



**MEMORANDUM**

**To:** The North Carolina A&T Campus Community

**From:** Harold L. Martin Sr., Chancellor

A handwritten signature in blue ink, appearing to be 'HLM', is written over the name 'Harold L. Martin Sr.' in the 'From' field.

**Date:** July 16, 2019

**Re:** Important Update

In February of this year, as part of North Carolina A&T's commitment to ensuring the safety and wellbeing of our students, I charged a campus-wide Sexual Assault Committee of students, faculty, and staff as part of a deliberate effort to make a significant difference in addressing issues of sexual violence at North Carolina A&T and improving our campus climate.

The committee was charged to review issues related to the Title IX function at North Carolina A&T including, but not limited to, sexual violence and misconduct reporting procedures, education programs and other programs/resources related to sexual violence, and to provide substantive recommendations for revising current policies, procedures, and protocols for complying with Title IX and enhancing the safety of our campus. The committee has completed that work and its findings and recommendations make it clear that although the University's policies and procedures meet current legal requirements, we must:

- Create a comprehensive prevention and education program that builds on current efforts, but goes well beyond their scope and reach;
- Develop a stronger system of accountability related to the university's responsibilities around sexual violence;
- Provide seamless access to resources for students impacted by sexual violence;
- Increase and enhance the training of university employees relative to sexual harassment and violence and their responsibilities under Title IX and other laws. This spring, all university employees were required to complete an online Title IX training module, which will become an annual responsibility.

The university has provided numerous education programs and services related to sexual violence over the years. Going forward, campus resources must be better aligned to improve how we present these services to our campus, how students access these critical resources and how we hold ourselves accountable for the essential work that must be invested in meeting these challenges.

Toward those ends, the following changes are now effective:

- Title IX will now report to the Office of Legal Affairs under the oversight of General Counsel. Additional investigators will be hired and report to the Office of Legal Affairs. This change in reporting line will ensure constant monitoring of the dynamic and evolving nature of Title IX and other federal laws in this area.
- We are reorganizing and adding personnel resources to the Title IX office, including creating a full-time position focused exclusively on Title IX enforcement and enhancing investigative capacity. This will assist in executing the significant responsibilities of that office, which include prompt, effective and equitable intake, investigation, issuance of findings and timely resolution of complaints reported by students, employees, third parties and members of the community. The position will also provide ongoing training and educational materials on Title IX protections, responsibilities and campus/community resources for all students and employees, with specialized annual training for Title IX deputy coordinators, Title IX investigators, hearing officers, and administrators directly involved with the investigation and adjudication process.
- The sexual misconduct hearing process will be redesigned and separated from the regular conduct hearing process within Student Affairs, and communications will be enhanced to ensure timely sharing of information regarding reports. These changes will be designed to remove barriers to reporting, build trust, and to ensure balance in the services available to all individuals involved in the complaint process.
- Members of the University Police Department will receive additional sexual assault response for law enforcement training this fall.
- Enhancements to the coordination of sexual assault victim care between Student Health Services and Counseling Services will also occur this fall.
- A new position in the department of athletics will be created to serve as a departmental resource for student-athletes who are survivors of domestic or sexual violence to ensure they are aware of the processes and institutional support services available to students and understand how to access them, how investigative and hearing processes work, and how to file a report with police.

In addition to the changes outlined above, we are also evaluating the committee's other recommendations to determine what resources are needed for possible future implementation. We will continue our work to be certain that our policies, personnel, organizational structure and operating procedures reflect the university's values of responsibility, integrity and excellence in meeting the needs of our community around sexual misconduct.

I want to thank the committee for its excellent work and very thoughtful recommendations, especially for the members' commitment to the charge they were given and their resourcefulness in accomplishing the work in a compressed time frame. There is no issue more important at A&T than the safety and wellbeing of our students.

Cc: Timothy King, Chair, N.C. A&T Board of Trustees