UA3/9/7 Title IX Compliance

WKU President's Office - Ransdell

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Title IX Compliance

Fellow Faculty and Staff:

Among the items that will be discussed in the retreat setting with the Board of Regents tomorrow is the topic of sexual assault/misconduct and Title IX compliance. Title IX encompasses a broad set of federal laws which both protect individual rights while stipulating public agency responses to complaints. The Office for Civil Rights (OCR) is charged with enforcing the guidelines and requirements of the law, which will require our utmost scrutiny and careful adherence to new policies going forward. Insufficient responses to incidents of sexual misconduct/assault are unacceptable at WKU. Our response and investigation of complaints or abuses which come to our attention must be thorough, equitable, and well documented.

I have appointed Ms. Huda Melky, Equal Employment Opportunity/Affirmative Action/University ADA Services Director, as the Title IX Coordinator. In addition, I have also appointed the individuals listed at the bottom of this email as Title IX Deputies, each representing various segments of WKU’s main and regional campuses. Huda has been hard at work for the last several months developing a Title IX self-evaluation checklist which will guide WKU towards best practices for dealing with sexual assault/misconduct cases, and communicate new policies and procedures thoughtfully across our campus.

This communication will focus equally on faculty, staff, and students.

It is important that the entire campus understand our obligations to report any incident that becomes known to us in order to ensure there is appropriate outreach to the victim, while protecting the rights of the accused. Employees who become aware of conduct that is in violation of our policy must report that information to the Title IX Coordinator. Failure to report is a serious matter. Students may be reluctant to report situations they have knowledge about, but from this point forward, employees can never be reluctant to or fail to report any incident.

Failure to report such information prevents the University from being able to properly investigate and resolve these matters. An employee of WKU cannot take the position of “this isn’t my responsibility” or “it isn’t my job” to report violations of the policy. It is now the responsibility of all employees.

It is imperative for all employees to report any incident they have knowledge about, or have witnessed, to Ms. Huda Melky. This communication should be conveyed to Ms. Melky via email at huda.melky@wku.edu, by telephone at 270-745-5121, or through one of the following incident report forms: 1) Campus Wide Incident Form (non-anonymous) or 2) the Anonymous Incident Form, both attached. In addition, incidents may also be reported to any of the Title IX Deputies listed below who will contact Ms. Melky.

An additional and equally important part of our compliance with Title IX is our obligation to develop training and instruction regarding sexual assault/misconduct. More on this later.

These steps are the right thing to do, but it is also important from a federal compliance standpoint. Failure to comply could put our federal support in jeopardy. Currently, WKU and our students receive millions of dollars each year ranging from Pell Grants to research support. We could also be subjected to fines and scrutiny which goes beyond just Title IX compliance.

Your assistance with these important matters is appreciated. Thank you.
WKU Title IX Deputies:

Mr. Michael Crowe, Jr.
Director (Title IX Deputy/Investigator)
Office of Judicial Affairs
270-745-5429

Mr. Tony Glisson
Director
Department of Human Resources
270-745-5360

Ms. Cynthia Wedding
Office Coordinator
Owensboro Campus
270-684-9797

Ms. Gail Ledford
Coordinator for Student Services
Elizabethtown/Fort Knox Campus
270-706-8874

Dr. Richard Miller
Vice Provost/Chief Diversity Officer
Academic Affairs & Provost’s Office
270-745-5468

Ms. Pam Herriford
Athletics Sports Administrator
270-745-6062

Mr. Joshua Hayes
Assistant Director (Title IX Deputy/Investigator)
Equal Employment Opportunity
270-745-5121

Ms. Deborah Wilkins
General Counsel
Office of the General Counsel
270-745-5398

Mr. Dominic Ossello
Staff Services’ Commander
Police Department
270-745-2548

Ms. Kit Tolbert
Director of Housing Operations
Housing & Residence Life
270-745-2100

Mr. Bill Walter
Regional Vice Chancellor
Glasgow Campus
270-659-6936