

*MCC serves our communities, empowering students to succeed through innovative pathways and quality education.*

**Date: August 20, 2020**

**Time: 10:00 a.m.**

**Location: <https://mohave.zoom.us/j/94389803433>**

**Members: Stacy Klippenstein (Chair), Connie Shelley, Loan Hornick, John Cawley, Don Weide, Mitzi Esgro, Heather Patenaude, Lauren Petersen, (Full-Time Faculty TBD), Amy Curley (Recorder)**

**Guests: Danette Bristle, Title IX Coordinator**

1. Announcements

Dr. Klippenstein reviewed the Pandemic Response Team's presentations of 8/19 and 8/20. The sessions primarily covered the transition to Phase 2. The County must have containment per AZ Dept. of Health Services. If containment is achieved, the College will institute: reduced hours open to the public, Limited on-campus operations while maintaining remote operations with the goal of very limited face-to-face contact, Student Services personnel on Campus at front desk. Other student services will remain remote while staff telecommute.

At this time September 21st is a potential start date for Phase II. Special considerations for employees with School-Age Children utilizing: 1. Flex time, 2. FFCRA-provided leave, 3. Employee's leave balances. Employees at Higher Risk for Serious Illness should Contact HR.

Classes will remain online and via remote learning through the entire Fall semester. CTE and Health Professions Students on campus will be required to have an acknowledgment/waiver signed and on file. Student Acknowledgment & Disclosure and Waiver of Liability can be accessed at: [waiver.mohave.edu](http://waiver.mohave.edu). The form works on computers or mobile devices. MCC's insurance provider requires that we request students acknowledge the COVID risk on campus and complete a waiver of liability to attend on campus classes. Associate Deans for Instruction will be responsible for the refusal to sign procedure.

2. Strategic Plan Updates

Dr. Klippenstein stated that Year Zero of the 2020-2026 MCC strategic plan has commenced with the new committee structure driving different behaviors and expectations. Institutional Effectiveness and Alignment (IEAC) co-chairs are establishing membership rosters, meeting schedules, and the structures needed to implement action plans. 30 and 60 day action plans have been requested from all subcommittees.

3. Systematic PPM Review Updates (if applicable)

There were no PPM review updates presented on 08-20-2020.

4. Items for Attention, Policy (if applicable)

There were no Policy items for attention on 08-20-2020.

5. Items for Attention, Procedures

- a. REVISION: 5.112-B: Definitions (D. Bristle)
- b. REVISION: 5.113-B: Supportive Measures (D. Bristle)
- c. REVISION: 5.113-E: Emergency Removal (D. Bristle)
- d. REVISION: 5.115: Anti-Discrimination (D. Bristle)
- e. REVISION: 5.115-A: Title IX Statement (D. Bristle)

Taking the five revisions as a whole, Ms. Bristle stated that colleges and universities that receive federal funding must be compliant with new Title IX rules. Revised Title IX regulations include: Schools must dismiss any complaints of sexual misconduct that occur outside of campus-controlled buildings and/or educational activities. Colleges must allow live cross-examination by the 'representative' of each party's choosing. The new rule allows schools lengthen the investigation and hearing processes. The definition of sexual harassment is narrowed to include only instances that are severe, pervasive, and objectively offensive. Informal resolutions are allowed in cases of sexual assault, rape, dating violence. Case jurisdiction is reduced. Changes to the definition of sexual harassment satisfies one or more of the following:

1. An employee of the college conditioning the provision of aid, benefit, or services of the college on an individual's participation in unwelcome sexual conduct (quid pro quo)
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the college's educational programming or activities; or
3. Sexual assault, dating violence, domestic violence, or stalking.

Complaint autonomy is when a school learns of sexual harassment, the school must:

- Promptly contact the person and inform them of their right to request supportive measures, whether they decided to file a formal complaint, or not.
- Consider the alleged victim's wishes, offer appropriate supportive measures under the circumstances.
- Explain to complainants that they have an option and a process for filing a formal complaint.
- Never pressure an individual into filing a formal complaint, or into participating in a grievance process.
- Investigate every formal complaint.

Supportive Measures (previously interim measures) are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Supportive measures may include the following: Counseling, Extensions of deadlines or other course-related adjustments, Modifications of work or class schedules, Campus escort services, Mutual restrictions on contact between the parties, Changes in work locations, Leaves of absence, Increased security, Monitoring of certain areas of the campus, Other similar measures.

MCC has secured training through ATIXA. MCC will also participate in an Arizona Consortium. Third Party training will be provided for students and employees.

Ms. Bristle answered questions from the committee members (cyberbullying) and Dr. Klippenstein expressed his viewpoint while solicitating feedback. After a brief discussion, Dr. Klippenstein approved the changes for implementation. Dr. Maria Ayon has accepted responsibility for updates to the Student Life Handbook and Dr. Fred Gilbert is responsible for updating the Student Handbook, Code of Conduct and Behavior Intervention Team materials accordingly.

#### 6. Adjournment

Prior to adjournment, Dr. Klippenstein announced that several policy reviews could be on the September 17 agenda, including an alcohol waiver for special events. The meeting adjourned at 10:40 a.m.