



October
2017-18

Office for Equal Opportunity and Civil Rights

Annual Report

Compiled by Josh Vollendorf, MS, MSE, CHRS Compliance Manager

Gateway's Office for Equal Opportunity and Civil Rights

is responsible for assuring the college's compliance with civil rights laws through prevention programming, training, and responding to complaints.

Gateway's statement on equal opportunity, which is included in college handbooks and brochures, states that the college **will not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of race, color, national origin, ancestry, sex, sexual orientation, creed, religion, political affiliation, marital status, parental status, pregnancy, disability, age, membership in any reserve component of the armed forces, union affiliation, arrest and conviction record, or any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any resolution process on campus or with the Equal Employment Opportunity Commission or other human rights agencies.**



The Office for Equal Opportunity and Civil Rights is overseen by Debbie Miller, equal opportunity officer, and managed by Josh Vollendorf, compliance manager. In addition, several employees also serve as Title IX investigators, including: Stacia Thompson, director of workforce strategies, Buisness and Workforce Solutions; Robbin Vester, manager of organizational excellence; and Justin Kehring, director of financial aid. Title IX investigators only investigate alleged violations of Title IX (sex-based discrimination and sexual misconduct). The compliance manager investigates allegations of discrimination based on sex and all other protected classes.

This report will review some of the work done by the Office over the last reporting period of October 1, 2017 through September 30, 2018.

Getting out the message

In the reporting period, the Office has worked to spread its message of equal opportunity and its goal of protecting students and employees from discrimination. Methods included emails, posters in all classrooms and common areas, creation of Title IX and Equal Opportunity website and intranet pages, tabling events, a direct link on Title IX and discrimination in all Blackboard courses, and more.



150

Full-time employees who completed Title IX for Employees training



16

Presentations to departments/divisions at in-service events



13

Presentations to students at student events



23,000

Number of students reached with email notifications about Title IX



1,500

Approximate number of employees receiving Compliance Monthly emails each month



262

Adjunct faculty who have completed online Title IX training

Web page visits

The Office’s web pages are critical to communication with students, employees, and the public. The Office maintains three web pages: gtc.edu/TitleIX, which contains information on Title IX/sexual misconduct; gtc.edu/pregnancy, which is a resource page for pregnant and parenting students; and gtc.edu/eeo, which provides information on equal educational and employment opportunity. The below numbers show traffic to each page, excluding any visits from employees using their college internet connection.

Title IX page:	Pregnant and Parenting page:	Equal Opportunity page:
3,386 unique page views	830 unique page views	208 unique page views
3,131 returning users	597 returning users	80 returning users

Pregnant and parenting students

Pregnant students and those recovering from pregnancy, childbirth, termination of pregnancy, and false pregnancy are eligible for accommodations under Title IX. These accommodations are evaluated and implemented by the professionals in the Disability Support Services department.

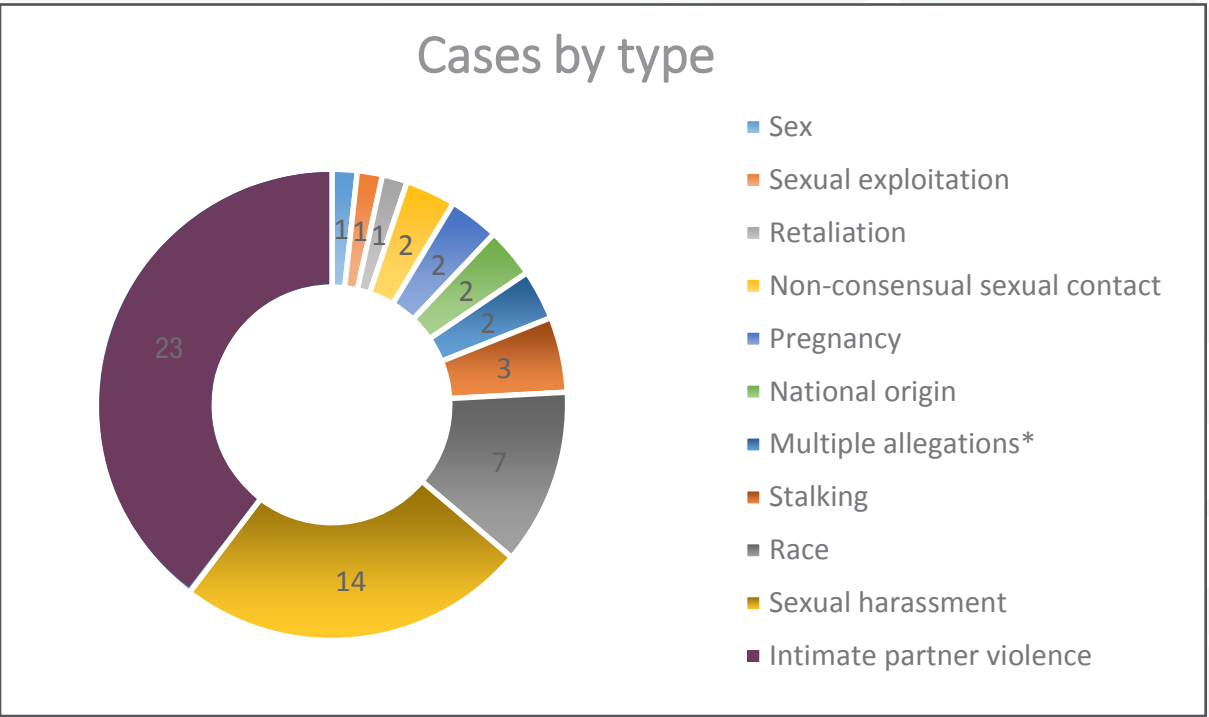


113

students who received pregnancy accommodations

29 in Kenosha, 1 in Burlington
19 in Elkhorn, 64 in Racine

Civil rights and sexual misconduct cases

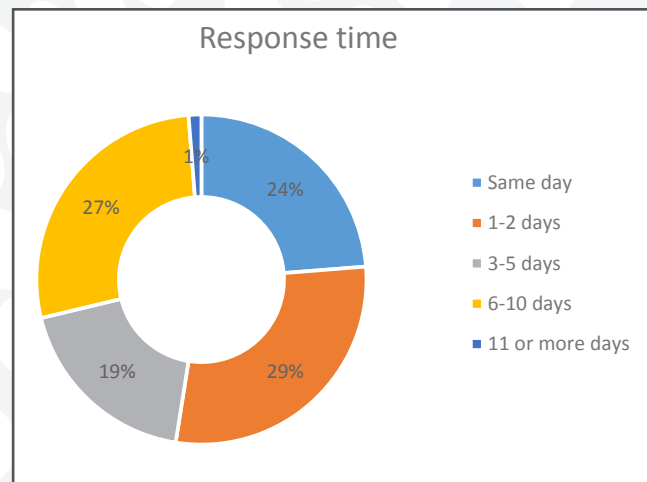


*Multiple allegations are only reported in this category.

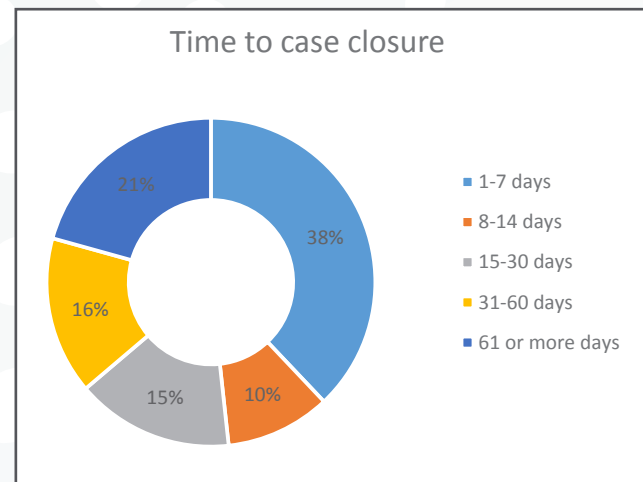
The Office is responsible for responding to allegations of sexual misconduct and discrimination. The goal is to respond promptly to all complaints and resolve them effectively while being responsive to the needs and rights of both parties. In this reporting period, the Office handled 61 formal complaints. Most reports relate to Title IX/sexual misconduct, which includes allegations of sexual harassment, stalking, and intimate partner violence. The graph above shows the types of cases based on the initial allegations received at the time of the report.

Most intimate partner violence cases involved a student whose alleged abuser is not a student or employee. In these cases, the Office provides guidance, advice, referrals, and other assistance.

Civil rights and misconduct cases continued...



A requirement of federal regulation and Gateway's policy is a prompt response to complaints. Gateway met this requirement as shown by the response rates above. In fact, more than half of all cases received a response within two days of receipt of the report.



The Office strives to close cases in a timely manner. The graph above shows the time to closure rate. Some cases are held open at the discretion of the Office while representatives try to reach the reporting party. Some cases have been held open over Summer Semester in an effort to reach the reporting party again in Fall Semester, which results in longer times to closure. In other situations, cases were held open longer than 30 days due to the circumstances of the case.

The Office also manages complaints made against the college with federal or state civil rights agencies. In the reporting period, the Office responded to four complaints that were filed by students and/or employees. Two complaints were resolved during this same reporting period.



Accessibility at Gateway

In August 2018, the Office received approval from the Executive Leadership Council to create a district-wide Accessibility Committee to improve accessibility throughout the college. Work for the committee will include updating all relevant policies to include accessibility compliance and a current state assessment and action plan for the following areas: academic programs, services, and activities; physical accessibility; services and programs for employees; technology, including web accessibility; and emergency preparedness and evacuation.

Strategic Plan VISION 2021 Looking forward

The Office has done much in the way of prevention programming, training, and compliance. In the future, the Office will continue to work toward making Gateway a welcoming, safe, and respectful place to work and learn and will align its work with Vision 2021, the college's strategic plan, by helping create an equitable and inclusive campus environment.





The College will not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of race, color, national origin, ancestry, sex, sexual orientation, creed, religion, political affiliation, marital status, parental status, pregnancy, disability, age, membership in any reserve component of the armed forces, union affiliation, arrest and conviction record, or any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any resolution process on campus or within the Equal Employment Opportunity Commission or other human rights agencies. For more information or to file a complaint, contact the Office for Equal Opportunity and Civil Rights (262-564-3062) or Director of Human Resources (262-564-3220).