



## Human Resources Report May 17, 2024

### Agenda Item #1: Title IX Quarterly Report

Information                     
  Action                                     
  Discussion

#### Purpose:

The State of Michigan requires the Title IX Office to report quarterly to the Board of Trustees and the President. The purpose of this report is to share 2023-2024 4<sup>th</sup> quarter Title IX information with the Board of Trustees and the President.

#### Background:

Per the State of Michigan requirements, this report covers all reports made to the Title IX Office from February 28, 2024 through May 6, 2024.

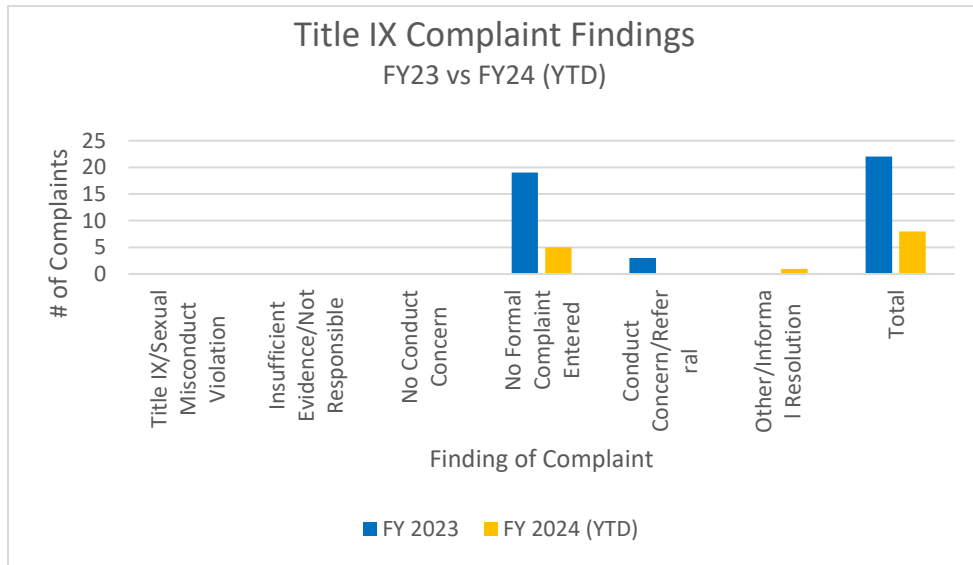
Since the last board report, the Title IX Office has received four (4) reports of alleged prohibited conduct.

- Three (3) reports received, closed with no formal complaint entered and the Title IX Office informed reporting parties of on and off campus resources.
- One (1) report received, closed with an Informal Resolution Agreement and the Title IX Office informed the complainant and respondent of on and off campus resources.
- Zero (0) cases is open currently and is under assessment.
- Zero (0) of the reports indicated LSSU employees as the respondent. One case indicated a Sodexo employee as an alleged respondent. Information regarding the reports is listed the tables below.

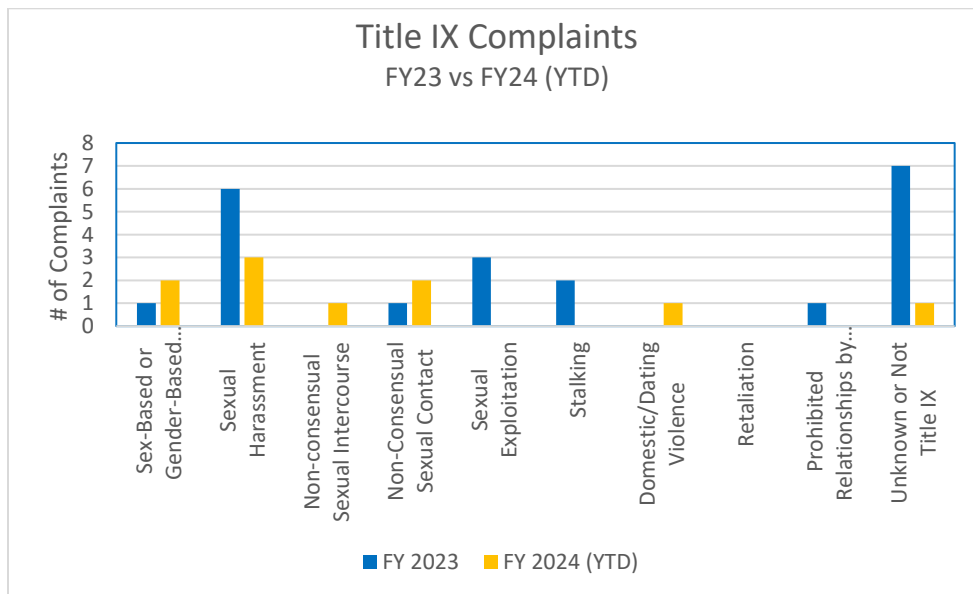
The chart below shows basic case information related to the Title IX Quarterly report.

Case Number	Reporting Year	Date of Report	Date of Incident	Case Status	Reporting Party Status	Responding Party Status	Prohibited Conduct	Finding
2260	2023-2024	2/28/2024	12/12/2023	Closed	Student	Student	Domestic/Dating Violence	Other/Informal Resolution
2322	2023-2024	3/6/2024	3/6/2024	Closed	Student	Unknown	Non-consensual Sexual Intercourse	No Formal Complaint Entered
2338	2023-2024	4/2/2024	4/2/2024	Closed	Student	Sodexo	Non-Consensual Sexual Contact	No Formal Complaint Entered
2350	2023-2024	4/17/2024	4/9/2024	Closed	Student	Unknown	Non-Consensual Sexual Contact	Initial Assessment/No Investigation Needed

The “Title IX Complaints” chart shows the number of types of Title IX complaints received during FY23 compared to FY24.



The “Title IX Complaint Findings” chart shows the overall findings of Title IX cases adjudicated during FY23 compared to FY24.



**Suggested Action/Motion:**

N/A

**President’s Recommendation:**

N/A



## Human Resources Report May 17, 2024

### Agenda Item #2: Title IX Regulations Update

Information

Action

Discussion

#### Summary:

On April 19, 2024, under the direction of the Biden Administration, the United States Department of Education released the new Title IX Regulations. These regulations are slated to go into effect August 1, 2024. These new regulations come after the regulations released under the Trump Administration in April of 2020. This implementation has followed a long open comment period, resulting in extensive regulatory documents. The preamble to the regulation is over 1,500 pages long alone, thus the understanding of exactly all implications are still surface level. The following changes to regulations will be reflected in university policy and procedure by August 1, 2024. Some of these requirements are new to the federal regulation, but are already part of current policy and procedure.

- Expands the definition of “sex-based discrimination or harassment” to include conduct based on: sex stereotypes, pregnancy or related conditions, sexual orientation, gender identity, sex characteristics
  - Move of minimum standards of “severe, pervasive, and objectively offensive” standard to “severe, pervasive, or objectively offensive” standard in order for conduct to be considered sexual harassment
  - Lowers standards of what a complainant must do in order to begin complaint process
- Reinstates the single investigator model previously allowed prior to the 2020 regulations
- No longer requires live hearings or for live hearings to include the cross-examination component required in the 2020 regulations
- Revises definitions of confidential employees and expands mandatory reporting requirements
- Requires training of all university employees
- Requires access to clean and private spaces for lactating students and employees on campus
- Expands international geography applications of the regulations



## Human Resources Report May 17, 2024

### Agenda Item #3: Human Resources Updates

Information

Action

Discussion

#### **Purpose:**

The purpose of this report is to share with the Board of Trustees updates from the Offices of Human Resources, Safety, and Risk, Public Safety and Title IX.

#### CASET Update

The restoration of the CASET has continued throughout the spring. The Robotics Annex is the last remaining area with construction that is still underway. Most notably, this area has had new garage doors installed, including replacing the fire door that effectively saved the rest of the building during the incident, and replacing structural beams. The final pieces of this project lie in replacing the robots and rebuilding their systems this summer. Several of these replacements have already been approved by insurance, and these orders are underway. So far, the total funds received from insurance have amounted to over \$13.2 Million.

#### Human Resources

- Human Resources is preparing to launch an updated AP Employee Evaluation process this month, which will include clarified scoring guidelines, and more robust instructions to support staff and supervisors in navigating the process. This effort aims to create a more reliable global scoring experience and support employees or supervisors who may be unfamiliar with the process.
- HR will see an adjustment in roles this summer, bringing back a full time employee to support recruitment and risk operations in the department.

#### Safety & Risk

The University has completed renewal of all insurance policies for liability. Casualty, fleet, and general liability have been completed, with placement to be finalized by June 30. The only remaining policy to be confirmed is the university property insurance, which is currently placed by Zurich. Brokers from Gallagher are working closely with LSSU Administration to take the LSSU property insurance policy to market to find the best option for LSSU moving forward.

#### **Suggested Action/Motion:**

N/A

**President's Recommendation:**

N/A



**Human Resources Report**  
May 17, 2024

**Agenda Item #4: Contributions to the Strategic Plan**

Information                       Action                       Discussion

**Purpose:**

The Strategic Plan was approved by the Lake Superior State Board of Trustees on April 24, 2020. The purpose of this report is to share with the Board of Trustees contributions to the strategic plan from the Human Resources, Safety, and Risk and Title IX offices.

**Contributions to the Strategic Plan**

*3.1.7 Develop an institutional crisis management plan, which includes how LSSU will respond to infectious diseases and global pandemics.*

The University continues to support this plan by reviewing crisis response plans and running tabletop exercises based on current events that universities are facing across the nation. The LSSU Public Safety and Risk departments are continuing to work to grow the University’s close relationship with our local first responders in the Sault Ste. Marie community through consistent communication, and upcoming shared training experiences with both professional and student staff members this summer.

**Suggested Action/Motion:**

N/A

**President’s Recommendation:**

N/A