



Louisiana's

Community & Technical Colleges

Pursuant to Act 472 of the 2021 Regular Legislative Session of the Louisiana Legislature, the Louisiana Board of Regents (BOR) implemented the Uniform Policy on Power-Based Violence and Sexual Misconduct effective August 10, 2021. This policy requires annual training for each of its Responsible Employees starting no later than the beginning of the 2022-23 academic year. Per the policy, the BOR will develop this training no later than January 1, 2022.

While awaiting the availability of the formal training course, the Louisiana Community and Technical College System (LCTCS) Board office and its member colleges sent a team of 109 employees to a virtual BOR training on August 17 and August 18, 2021. This included 93 staff members across member colleges in a variety of Title IX/Power-Based Violence compliance roles and all 16¹ (100%) LCTCS Board members, who either attended or later viewed the required August 17 BOR training. This was just the beginning of the training and compliance process that will reach full development at the beginning of 2022. Once the formal training course(s) have been released by the BOR, all Responsible Employees will be trained annually in compliance with state law and institutional policy.

Additionally, 96.9% (63/65) Confidential Advisors completed required BOR training by October 8, 2021. The remaining two (2) Confidential Advisors are on Family and Medical Leave and will complete the training upon their return. The Board of Regents has recommended a ratio of 1 Confidential Advisor to every 1,500 students (1:1500). LCTCS far exceeds this requirement. We have implemented a minimum of 2 Confidential Advisors, even with the established ratio requires only 1. Using the 1:1500 ratio, LCTCS would be required to have thirty (30) Confidential Advisors across the System, but LCTCS maintains a pool of sixty-five (65) Confidential Advisors currently.

The LCTCS Board approved the new System policy on Power-Based Violence and Sexual Misconduct (Policy 9.001) and Policy 9.002, Title IX Grievance Procedures, on October 20, 2021. Member colleges are currently finalizing their college policies, and LCTCS will forward all college policies to the BOR no later than December 15, 2021.

¹ The LCTCS Board consisted of 16 Board Members at the time of training.

Form B3 – System Data Report 2021-2022 Academic Year, Fall Semester¹

Confidential Advisors and Responsible Employees²	Total
<ul style="list-style-type: none"> a. Number of Responsible Employees b. Number of Confidential Advisors 	
Annual Training <i>(please include number and percentage)³</i> <ul style="list-style-type: none"> a. Completion rate of Responsible Employees b. Completion rate of Confidential Advisors 	
Responsible Employee Reporting⁴ <ul style="list-style-type: none"> a. Number of employees who made false reports <ul style="list-style-type: none"> i. Number of employees terminated b. Number of employees who made false reports <ul style="list-style-type: none"> i. Number of employees terminated 	
Power-Based Violence Formal Complaints⁵ <ul style="list-style-type: none"> a. Formal Complaints received b. Formal Complaints resulting in occurrence of power-based violence c. Formal Complaints resulting in discipline or corrective action <ul style="list-style-type: none"> Type of discipline or corrective action taken <ul style="list-style-type: none"> i. Suspension ii. Expulsion 	
Retaliation⁶ <ul style="list-style-type: none"> a. Reports of retaliation received b. Investigations c. Findings <ul style="list-style-type: none"> i. Retaliation occurred ii. Retaliation did not occur 	

¹ June 29, 2021 is the effective date of the state statute for purposes of complying with the Title IX Coordinator reporting requirements under Act 472 for 2021-2022 Academic Year, Fall Semester only. Beginning with AY 2022-2023, Fall Semester reporting will have an effective date of August 1st.

² In accordance with Act 472, the System's report shall include the number of Responsible Employees (i.e., employees) and Confidential Advisors for the system.

³ In accordance with Act 472, the System's report shall include the number and percentage of Responsible Employees and Confidential Advisors who have completed annual training.

⁴ Although this section is not required by Act 472, for data collection purposes BOR requests statistics regarding a responsible employees' failure to comply with reporting requirements.

⁵ In accordance with Act 472, the System's report shall include (1) the number of Formal Complaints of power-based violence received by a system, (2) the number of Formal Complaints which resulted in a finding that power-based violence violations occurred, (3) the number of Formal Complaints in which the finding of power-based violations resulted in discipline or corrective action, (4) the type of discipline or corrective action taken, and (5) the amount of time it took to resolve each Formal Complaint (*see 2nd form*).

⁶ In accordance with Act 472, the System's report shall include information about retaliation which includes the number of reports of retaliation, and any findings of any investigations or reports of retaliation.

Form B3 – System Data Report
2021-2022 Academic Year, Fall Semester

Louisiana Community and Technical College System

Institution	Date Formal Complaint Filed [1]	Status of Formal Complaint [2]	Basis for Complaint [3]	Disposition [4]	Disciplinary Status [5]	Gender of Complainant [6]	Gender of Respondent [7]
Louisiana Delta Community College	10/5/2021	Investigation ongoing	Sexual Harassment	Ongoing	Ongoing	female	male
Louisiana Delta Community College	10/6/2021	Investigation ongoing	Sexual Harassment	Ongoing	Ongoing	female	male
South Louisiana Community College	9/25/2021	Formal Complaint Filed	Sexual Harassment	Dismissed under Title IX; adjudicating under employee Policy 6.011	TBD	female	male

[1] Information about Formal Complaints is specifically required to be included in the Chancellor's report. For convenience, BOR Recommends the Title IX Coordinators' reporting in the third column serve as the basis of information to be included in the Chancellor's report, so effectively Title IX Coordinators can copy and paste their reports regarding Formal Complaints into the Chancellor's report.

[2] Status of investigation as it pertains to Formal Complaints filed for an accusation of power-based violence or retaliation.

[3] Type of power-based violence or retaliation alleged.

[4] Disposition of any disciplinary processes arising from the Formal Complaints.

[5] Institution should indicate where they are in the disciplinary status and also note if there was a sanction imposed and what sanction was imposed.

[6] Although not required by law, for data collection purposes BOR requests information pertaining to the gender of both the Complainant and Respondent.

[7] Although not required by law, for data collection purposes BOR requests information pertaining to the gender of both the Complainant and Respondent.