

Today's Presenters



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Key Definitions

 Barrier – an impediment (real or perceived) that prevents complainants, survivors, and third-parties from knowing about the options to report, or from exercising an option to report or seek support once they know it exists.

■ **Barrier Analysis** – the process of evaluating and understanding barriers that exist with respect to reporting sex-based harassment and sex discrimination under Title IX.



ATIXA's Barrier Analysis Tool



Roadmap to Effectively Assessing and Mitigating Barriers to Reporting Under Title IX

- · Collect climate survey and focus group data to understand student/employee perceptions of barriers
 - Not all responses will lead to actionable impediment/barrier mitigation, but for those that do, a three-tier approach can work.
 - Divide the action items by highest impact to lowest, or by lowest hanging fruit to highest. Or develop a prioritization rubric that makes sense for your environment, given your culture, resources, and readiness.
 - In year one, target the highest impact items or the easiest to implement, followed by medium term action items, and then longest-term, which may take 2-3 years to implement or see the full effect.
 - Remember that barrier analysis is a bit of a moving target, as perceptions will shift with turnover in enrollment and employment, and as you address your first two tiers of priorities.
 - Also, keep the cyclical nature of this process in mind. Solving some problems may cause others. Or you may mitigate a barrier but have lasting perceptions that the barrier is still in place, long after it has been addressed/resolved.
- · Evaluate whether intake structures are a barrier, and what mitigation can be implemented
 - Are you meeting students and employees where they are at, in terms of intake needs, availability, access, and clarity of reporting avenues/channels?
 - Does your current reporting structure for the TIX office support meeting people where
 they are based on affiliation (i.e. Do employees feel like they can make reports to a TIXC



Roadmap (and reaching Title VI)

- Climate Survey data
 - Students
 - Employees
 - Parents/guardians (for K-12)
 - Consider focus groups, as well
- Intake structures
 - Availability, access, clarity of reporting options, cultural competence
 - Training for first responders



Roadmap (and reaching Title VI)

- Stigma issues associated with specific areas/programs
- Mandated reporters/Responsible employees
 - "No wrong doors" approach
- Policy/procedure barriers



Discussion Questions

- How are you continuing your barrier reduction efforts in Title IX?
- How are you expanding them to encompass Title VI? How are the needs related to Title VI similar v. different?
- If you need to get started with barrier reduction, what are some small steps to take action?
- Do you actively "market" reporting channels to parents/guardians and other caregivers?





Questions?



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