

Title IX Annual Report 2023-2024

From the Title IX Coordinator

Abbi Halkola, Title IX Coordinator

This reporting year concluded with the highly anticipated and controversial release of the Biden administration Title IX regulations. While our team began the summer invested in compliance training, policy updates, and preparation for educating the campus community, our progress has been halted. Several states have filed lawsuits and we have already seen several injunctions placing a pause on the Department of Education's ability to enforce the 2024 regulations. On July 15, 2024, Michigan Tech was named as an affiliated institution in a Kansas lawsuit. Because of this ruling, we will continue under the 2020 Title IX regs until further notice. We recognize that while the specifics of the policy and expectations of the campus may evolve over time, Title IX continues to encourage an environment free from discrimination and harassment on the basis of sex.



Michigan Tech is an EOE that provides equal opportunity for all, including protected veterans and individuals with disabilities.

mtu.edu/title-ix

Sexual Harassment and Gender Discrimination

The chart on the right represents the sexual harassment and gender discrimination cases that were reported to the Title IX office between May 1, 2023 and April 30, 2024 involving at least one party affiliated with Michigan Tech. The categories represent how the incident was initially reported to the Title IX office.

Overall, there were 57 cases during the Summer 2023, Fall 2023, and Spring 2024 semesters. The Formal Grievance process was not requested this semester via formal complaint leading to no live hearings this past academic year. Supportive measures are offered to all parties regardless of whether or not a formal complaint is filed.

Supportive measures are non-disciplinary, non-punitive individualized options that are designed to restore or preserve equal access to programs and activities without unreasonably burdening the other party. They are available immediately, continuously, and ongoing as appropriate.

Cases Reported May 2023-April 2024

8	Sexual Harassment	8	Gender Discrimination
8	Sexual Assault	11	Other Sexual Misconduct
7	Dating/Domestic Violence	3	Online Sexual Misconduct
11	Stalking	1	Pregnant & Parenting

Important Terminology

Complainant | The person who allegedly experienced sex/gender based discrimination, sexual harassment and/or sexual misconduct, regardless of whether they chose to report the conduct to the university or authorities.

Respondent | A person alleged to have violated the sex/gender based discrimination, sexual harassment and/or sexual misconduct university policy. Respondents can only be held accountable under university policy if affiliated with Michigan Tech.

Formal Complaint | A document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that Michigan Tech investigate the allegation of sexual harassment. A formal complaint also allows for informal resolution.

Applicable University Policies

When cases of sexual harassment are reported to the TIX Office, they are reviewed by the Sexual Misconduct Allegation Review Team. This group reviews each case to conduct a safety assessment and determine the applicable university policies. Due to the scope of the TIX policy, other policies may apply, such as the Student Code of Conduct, Board of Trustees Policy 5.3, or Employee Code of Conduct.

Comparing the Data

2019-2020	51 cases	Students moved to remote in March 2020
2020-2021	33 cases	Health and Safety Levels limited students and employees on campus
2021-2022	63 cases	Campus resumed most activities
2022-2023	49 cases	Effective collaboration with internal departments impacting case count
2023-2024	57 cases	Culture of reporting strongly encouraged on campus

The Equal Opportunity Compliance and Title IX department strengthens Michigan Tech's commitment to a just and respectful community that is accessible to all individuals and free from discrimination, harassment, and sexual misconduct.

Prevention Work

One of the most important ways to combat sexual harassment and discrimination is through education. In the fall of 2023, the Title IX office brought on Dawn Corwin to serve as our prevention coordinator. Throughout the academic year, the prevention coordinator met with over 800 individual students and provided over 30 individual sessions educating our students on the behaviors of healthy relationships and warning signs of those that are unhealthy. Dawn’s engagement on campus has resulted in further collaborations with both the Athletics department and Student Leadership and Involvement for scheduled annual training with both our first and third year athletes and our incoming Greek members. For the upcoming year, we anticipate continued collaboration and also look to grow our engagement efforts to educate as many students as possible on these important topics. Dawn’s passion for this work shines through every day in her commitment to our students. We look forward to watching these programming efforts evolve and are thankful for the continued engagement of our campus community.

Title IX Prevention Efforts at a Glance

806	Individual participants in various campus events
33	Unique campus activities including tabling events, face to face training, informational sessions, and guest speakers
21	Collaborative events with campus and community partners
639	Social media followers - @michigantechspeakup
2	Expanded annual training programs with Athletics and Greek Life
1	Resurrected student group—SAVE—Sexual Assault and Violence Education

Looking Ahead to Academic Year 2024-2025

What Can We Expect?

The easiest way to answer this question is simply “we don’t know.” Experts in the Title IX field keep asserting that we are in the most “unprecedented” times in the history of Title IX and every day there are new challenges that practitioners face. Legal challenges and rulings will continue to change the landscape and many institutions across the nation continue to find themselves in a holding pattern. As this is being written, President Biden is asking the Supreme Court to allow certain parts of the 2024 rules to take effect. Our office is committed to monitoring these cases while also staying positioned to amend, alter, or implement whatever regulations are in effect to remain in compliance. Stay tuned...

Sexual Assault Hotline from Copper Shores

As of June 1, 2024, Copper Shores introduced a new Sexual Assault Hotline to “help victims and survivors in our four-county service area (Baraga, Houghton, Keweenaw, and Ontonagon counties) connect with qualified professionals who can guide them through a difficult time and, if needed, connect to our Victim Support division, which is available to respond locally 24/7/365. While this is not intended to replace their former crisis line, it is a valuable resource to the campus and beyond and we look forward to a continued partnership with Copper Shores.

<https://www.coppershores.org/crisis-line>



Reporting Options for Sexual Misconduct

Report a Concern.....www.mtu.edu/concern

Title IX Coordinator.....titleix@mtu.edu
906-487-3310

Public Safety & Police Services.....906-487-2216

2023-24 Title IX Staff

Title IX Coordinator.....Abbi Halkola

Deputy Coordinator.....Beth Lunde-Stockero

Gender Equity in Athletics.....Suzanne Sanregret, PhD

Title IX Partner.....Rhys Edwards

Investigator.....Heather Saari

Prevention Coordinator.....Dawn Corwin

Other Title IX positions include investigators, advisors, decision-makers, informal resolution facilitators, and appellate officers. Current Michigan Tech faculty and staff serve in these positions on a volunteer basis.

Opportunities with Title IX

Training Available | We offer a variety of trainings and presentations (upon request) that are beneficial for students, faculty, and staff. If you have a specific need related to discrimination, harassment, and/or sexual misconduct, we will work with you to customize a presentation for your department. Training sessions are presented in-person by the Title IX coordinator and also through various virtual training platforms.

Join the Committee | The Title IX Awareness Committee meets monthly to share information, complete projects, participate in special presentations, collaborate with local organizations, and more.