



SOUTHWESTERN
CHRISTIAN COLLEGE
INSPIRING EXCELLENCE, BUILDING CHARACTER

Title IX Report 2024

Southwestern Christian College Title IX Report for 2024 Executive Summary This 2024 Title IX report for Southwestern Christian College (SwCC) is prepared in compliance with federal Title IX regulations, Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) standards, and the Texas Higher Education Coordinating Board (THECB) requirements.

Title IX of the Education Amendments of 1972 prohibits sex-based discrimination in any education program or activity receiving federal financial assistance. This report provides an overview of the College's efforts to ensure compliance with Title IX regulations and maintain a safe and equitable educational environment for all students, faculty, and staff.

I. Overview of Title IX at Southwestern Christian College Southwestern Christian College has established policies, procedures, and initiatives to prevent and respond to sex-based discrimination, including sexual harassment, sexual violence, and other forms of misconduct prohibited under Title IX. This report details SwCC's progress in Title IX compliance, including:

- Title IX policy and procedural updates.
- Training and education efforts.
- Investigations and resolution of complaints.
- Prevention efforts and campus climate improvement initiatives.

II. Title IX Policies and Procedures SwCC remains committed to regularly reviewing and updating its Title IX policies to ensure compliance with federal, state, and accrediting body regulations. The following updates were made to the College's Title IX policy in 2024:

1. Policy Updates: SwCC revised its Title IX policy to comply with the latest Department of Education guidance, including changes to the grievance process, investigation procedures, and definitions of prohibited conduct. Policies were updated to reflect the January 2024 amendments to Title IX federal regulations.

2. Procedural Enhancements:

- Introduction of a clear and transparent investigation and resolution process for Title IX complaints.
- Strengthened confidentiality and privacy protections for individuals involved in Title IX matters.
- Expanded interim supportive measures for complainants and respondents to ensure the safety and well-being of all parties during investigations.

III. Title IX Coordinator and Team SwCC appointed a full-time Title IX Coordinator and established a Title IX Compliance Team, consisting of Deputy Coordinators and Investigators, to oversee the implementation of Title IX policies. In 2024, the Title IX office processed and managed complaints, conducted investigations, and facilitated resolutions in compliance with legal and accreditation requirements.

Title IX Coordinator:

Dr. Stevie Roberts
200 Bowser Terrell Texas 75160
972-524-3342

Deputy Coordinators:

- Deputy Coordinator for Students: Dr. Stevie Roberts
- Deputy Coordinator for Employees: Dr. Stevie Roberts

IV. Training and Education Initiatives SwCC conducted extensive Title IX training and education initiatives for students, faculty, and staff in 2024, including:

1. Mandatory Training for Employees:

- All SwCC employees, including faculty and staff, completed mandatory annual Title IX training on the prevention of sexual harassment, reporting obligations, and appropriate responses to complaints. This training was delivered through an interactive online platform, supplemented with in-person workshops for specific departments.

2. Student Training Programs:

- All incoming students participated in orientation sessions focused on Title IX, consent, and sexual misconduct prevention. Ongoing education was provided through workshops, seminars, and awareness campaigns held throughout the academic year.

3. Specialized Training for Title IX Team:

- The Title IX Coordinator and Investigators received advanced training in trauma-informed investigation practices, resolution processes, and legal compliance. This training was aligned with SACSCOC and THECB standards for conducting fair and equitable Title IX proceedings.

V. Complaint Investigations and Resolutions In 2024, SwCC handled the following Title IX complaints and incidents in accordance with its updated policies:

- Number of Title IX Complaints Filed: 0
- Complaints Resolved Informally: 0
- Complaints Resolved Through Formal Process: 0
- Disciplinary Actions Taken: 0
- Supportive Measures Provided: No Reports were filed in that no supportive measures were noted. Trends in 2023 to current: SwCC no reports of sexual harassment, leading to the enhancement of campus resources and preventive measures. The College is committed to fostering a culture of accountability and safety through a transparent and comprehensive complaint resolution process.

VI. Prevention and Campus Climate Improvement Efforts

1. Campus Climate Survey: SwCC conducted a campus-wide climate survey in 2024 to assess students' and employees' experiences with sexual misconduct and the effectiveness of Title IX policies. The results were used to identify areas for improvement and guide future initiatives.
2. Awareness Campaigns: The College launched the "Respect & Consent" campaign, designed to promote awareness of consent, bystander intervention, and the rights of students and employees under Title IX. This included distributing educational materials,

hosting guest speakers, and organizing campus-wide events during Sexual Assault Awareness Month.

3. Prevention Programs: SwCC expanded its bystander intervention training, providing students with the skills and knowledge to recognize and safely intervene in situations that could lead to sexual harassment or violence.

VII. Compliance with Federal, State, and Accreditation Standards SwCC complies with all federal and state regulations, as well as accreditation standards set forth by SACSCOC and THECB, as follows:

1. Federal Title IX Compliance: SwCC has met the Department of Education's requirements for Title IX implementation, including publishing its non-discrimination policy, appointing a Title IX Coordinator, providing training, and ensuring a prompt and equitable grievance process.

2. Texas Higher Education Coordinating Board Compliance: In alignment with THECB's guidelines, SwCC has adopted policies and procedures that ensure the College remains in good standing with state-level higher education standards.

3. Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Compliance: SwCC adheres to SACSCOC standards by promoting an inclusive environment free from discrimination and ensuring that Title IX policies are integrated into the broader institutional framework for compliance and student safety.

VIII. Goals for 2025

1. Expand Prevention Programs: SwCC plans to increase its investment in sexual misconduct prevention programs and offer additional training opportunities for students and staff.

2. Enhanced Reporting System: The College will implement a new online reporting system to streamline the Title IX complaint process, making it more accessible for students and staff.

3. Strengthening Campus Partnerships: SwCC will strengthen its partnerships with local organizations to provide comprehensive support services for individuals affected by sexual harassment and violence, including counseling and legal resources.

IX. Conclusion Southwestern Christian College is committed to maintaining a safe, respectful, and equitable environment for all members of the campus community. The College will continue to

improve its Title IX efforts, ensuring compliance with federal and state regulations while fostering a campus culture of accountability, respect, and safety.

Prepared by:

Dr. Stevie Roberts
Title IX Coordinator Southwestern Christian College
October 18, 2024

Approved by:

A handwritten signature in black ink that reads "E. D. Seamster, Jr." with a stylized flourish at the end.

Dr. E.D. Seamster, Jr.
President/CEO
Southwestern Christian College
October 18, 2024