



# WESTERN

COLORADO UNIVERSITY

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CENTER FOR CIVIL RIGHTS

EDUCATIONAL OPPORTUNITIES CATALOG

**Restorative Justice and Title IX Office**

**Western Colorado University**

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## Rationale

While Title IX and Board Policy 3.5 provide protections for students and employees, many individuals struggle to identify resources for understanding those policies and procedures. Additionally, campus members may not be aware of the services available to students regarding institutional support. Finally, campus authorities may be unsure how restorative justice practices and Title IX protections apply across University settings and services. This catalog was created to meet these challenges.

## Purpose

The purpose of this catalog is to assist students and employees with accessing educational opportunities related to restorative justice practices and Title IX policy and procedure. At Western, Title IX encompasses issues of sexual misconduct and pregnant and parenting students' rights (Board of Trustees Policy Manual, 2023; Department of Education, 2020). This catalog provides guidance regarding campus policies and procedures to ensure that all individuals receive equitable opportunities within the University.

## Educational Opportunities

In regard to educational opportunities, the Restorative Justice and Title IX Office works to support students and employees by connecting them to educational opportunities, such as educational sessions, and workshops.

### Educational Formats

The Restorative Justice and Title IX Office attempts to provide a variety of educational opportunities that are accessible to campus stakeholders. Educational formats include but are not limited to:

- Courses
- Presentations
- Seminars
- Sessions
- Trainings
- Web-based Learning
- Workshops

## Educational Assessment

The following assessment metrics may be applied to the identified educational formats.

<i>Educational Format</i>	<i>Time Allotment</i>	<i>Instructional Option (Direct or Indirect)</i>	<i>Assessment Required</i>	<i>Applicable Assessment Metrics</i>
Web-based Learning	15 minutes – 45 minutes	Indirect	Yes	Frequency Data Comprehension
Session	15 minutes – 1 hour	Direct or Indirect	Yes	Frequency Data Satisfaction Survey Experience Survey
Seminar	1 hour – 3 hours	Direct	Yes	Learning Outcomes Satisfaction Survey Experience Survey
Workshop	2 hours – 4 hours	Direct	Yes	Learning Outcomes Satisfaction Survey Experience Survey
Training	4 hours – 8 hours (1 – 3 days)	Direct and Indirect	Yes	Learning Outcomes Satisfaction Survey Experience Survey
Course	8 hours – 16 hours (2 – 4 weeks)	Direct and Indirect	Yes	Learning Outcomes Satisfaction Survey Experience Survey

<b>Key</b>	
Time Allotment	The minimum and maximum time required for the educational format
Instructional Option	Direct – In-person/Virtual and synchronous Indirect – Virtual and asynchronous

## Title IX Educational Opportunities

The following opportunities are available during the academic year.

Title	Delivery Format	Description
<b>Title IX New Employee Training (Vector Solutions)</b>	Web-based learning 30 minutes – 45 minutes, Assessment options include: Comprehension Availability: Continuous	All new employees are required to complete a web-based learning opportunity provided through Vector Solutions upon employment with Western Colorado University. Assessment is completed within the web-based learning.
<b>Title IX New/Transfer Student Training (Vector Solutions)</b>	Web-based learning, 30 minutes – 45 minutes, Assessment options include: Comprehension Availability: Continuous	All new employees are required to complete a web-based learning opportunity provided through Vector Solutions upon employment with Western Colorado University. Assessment is completed within the web-based learning.
<b>Title IX and Athletics: The Law, University Policy, &amp; NCAA Policy</b>	Session, 15 minutes – 30 minutes, Assessment options include: Frequency Data, Satisfaction Survey, Experience Survey Availability: Semester start	Per NCAA, student-athletes and college athletics professionals are educated annually through a partnership between the Department of Athletics and the Restorative Justice and Title IX Office. This training is specialized and tailored for student-athletes. This training is provided at a minimum of once per year but may be offered once per semester to support student-athletes that begin during the second semester.
<b>Title IX Regulations and Application: For Pre-Professionals in Higher Education</b>	Session, 15 minutes – 30 minutes, Assessment options include: Frequency Data, Satisfaction Survey, Experience Survey Availability: Fall Semester start and upon request	Student employees of the department of Residence Life and Housing are trained annually regarding Title IX law and University policy. Student employees who maintain authority over others, such as Resident Assistants, are considered “Responsible Employees” and required to report incidents that may be related to Title IX (see BOT Policy 3.5). This training is provided at a minimum of once per year but may be offered once per semester to support student employees that begin during the second semester.
<b>A Deeper Look at Title IX – Supplemental Education</b>	Session, 15 minutes – 30 minutes, Assessment options include: Frequency Data, Satisfaction Survey, Experience Survey Availability: Upon request	Students and employees of the University may request additional training and information regarding Title IX law and University policy. This training is supplemental to the mandatory student and employee education provided through Vector Solutions and may be offered upon request from a department, committee, student group, or employee group.
<b>Title IX: Scenario Practice and Q &amp; A</b>	Session, 15 minutes – 30 minutes, Assessment options include:	Students and employees of the University may request additional training and information regarding Title IX law and University policy, including discussion of potential Title IX

	Frequency Data, Satisfaction Survey, Experience Survey Availability: Upon request	scenarios and opportunities to explore additional questions regarding law and policy. This training is supplemental to the mandatory student and employee education provided through Vector Solutions and may be offered upon request from a department, committee, student group, or employee group.
<b>Supporting Pregnant and Parenting Students</b>	Session, 15 minutes – 30 minutes, Assessment options include: Frequency Data, Satisfaction Survey, Experience Survey Availability: Upon request	Students and employees of the University may request an educational presentation regarding Title IX law and University policy supporting pregnant and parenting students. This presentation provides information on pregnant and parenting students’ rights, as well as institutional and community supports and services. This training is supplemental to the required student and employee trainings provided through Vector Solutions and may be offered upon request from a department, committee, student group, or employee group.

## Restorative Justice Educational Opportunities

The following opportunities are available during the academic year.

Title	Delivery Format	Description
<b>Foundations of Restorative Justice</b>	Session, 15 minutes – 30 minutes, Assessment options include: Frequency Data, Satisfaction Survey, Experience Survey Availability: Upon request	Students and employees of the University may request an educational presentation regarding introductory information and practices regarding Restorative Justice. This information is supplemental and may be offered upon request from a department, committee, student group, or employee group.
<b>Applying Restorative Justice in Higher Education</b>	Session, 15 minutes – 30 minutes, Assessment options include: Frequency Data, Satisfaction Survey, Experience Survey Availability: Upon request	Students and employees of the University may request an educational presentation regarding the application of Restorative Justice practices to a higher education environment. This information is supplemental and may be offered upon request from a department, committee, student group, or employee group.