



## Changes to Title IX: Top 10 Things to Know as an Employee of UWL

In May 2020 the Department of Education Office for Civil Rights (OCR) released the [Final Rule](#) which went into effect on August 14, 2020. While OCR made many changes, most of our practices at UWL have not changed with respect to how the university responds to this behavior. This document provides you with 10 things you should know as an employee at UWL with respect to Title IX and sexual misconduct.

**1****Title IX Coordinator**

UWL's Title IX Coordinator is Kara Ostlund. Her contact information is: [kostlund@uwlax.edu](mailto:kostlund@uwlax.edu), 608.785.8043, 131 Graff Main Hall

**2****Conduct Subject to Investigation**

The following forms of conduct are prohibited: sexual harassment, sexual assault (rape, statutory rape, fondling, incest), dating violence, domestic violence, and stalking, and sexual exploitation.

**3****Mandatory Reporting/  
Responsible Employees**

All UWL employees, with the exception of Confidential Resources, are deemed "responsible employees" and are required to report acts of sexual misconduct as soon as they learn of the concern.

**4****How to Report**

Reports can be made in person, by phone, by email, by mail, and by using our online [Sexual Misconduct \(Title IX\) Reporting Form](#).

**5****Supportive Measures**

UWL will offer supportive measures to both Complainants and Respondents. Complainants do not have to file a formal complaint in order to receive supportive measures.

**6****Jurisdiction of Policy**

UWL will investigate all reports of sexual misconduct, regardless of where the conduct occurred, as long as a formal complaint has been received.

**7****Requirement to Investigate**

UWL is not required to investigate a case of sexual misconduct until it receives a formal complaint from the Complainant or the Title IX Coordinator.

**8****Retaliation**

UWL prohibits retaliation against any individual for the purpose of interfering with any right or privilege secured in, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing.

**9****Resources**

A list of resources can be found on the Title IX website: [Resources](#).

**10****Questions**

If you have any questions about sexual misconduct, please reach out to [Kara Ostlund](#).