

Hesston College Title IX Implementation Group Charter

The overarching purpose of the Title IX Implementation Group (TIG) is to develop a plan to implement Cozen O'Connor's recommendations as outlined in their report titled "Report of External Title IX Review," and to monitor and drive the implementation of the plan. In doing so, the group should:

1. Digest the full list of recommendations in the Cozen O'Connor report:
 - a. Categorize them in order of priority.
 - b. Designate campus leaders and teams who will implement those changes.
2. Work with designated leaders to activate the action plans. Key tasks include:
 - a. Identify and propose policy revisions to the Hesston College Board of Directors (HCBD).
 - b. Identify needed funding and ownership of new processes, procedures and practices related to Title IX.
 - c. Establish regular audits and reviews to instill a culture of continuous improvement.
3. Identify tasks that require immediate attention and implementation of changes to policies and procedures prior to Opening Weekend and the arrival of students on campus.
4. Create an annual comprehensive training plan for all areas of the college.
 - a. Plan an effective and trauma informed Title IX training for all employees at the faculty/staff retreat on August 9.
 - b. Review the Title IX training and supportive measures budget and make recommendations for the future.
5. Work with Cozen O'Connor to initiate restorative outreach to those affected by the college's insufficient actions in the past.
6. Launch a team to plan and implement a public dedication of the healing circle memorial at a time that is appropriate with regard to student engagement and implementation of the priority recommendations within the Cozen report.
7. Work with the president to develop a plan to address Hesston College's acknowledgement and response to recent and historical mishandling of sexual misconduct, including how the college will respond to new allegations.
8. Communicate progress with campus and HCBD, and ensure the "2023 Title IX Report" page on our website is up-to-date and communicates recommendations that have been implemented with the public.
9. Complete implementation of priority recommendations by January 1, 2024.
10. Identify and communicate target dates and ownership for the implementation of recommendations that may be needed after January 1, 2024.