

UAFS Sexual Assault Prevention Activities for Academic Year 2021-2022

Date	Training	Facilitator
August 2022	Athletic Department <ul style="list-style-type: none"> • Title IX overview and consent training to the athletic department staff 	Kathryn Janz, Deputy Title IX Coordinator for Students
3/17/2022	<ul style="list-style-type: none"> • NCAA Mandatory Sexual Assault Prevention Training to all student athletes on the book <i>Sexual Citizens: A Landmark Study of Sex, Power, and Assault on Campus</i>, 1st ed. (Hirsh & Khan) 	Katie Beineke, Sr Associate Athletic Director
Fall 2021	Fraternity and Sorority Life In-person Title IX trainings, inclusive bystander intervention trainings, prevention strategies, and challenges to commit to and ensure mutually respectful relationships	Kathryn Janz, Deputy Title IX Coordinator for Students in partnership with Greek Life
	Title IX trainings with various groups (primarily students)	UAFS Title IX Committee
11/09/2021	Student Government Association	
10/28/2021	UA System Title IX Training for Title IX Staff <ul style="list-style-type: none"> • Legal Training from the UA General Counsel • Title IX and Sexual Assault Orientation information 	
10/13/2021	Fresh Check (mental health focused event)	
9/29/2021	University Staff Council (Staff Senate)	
9/2/2021	ROTC	
9/1/2021	Block Party (mass student Event)	
8/19/2021	Faculty & reporting	
8/18/2021	International Students	
8/16/2021	Mandatory Reporter Training	
8/13/2021	Housing Resident Assistants	

8/14/2021, 10/12/2021	Title IX Volunteer Opportunities Training Overview (investigators, advisors, panel members)	
Ongoing	Student Conduct Institute Approx. two dozen volunteers participated in self-paced modules and in-person and SCI Training Modules via SUNY. For example, the Coordinator completed 24 hours of training via SCI, including modules on prevention strategies.	
11/17/2021	Title IX Conference Heartland Summit Sexual Assault Prevention Conference - spurred several programs on campus looking at sexual assault prevention through a new scholarly lens	
July 2021; June 2022	New Student Orientation A presentation designed the Deputy Title IX Coordinator for Students is contained in the mandatory on-line orientation for all entering students along with a brief quiz	Kathryn Janz, Deputy Title IX Coordinator for Students
2/14/2022	Community UAFS participated in an annual sexual assault and domestic violence prevention event entitled ‘Rising in the River Valley.’ UAFS hosted the event on campus both as a service and to engage students. The emphasis was on engaging students to commit to prevention of sexual violence through education and bystander intervention.	
April 2021	Sexual Assault Awareness Month (SAAM) – (modified due to Covid-19. All events marketed to students and employees) - see Appendix 1	
3/31/2022	<ul style="list-style-type: none"> • Open program presentation, “50 Years of Title IX,” focused on both athletics and sexual assault prevention and remediation 	Dr. Lee Krehbiel, Vice Chancellor for Student Affairs/Curtis Janz, UAFS Athletic Director
4/6/2021	<ul style="list-style-type: none"> • “Coffee and Consent’ – Students served coffee and shared information on the importance of consent and raising awareness for Sexual Assault Awareness Month. • ‘Educate to Eradicate’ - a panel featuring both campus administrators and city/county police discussed sexual assault prevention. • SAAM Day of Action - wearing teal and using social media to show commitment against sexual assault 	Sponsored by the UAFS Campus Activity Board Men of Excellence (MOX), a male-focused initiative led by young men of color

4/8/2022	<ul style="list-style-type: none"> • UAFS Teal Games and Numa Nation Tailgate - Baseball game with a teal theme, free shirts, various organizations with tables/booths promoting awareness and showing support against sexual assault 	
04/12/2022	<ul style="list-style-type: none"> • Student activist presented ‘Cats against Catcalling’ combining literature on sexual assault and harassment prevention with an opportunity to experience feline aloofness. • ‘Walk a Mile in Her Shoes’ - walking a mile on campus to raise awareness and commitment to safe and respectful relationships 	Sponsored by Interfraternity Council
4/13/2022	<ul style="list-style-type: none"> • Documentary, <i>Second Assault</i> - Review & discussion of the documentary 	Sponsored by the Fort Smith Crisis Intervention Center and the UAFS Boreham Library
4/14/2022	<ul style="list-style-type: none"> • “Smart Phone Sexual Assault” discussion led by Dr. Gregg Roberts 	Dr. Gregg Roberts, Professor of Psychology, UAFS
4/21/2022	<ul style="list-style-type: none"> • “Denim Day” – campus community encouraged to wear denim to demonstrate a stand against sexual assault 	Campus Activities Board
4/22/2022	<ul style="list-style-type: none"> • ‘Encouragement Rocks’ - a program during which rocks were painted with encouraging messages, some involving sexual assault prevention. A number are still visible around campus three months later • Two Title IX staff members taught a sociology class about Title IX, its application to higher education, and challenges faced in the higher education environment 	UAFS Boreham Library Dr. Lee Krehbiel, Vice Chancellor for Student Affairs/ Kathryn Janz, Deputy Title IX Coordinator for Students
4/26/2022	<ul style="list-style-type: none"> • A faculty member and staff member partnered to teach the campus about a new model of reducing sexual assaults. The training was adapted from the book <i>Sexual Citizens</i>. Initial training was received at the Heartland Summit Conference (listed above). 	Dr. Svetla Dimitrova, Professor of Sociology/ Katie Beineke, Sr Associate Athletic Director

<p>Ongoing</p> <p>November 2021- March 2022</p> <p>Fall 2021, Spring 2022</p>	<p>Other</p> <ul style="list-style-type: none"> • Title IX Instagram Account (weekly and daily posts) maintains updated information on the Title IX office and provides education and resources <p>Title IX Partnered with Dr. Svetla Dimitrova (sociology) to train students in the analysis of Title IX-related measures in athletics referred to as the NCAA ‘Laundry List.’ Students included their findings as a component of a class research project.</p> <ul style="list-style-type: none"> • UAFS participates in a consortium through the UASYS General Year-round Counsel to receive training in Sexual Assault Prevention via modules created by the Student Conduct Institute (SCI) run by the State University of New York (SUNY). • UAFS purchased licenses for <i>Academic Impressions</i> for a number of senior staff members. This professional development opportunity includes many sessions on sexual assault prevention and remediation. For example, a new staff member completed a two-day course on Foundations of Investigations. Another staff member completed a module on <i>Cultural Humility</i>, related to making reporting and navigating Title IX easier for complainants. • Dr. Paula Julian, Executive Director of Nursing, completed a training course that included material on sexual assault on college campuses, legal implications, and the role of the SANE nurse in relation to all of this. Nursing faculty with this training play a role in educating panel members and investigators who work within the Title IX Office at UAFS. <ul style="list-style-type: none"> • Open Letters on Title IX (See <i>Appendix 2</i>) 	
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Appendices

Appendix 1 - Sexual Assault Awareness Month Announcement

**April is
Sexual Assault Awareness Month**

SAAM



March 31
50 Years of Title IX
11AM-12PM
Campus Center 129 A1B

April 5
SAAM Day of Action
Wear teal clothing or teal ribbons to signify support and post on social media tagging UAFS Title IX

April 6
Coffee and Consent
11AM-1PM
Campus Center Fireplace

Educate to Eradicate hosted by Men of Excellence
5:30PM
Windgate Auditorium

April 8
Teal Tailgate
12-2PM
Stubblefield Patio

Restorative Yoga
Every Wednesday at 5PM
RAWC

April 12
Cats Against Catcalling
11AM-1PM
Campus Green

Self-Defense Demo
11AM-1PM
Campus Green

April 14
Encouragement Rocks
All day
Boreham Library

April 26
Sexual Citizens Discussion with Katie Beineke and Dr. Suetla Dimitrova
TBA
Windgate Auditorium

April 27
International Denim Day

Clothesline Project Display
April 11 - 16
Student Life Office

Appendix 2 – UAFS Open Letters on Title IX

Spring 2022 – Open Letter

January 13, 2022

Fellow Lions,

From the UAFS Office of Title IX, welcome to the spring 2022 semester. Below are links to two documents we shared last fall. The first is the current Policy and Procedure Document, including definitions. The second is a quick reference guide for employees, who are ‘mandatory reporters,’ meaning that they are required to report knowledge of incidents that may constitute a violation of the Title IX policy if there is enough information to allow Title IX staff to follow up and look into the matter.

Policy and Procedure Document: [model title ix policy 2021 uasys adapted for uafs.pdf](#)

Reference for mandatory reporters: <https://academics.uafs.edu/title-ix/mandatory-reporter-resources>

As most of you know, Title IX is a Federal Law that forbids discrimination that is based on sex. It applies to UAFS and almost all U.S. universities. Title IX covers issues in athletics, but it also has regulations for handling allegations of sexual harassment, sexual assault, relationship and dating violence, stalking, the treatment of students and employees who are pregnant. It applies to almost all relationships and persons on campus, and ‘sex’ under sex discrimination now officially includes sexual orientation and gender identity.

In view of increased activity around the issue of Title IX and Pregnancy, we want to provide some basic info on that topic and a link to more detailed information.

TITLE IX AND PREGNANCY

This section is an excerpt from an Office of Civil Rights (OCR) website. OCR is the government agency that enforces Title IX. The link is: [Know Your Rights: Pregnant or Parenting? Title IX Protects You From Discrimination At School \(ed.gov\)](#)

Title IX of the Education Amendments of 1972 (“Title IX”), 20 U.S.C. §1681 *et seq.*, is a Federal civil rights law that prohibits discrimination on the basis of sex—including pregnancy and parental status—in educational programs and activities.

All public and private schools, school districts, colleges, and universities receiving any Federal funds (“schools”) must comply with Title IX.:

Here are some things you should know about your rights:

Classes and School Activities – your school MUST:

- Allow you to continue participating in classes and extracurricular activities even though you are pregnant.
- Provide you with reasonable adjustments, like a larger desk, elevator access, or allowing you to make frequent trips to the restroom, when necessary because of your pregnancy.

Excused Absences and Medical Leave – your school MUST:

- Excuse absences due to pregnancy or childbirth for as long as your doctor says it is necessary.
- Allow you to return to the same academic and extracurricular status as before your medical leave began, which should include giving you the opportunity to make up any work missed while you were out.
- Ensure that teachers understand the Title IX requirements related to excused absences/medical leave. Your teacher may not refuse to allow you to submit work after a deadline you missed because of pregnancy or childbirth. If your teacher's grading is based in part on class participation or attendance and you missed class because of pregnancy or childbirth, you should be allowed to make up the participation or attendance credits you didn't have the chance to earn.

Here's the list of persons to whom you can report concerns, including the University Police. In addition, if someone wants to talk over a situation but not make a report to Title IX, the UAFS Counseling Center, the UAFS Student Health Clinic, and the local Reynolds Crisis Intervention Center are all excellent resources. The Student Counseling Center has a new home (Health Sciences, Room 129).

UAFS TITLE IX REPORTING OPTIONS

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UAFS University Police
51st Street Annex, Room 100
479.788.7140

Fall 2021 – Open Letter

September 1, 2021

Fellow Lions,

From the Office of Title IX, welcome to the 2021-2022 academic year. It's great seeing so many Lions back on campus, even while we urge continued caution and masking. Below are links to two documents. The first is the new Policy and Procedure Document, including definitions. The second is a quick reference guide for employees, who are 'mandatory reporters,' meaning that they are required to report knowledge of incidents that may constitute a violation of the Title IX policy if there is enough information to allow Title IX staff to follow up and look into the matter.

Policy and Procedure Document: [model_title_ix_policy_2021_uasys_adapted_for_uafs.pdf](#)

Reference for mandatory reporters: <https://academics.uafs.edu/title-ix/mandatory-reporter-resources>

As most of you know, Title IX is a Federal Law that forbids discrimination that is based on sex. It applies to UAFS and almost all U.S. universities. Title IX covers issues in athletics, but it also addresses sexual harassment, sexual assault, relationship and dating violence, stalking, the treatment of students and employees who are pregnant. It applies to almost all relationships and persons on campus, including many issues related to sexual orientation and gender identity.

We will give you the basics below to know how and when to report a Title IX concern or just to ask questions.

A major set of changes in Federal regulations went into effect in August 2020. The Department of Education has subsequently announced modest new changes. Here is a link to the new Policy and Procedure document:

My staff will be pleased to provide more in-depth education and training upon request for any department or student group.

Key Things to Know:

- I. What if I learn about a potential violation of the Title IX policy?

Employees at UAFS are still required to report the information to the Title IX Coordinator or a Deputy Coordinator. The Coordinators' contact information is provided below. Exceptions to this requirement are rare and include counselors and medical personnel acting in their professional capacities. Certain students, such as Resident Assistants, are also required to report, but most are not. However, many students elect to report in order allow the University to look into a situation, with the intent of keeping their peers as safe as possible.

- II. What if an incident occurred off-campus?

The regulations here have changed, but the university can respond in some cases, either through Title IX or other processes. We recommend reporting these incidents so that we can determine the university's role. At times, we can assist persons with resources even if we do not have authority to investigate.

III. What if I was drinking or had taken drugs when an incident took place?

The new UAFS Policy and Procedure document provides limited amnesty for students who report an incident or are a witness. If these students come forward, they will not be penalized by UAFS for the alcohol/drug violation.

IV. There has been lots of attention given to due process. Will I be treated fairly?

The new regulations require that universities state and act under the assumption that a person accused is not responsible, up to the point that the investigation and analysis of evidence shows otherwise. This does not mean that we disbelieve those who report. We will take the reports very seriously, but we will not reach conclusions until we diligently follow the process. All parties have rights that must be respected.

V. Is the process the same?

It is very similar, but here are a few changes: 1) The investigators will no longer make the initial decision about responsibility. That will now be done at a live hearing; 2) The live hearings will now have cross-examination. In other words, each party will typically have an advisor who asks the other party and witnesses questions during the hearing; 3) Once a formal complaint is submitted, there is now more opportunity for an informal resolution to be pursued. Examples might include a mediated discussion between the main parties or some form of agreed upon resolution outside the investigation and hearing process. Both parties must agree to pursue the informal path, and either can withdraw up to the time a resolution is signed.

We encourage you to look over the new Policy and Procedure document, to get some training on being an effective and engaged bystander, and to personally commit to pursuing relationships that are respectful, that seek the good of the other person, and that are fun and healthy.

Here's the list of persons to whom you can report concerns, including the University Police. In addition, if someone wants to talk over a situation but not make a report to Title IX, the UAFS Counseling Center, the UAFS Student Health Clinic, and the local Reynolds Crisis Intervention Center are all excellent resources. The Student Counseling Center has a new home (Health Sciences, Room 129).

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