



Technical College

System of Georgia

Title IX Investigations

2023 in Review

Presented By: Brannon Jones, Title IX Investigator

TCSG Sexual Harassment Related Procedures

TCSG uses two procedures to conduct sexual harassment investigations:

Sexual Harassment & Misconduct (Procedure 6.1.2p.)

- Adopted: March 13, 2018
- **Used in student-involved complaints**

Statewide Sexual Harassment Prevention Policy

- Implemented March 1, 2019
- **Used in employee vs. employee complaints**

Title IX Process & Purpose

- The investigations are conducted in coordination with the local Title IX Coordinator, Human Resources Director, or their designee.
- The purpose is to create a comfortable educational or work environment, free of sex-based harassment.
- The charge is to conduct thorough, neutral, fact-finding investigations into allegations while not infringing on the right to an education of all parties involved.
- Title IX complaints included:
 - Student vs. Student Complaints
 - Student vs. Employee Complaints (*vice-versa*)
 - Employee vs. Employee Complaints
 - Non-College Affiliated Complainant vs. Employee

Title IX Jurisdiction

We will not conduct a Title IX investigation for off-campus incidents, unless:

- The off-campus incident occurs as part of the college's "operations"
- The college exercised substantial control over the respondent and the context of the alleged sexual harassment that occurred off campus
- If a sexual harassment incident occurs at an off-campus building owned or controlled by a student organization officially recognized by a post-secondary institution

Remember:

- Dismissal of a formal complaint because the allegations do not meet the Title IX definition of sexual harassment, does not preclude a college from addressing the alleged misconduct under other provisions of the college's own code of conduct

Title IX Allegation Buckets

Sexual Harassment via Inappropriate Statements	Sexual Harassment via Inappropriate Behavior	Sexual Harassment via Inappropriate Touching
Unwanted inappropriate or sexual statements made to or around a party.	Behaviors that do not include touching. Ex: indecent exposure, revenge porn, etc.	Unwanted touching of a party or touching of an intimate area.

Sex Discrimination	Stalking	Inappropriate Consensual Sexual Relationship
Different or negative treatment due to someone's sex.	Behaviors that would make a reasonable person fear for their safety or the safety of others.	Consensual relationships where there is an institutional power dynamic, which makes it inappropriate.

***Rape/Sexual Assault:** Complaints of sexual contact or behavior that occurs without explicit consent of the complainant.

Title IX Investigation Conclusion Descriptions

Substantiated (Title IX Violation): The allegation has been proven under the “preponderance of the evidence” standard to more likely have occurred, and it is a violation of the TCSG procedure.

Substantiated (No Violation): The allegation has been proven under the “preponderance of the evidence” standard to more likely have occurred. However, the behavior does not rise to the level of the TCSG procedure violation.

Unsubstantiated: The allegation has been proven not to have occurred, or there is a lack of evidence to substantiate the allegation, under the “preponderance of the evidence” standard.

Non-College Respondent: The allegation involves a respondent who is unaffiliated with the local college or TCSG. Generally associated with dating/domestic violence or sexual assaults. The complainant is given resources to local agencies, advocacy organizations, and/or medical facilities.

No Investigation: An investigation is not and/or cannot be conducted. (1) If the allegation is clearly not a Title IX complaint, it is referred to the appropriate college department. (2) If multiple and persistent attempts to contact parties involved are unsuccessful.

Lost Jurisdiction: The Respondent becomes unaffiliated with the college or TCSG during the investigative process.

Declined To Go Forward: The Complainant decided not to pursue and investigation into their complaint.

Employee Investigation Conclusions Descriptions

Without Merit. The investigation revealed that the act or acts complained of did not occur or were not committed by the respondent.

Exonerated. The investigation revealed that the act or acts complained of did occur, but do not constitute a violation(s) of the Statewide Sexual Harassment Prevention Policy.

Not Sustained. The investigation failed to reveal evidence sufficient to support a conclusion whether the act or acts complained of occurred or did not occur or whether the act or acts were committed by the respondent.

Sustained. The investigation revealed sufficient evidence to support the conclusion that the act or acts complained of occurred, that they were committed by the respondent, and that it constitutes a violation(s) of the Statewide Sexual Harassment Prevention Policy.

***Declined To Go Forward.** The Complainant decided not to pursue an investigation into their complaint.

2023 Title IX & Employee Complaints

31	Total Complaints Received (January 1 - December 31, 2023)
24	Investigations completed by Brannon Jones
6	Complainant did not want to go forward with investigation
1	Complaint did not enter full investigation (Non-Title IX)
1	Non-Title IX complaint investigated (Was Asked To Assist)
15	Title IX investigations completed By Brannon Jones (Student-Involved)
8	Employee vs. Employee investigations completed by Brannon Jones

Complaints by College

By College	2018	2019	2020	2021	2022	2023
Albany Technical College	1	5	2	0	0	1
Athens Technical College	0	0	1	1	0	1
Atlanta Technical College	4	8	3	0	3	2
Augusta Technical College	2	4	2	1	1	2
Central Georgia Technical College	3	4	1	1	3	3
Chattahoochee Technical College	2	1	2	1	0	0
Coastal Pines Technical College	1	1	1	3	3	1
Columbus Technical College	0	0	0	1	3	3
Georgia Northwestern Technical College	1	1	1	0	1	3
Georgia Piedmont Technical College	0	1	1	0	1	0
Gwinnett Technical College	0	5	3	2	2	4

By College	2018	2019	2020	2021	2022	2023
Lanier Technical College	1	2	0	2	2	1
North Georgia Technical College	4	2	2	0	2	0
Oconee Fall Line Technical College	0	0	0	0	0	2
Ogeechee Technical College	0	2	1	0	2	1
Savannah Technical College	3	7	0	1	4	1
South Georgia Technical College	1	0	1	0	1	0
Southeastern Technical College	0	3	0	1	0	0
Southern Crescent Technical College	6	2	5	2	4	1
Southern Regional Technical College	1	1	0	1	1	1
West Georgia Technical College	0	3	1	1	0	1
Wiregrass Technical College	9	3	1	1	0	1

** 1 - TCSG State Office*

By College	2018	2019	2020	2021	2022	2023
Total Complaints	39	55	28	19	33	31

Complaints by Most Common Programs

Most Common Programs of Study

Technical Education Programs

Medical/Competitive Programs

General Education Programs

Welding/Cosmetology

Allegations By Type

Allegation Type	Count
General Hostile Environment	1
Inappropriate Consensual Sexual Relationship	0
Inappropriate Statements	12
Inappropriate Behavior	15
Inappropriate Touching	2
Sex Discrimination	3
Sexual Assault	1
Stalking	1
Total Allegations	35

**Some complaints have multiple allegations.*

Allegations By Party

Allegation Party Type	Count
Employee vs. Employee	8
Employee vs. Student	2
Student vs. Employee	9
Student vs. Student	10
Student vs. Unaffiliated Respondent (Out of Jurisdiction)	2
Total Allegations	31

Allegations By Conclusions

Employee vs. Employee Conclusions	Count
Exonerated	4
Not Sustained	2
Sustained	2
Without Merit	0
Declined To Go Forward	0
Total Employee vs. Employee Conclusions	8

Student-Involved Conclusions	Count
Substantiated (With Violation)	3
Substantiated (Without Violation)	2
Unsubstantiated	8
Declined To Go Forward	6
Lost Jurisdiction	4
Informal Resolution	0
Total Student-Involved Conclusions	23

Questions?