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**Annual Report of the Title IX Coordinator
Park University
For Academic Year 2022-2023**

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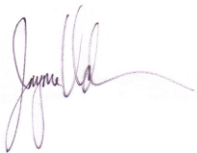
All Park University Constituents,

As Park University's Title IX Coordinator, I am required each year to report to the President the status of our Title IX program and the related statistics. While there is no requirement to publish that report, in a spirit of transparency and inclusion, we are making this report available to the entire Park University community.

This report contains information on all reported Title IX violations for Academic Year 2018-2019 through Academic Year 2022-23. During that period, the University received a total of 19 unique allegations of violations. After conducting investigations, the University identified 7 situations where violations of the Sexual Harassment and Sexual Misconduct (Title IX) Policy had occurred. Based on those findings, the University imposed the appropriate disciplinary sanctions. Those sanctions ranged in impact from additional education to expulsion and termination of employment.

The number of incidents reported in the five year period is a substantial decrease from the prior five year period. While we have no way of knowing if the number of *actual* incidents, or simply the number of *reported* incidents has dropped, we are hopeful that consistent years of training, communications, and investigations has had a positive impact on reducing the instances of sexual harassment and sexual assault. The University continues to develop its education, training, and awareness programs.

I want to express my gratitude to the Deputy Coordinators and Investigators/Advocates who have worked so hard to implement this program fairly and consistently at all Park University campuses. You have my pledge that as a group, we will continue to strive to eliminate sexual assault and sexual harassment at Park University.



Sincerely,

Jayme Uden, Ed.D.
Associate Vice President and Dean of Students
Acting Title IX Coordinator

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The purpose of the Title IX regulations is to end discrimination in education on the basis of sex. Title IX applies to all programs and activities of institutions that receive federal funding. Title IX applies to Park University.

Title IX encompasses many forms of sex-based discrimination, including, but not limited to, addressing sexual misconduct, sexual violence, and stalking. Title IX regulations were changed substantially effective August 14, 2020.

Title IX requires institutions of higher education to employ a Title IX Coordinator tasked with ensuring compliance and coordinating the investigative process. In addition, schools are required to have a published complaint resolution process that explains to a student, employee, or third-party how to report an allegation of harassment or discrimination, lists campus and community-based support resources for the parties involved in the investigation process, offers interim and protective measures for the parties involved in the investigation process, and explains possible disciplinary procedures.

Park University's core values include fostering an open learning and working environment characterized by inclusivity, accountability, civility, and respect. The University considers sex discrimination in all its forms to be a serious offense and a violation of the Sexual Harassment and Sexual Misconduct (Title IX) Policy and federal law, specifically Title IX, that prohibits sex discrimination, harassment and all other sexual offenses, including retaliation for reporting said offenses.

This annual report provides data regarding the number of reports received by the Title IX Coordinator and the process by which the reports were resolved. The purpose of the annual report is to increase awareness, promote transparency and build upon community-wide education, training and communication.

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

Title IX, Education Amendments of 1972

Title IX Staff

Park University has elected to manage the Title IX process by involving qualified individuals throughout the University, diverse in operational area, physical location, organizational rank, and personal demographics. The Title IX Coordinator and Deputy Coordinators are responsible for administration of the policy, training, and investigations. There was transition this year due to personnel changes in the Department of Human Resources. Temporarily, the Chief Human Resources Officer served as the Title IX Coordinator for two different stints. Recently and for the foreseeable future, I am serving as the Acting Title IX Coordinator.

The Title IX Investigators and Advocates are called upon as needed when Title IX claims arise.

Investigators are responsible for conducting the investigation and making the recommendation on if there has been a violation of policy based on a preponderance of the evidence. Advocates play a supportive role to both claimants and respondents, helping them to understand the investigation process and ensure their rights are protected. As a general rule, two Investigators and two Advocates are assigned to each investigation. Below is list of the University associates who have been involved in some capacity with the Title IX program this academic year.

Acting Title IX Coordinator

- Dr. Jayme Uden, AVP and Dean of Students

Deputy Title IX Coordinators

- Dr. Emily Sallee, Vice Provost
- Mr. James Nelson, Chief Technology Officer

Investigators/Advocates:

- Ms. Amanda Bryant, Student Life
- Dr. Jamie Els, Faculty Center for Innovation
- Ms. Megan Holder, Institutional Research and Assessment
- Mr. Glenn Lester, English Faculty
- Mr. John Sanders, Mountain Home Campus Center
- Ms. Karie Fields, Human Resources
- Mr. Ben Zibers, Gilbert Campus
- Ms. Monica Brannon, Sociology
- Mr. Andrew Davis, Enrollment Services
- Dr. David Grover, English
- Ms. Mindy Sasser, Human Resources
- Mr. Jack MacLennan, Political Science
- Ms. Jeaneth Puriel-Foot, Academic Success
- Dr. Sandra Abbey, Gilbert Campus

Sexual Harassment and Sexual Misconduct (Title IX) Policy

The central focus of Title IX activities is to protect the health, safety, and learning/working environment for all members of the Park community. This is accomplished by the implementation of the University's Sexual Harassment and Sexual Misconduct (Title IX) Policy. Following is the introductory section of that policy.

Park University's ("University") core values include fostering an open learning and working environment full of inclusivity, accountability, civility, and respect. The University considers sex discrimination in all its forms to be a serious offense and a violation of this policy, and federal law, specifically Title IX, prohibits sex discrimination, harassment and all other sexual offenses. Sex discrimination includes discrimination on the basis of pregnancy, sexual orientation, gender identity, and failure to conform to stereotypical notions of femininity and masculinity. Harassment, whether verbal, physical, or visual, that is based on sex, is a form of prohibited sex discrimination. Sexual harassment also includes sexual violence.

The University will not tolerate sex discrimination or harassment of applicants, students, employees, guests, visitors, or invitees whether by students, faculty, staff, administrators, contractors, or outside vendors. This policy prohibits sex discrimination, sexual harassment, and sexual violence even when the complainant and Respondent are members of the same sex, and it applies regardless of national origin, immigration status, or citizenship status. The University's prohibition on sex discrimination and sexual harassment extends to all aspects of its educational programs and activities, including, but not limited to, admissions, employment, academics, athletics, housing, and student services.

The University recognizes not only its legal responsibilities but also its moral and ethical responsibilities to prohibit discrimination and harassment on the basis of sex and to take appropriate and timely action to ensure an environment free of such inappropriate conduct and behavior.

The U.S. Department of Education's Office for Civil Rights (OCR) enforces, among other statutes, Title IX of the Education Amendments of 1972. Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states that: no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

The University has jurisdiction over Title IX-related complaints regarding conduct that occurred on campus, during or at an official University program or activity (regardless of location), or off campus when the conduct creates a Hostile Environment on campus. The University will investigate all complaints made under this policy and, if necessary, take action to prevent the recurrence of sex discrimination and remedy its effects.

Additionally, the University will not tolerate retaliation in any form against an applicant, student, or employee for reporting a violation of this policy or assisting in the investigation of a complaint.

The full Title IX policy can be found at www.park.edu/title-ix.

Report of Title IX Activity

The University tracks all claims of possible violations of Sexual Harassment and Sexual Assault (Title IX) Policy. Using the information and data outlined below, the University can identify patterns and trends related to sexual misconduct. This information can improve prevention and increase safety through intentional preventative measures and education.

19 unique reports were made during the five-year period. The number of allegations did increase in 2022-2023 but it is still a low overall number. The University concedes that many violations of the Title IX Policy could be going unreported. Of the 19 reports, responsible findings occurring in 6 of the cases. Other allegations ended in informal resolutions or the potential complaint decided to not move forward with a formal complaint.

Another important component of Title IX reports are the university affiliation of the Complainant and Respondent. The potential affiliations are student, staff, faculty, alumni, vendor, and non-affiliated person. The most common categories involve Student v. Student and Student v Faculty/Staff.

Five-year Overview of Findings

	2018-19	2019-20	2020-21	2021-22	2022-23
Sexual Harassment	Number of reports	Number of reports	Number of Reports	Number of Reports	Number of Reports
Total Allegations	5	4	3	2	5
Not Responsible Finding	2	0	1	0	0
Responsible Finding	3	1	1	0	1

Conclusion

Park University is committed to the goal of eliminating sexual discrimination and harassment. The University's Title IX process complies with the federal Title IX sexual harassment and sexual violence regulations and the University's policies and procedures.

However, merely adhering to policies and procedure is not enough for the Park University community. The University must take steps to educate all students, staff, and faculty about the policy and proactive ways to prevent violations of the policy. The Title IX Coordinator team are researching education and prevention solutions. Park University will continue to collaborate with all departments as we strive to make Park a safe, more inclusive institution.