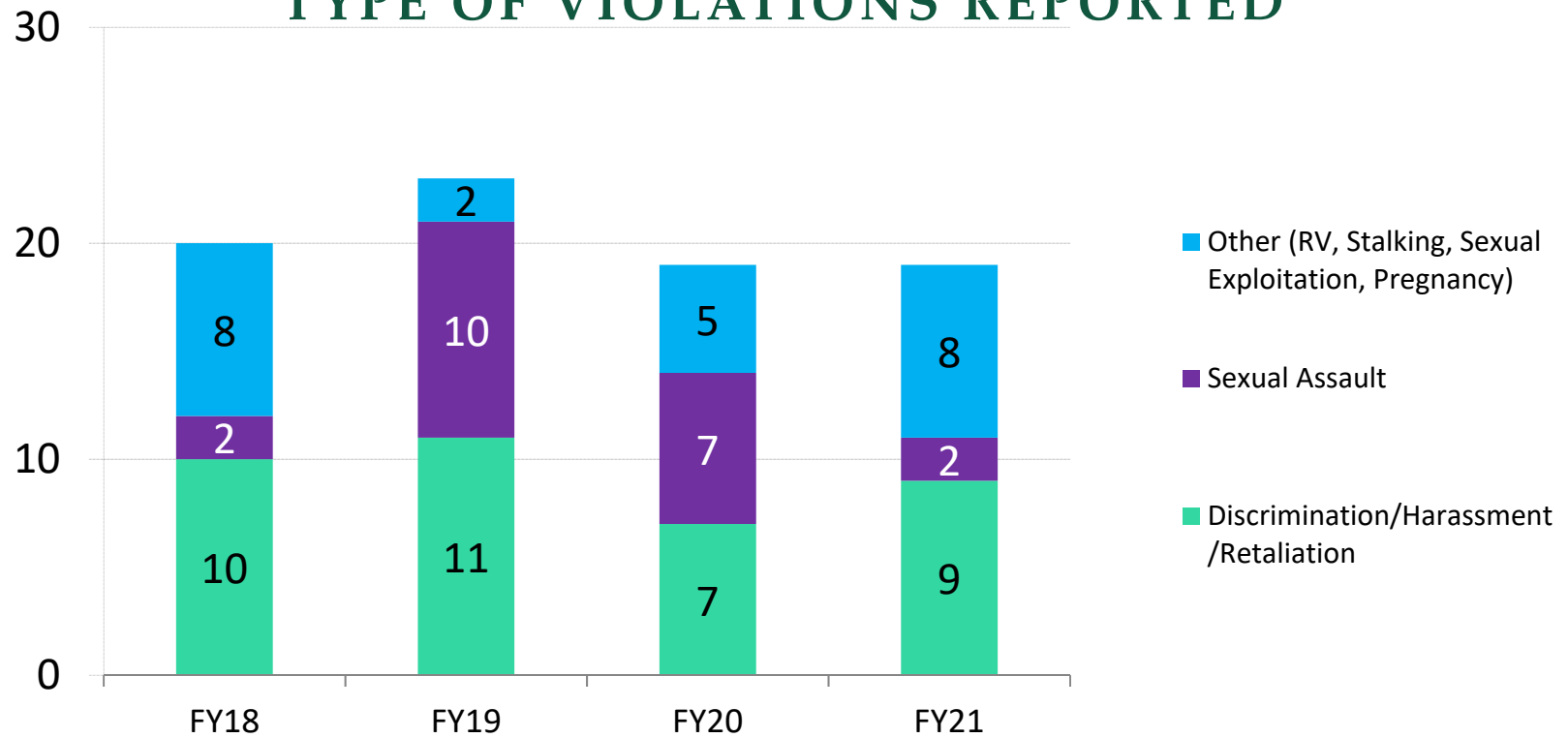
TOTAL REPORTS



TITLE IX /VAWA DATA

1ST QUARTER COMPARISON

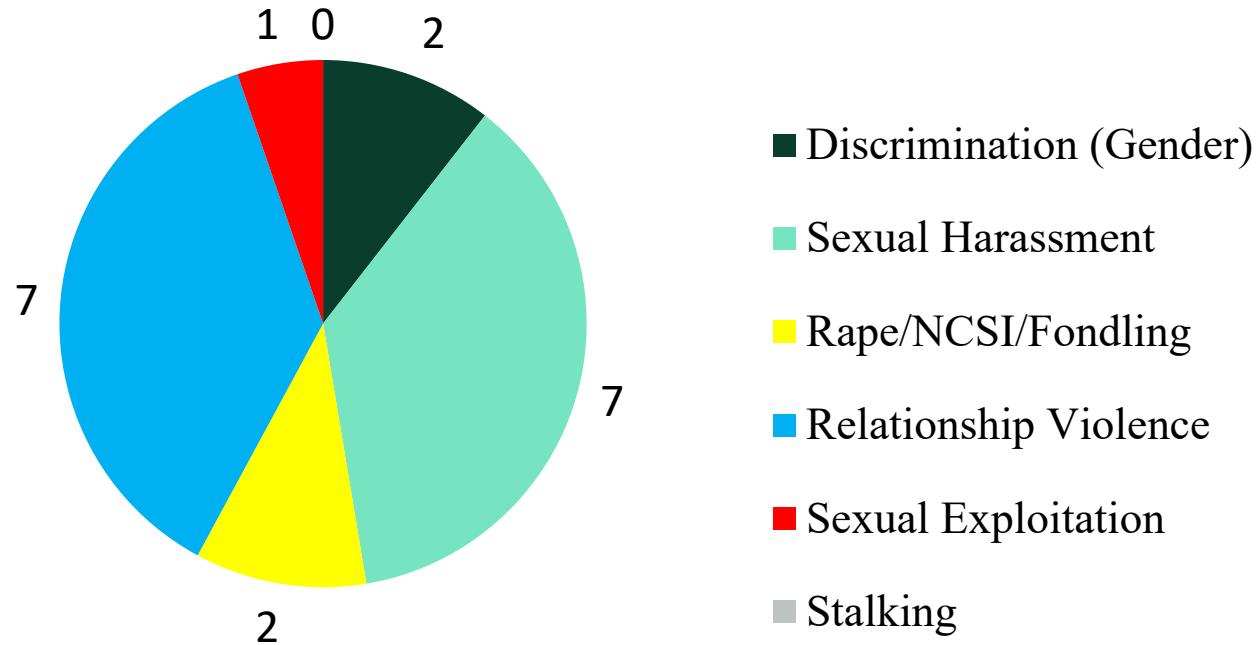
TYPE OF VIOLATIONS REPORTED



TITLE IX /VAWA DATA

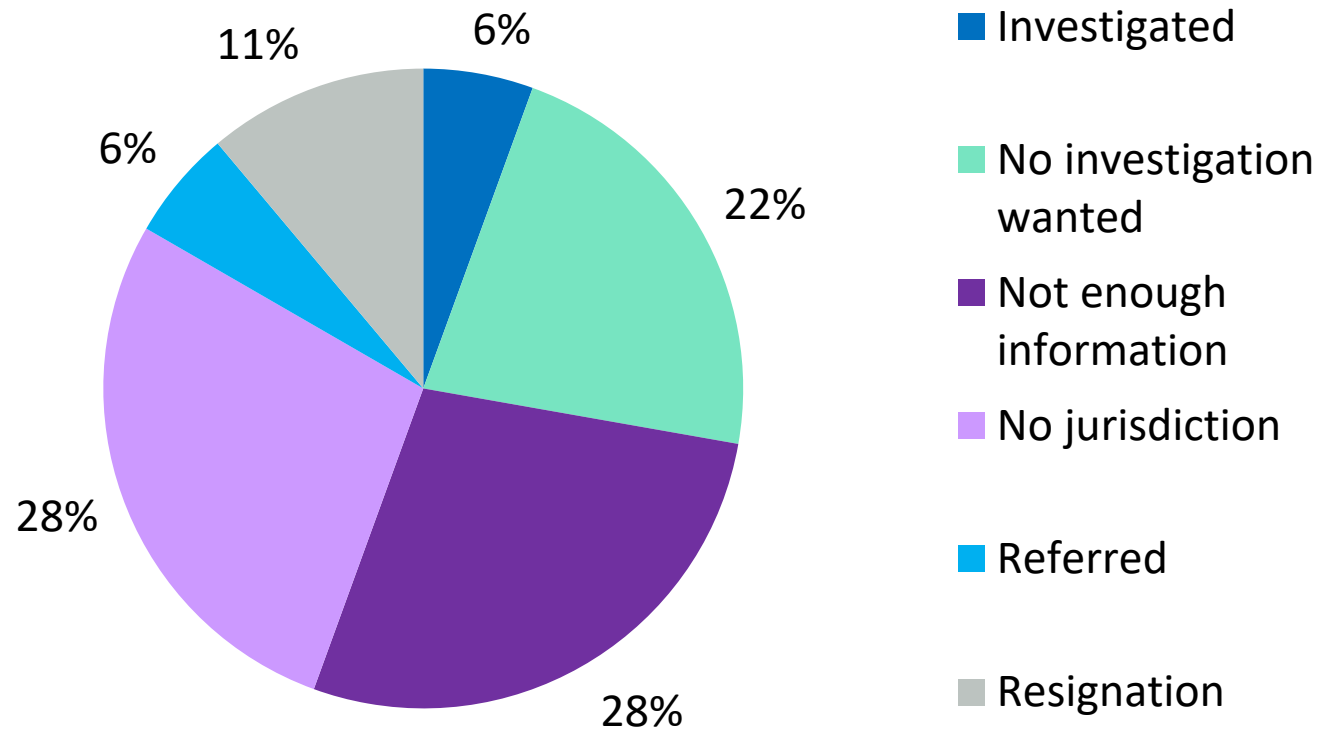
FIRST QUARTER FY21

Allegations Reported by students, faculty, staff



TITLE IX /VAWA DATA

FIRST QUARTER FY21 REPORTS



TITLE IX /VAWA DATA

FIRST QUARTER FY21 (JULY-SEPTEMBER)

Disposition of reports (18 total):

- 1 investigated:
 - Gender discrimination – Still ongoing
- 1 Referred to CVRP for Hazing
- 14 non-actionable (no investigation wanted, not enough information or no jurisdiction)
- 2 Other
 - Resigned before investigation

OTHER REPORTING TRENDS

- 10 + Reports of Harassment, Bullying, Offensive Behaviors and Language
 - Issues of free speech
 - Not based on protected class
 - Not severe or pervasive with one occurrence
- Positives
- Challenges



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COMPLIANECE & EQUITY 2021 PLAN

Audit & Compliance, November 2020

Pamela Mason, Chief Compliance Officer/Title IX Coordinator

EFFECTIVE COMPLIANCE PROGRAM

- Oversight
- Policies & Procedures
- Enforcement & Discipline
- Response & Prevention
- Training
- Monitoring
- Communication and Transparency

2021 CALENDAR YEAR GOALS

- Policy & Procedures Management
 - Reorganize Policy Library with Whole University Policies and BOV policies
 - Schedule review and revision of 1/4 of all Whole University Policies
- Response & Prevention
 - Short Clip Videos for Awareness and Prevention Topics
- Training
 - Document Training Requirements and Trainings Needs
 - Compile Training Inventory Library
- Monitoring
 - Identify areas of gaps and risks
- Communication and Transparency
 - Revisions to layout and content of Compliance & Equity Website
 - Compile aggregate data for distribution to the community
 - Create first Bi-Annual Report of Compliance & Equity for FY21