

August 28, 2024

Fellow Lions,

From the UAFS Office of Title IX, welcome to Fall Semester 2024. Thank you for making UAFS your education home. This letter is a reminder to you concerning what Title IX covers, your obligations, our resources and how to report a concern.

As most of you know, Title IX is a Federal Law that forbids discrimination based on sex. Title IX covers sex discrimination issues in athletics, as well as access to academic programs, but a current emphasis is on sexual harassment, sexual assault, relationship and dating violence, stalking, and the treatment of students and employees who are pregnant or parenting. It applies to almost all relationships and persons on campus, including many situations related to sexual orientation and gender identity.

You may have read about the finalization of new Title IX guidance/rules (2024) from the US Department of Education. These were met with a spate of lawsuits filed by states challenging portions of the new Final Rule. AR is one of the states that won an injunction in July. The upshot is that for now, we will not be implementing the 2024 Final Rule. We and about one half of the states will be operating on the 2020 rules. Our office will be happy to meet with campus groups to discuss the issues in more detail.

Below are links to two documents and a website. The first is the UAFS Policy and Procedure Document, including definitions. The second is a quick reference guide for employees, who are 'mandatory reporters,' meaning that they are required to report knowledge of incidents that may constitute a violation of the Title IX policy if there is enough information to allow Title IX staff to follow up. This is an employee's primary obligation under Title IX, so please become familiar with the material. Resident Assistants, while students, are also required or mandatory reporters.

- [Policy and Procedure Document - 2024](#)
- [Required Reporters](#)
- [UAFS Title IX website](#)

Here's a few additional tips to remember:

- Our staff will be pleased to provide more in-depth education and training upon request for any academic department, administrative unit or student group.
- While the currently applicable regulations limit Title IX staff's role in off-campus incidents, we can refer to other processes and also provide important resources.
- There is some immunity for students who make Title IX reports that may include their own violations of alcohol or similar policies.
- We encourage you to get training on being an effective and engaged bystander and to personally commit to pursuing relationships that are respectful, that seek the good of the other person, and that are fun and healthy.
- If you want to talk over a situation but not make a report to Title IX, the UAFS Counseling Center and Student Health Clinic, and the Reynolds Crisis Intervention Center are excellent resources.
- Finally, the Title IX Office is expanding its capacity to handle cases informally via mediation or facilitated discussions, if both parties agree to the process and the case is eligible.

Finally, here's the list of persons to whom you can report concerns, including the University Police. You may also email us at [TitleIX@uafs.edu](mailto:TitleIX@uafs.edu).

**UAFS TITLE IX REPORTING OPTIONS**

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**UAFS University Police**  
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479.788.7140

Have a wonderful fall semester.

Respectfully,

Lee Krehbiel, Ph.D.

UAFS Title IX Coordinator