

From: Leslie, Bruce H
Sent: Tuesday, May 19, 2015 5:07 PM
To: ALL-EMPLOYEES
Subject: Affirmation of the Alamo Colleges Commitment to Title IX, the Campus SaVE Act, VAWA and other Civil Rights Protections

MEMORANDUM

TO: Alamo Colleges Family
FROM: Dr. Bruce Leslie, Chancellor
RE: **Affirmation of the Alamo Colleges Commitment to Title IX, the Campus SaVE Act, VAWA and other Civil Rights Protections**
DATE: May 19, 2015

The Alamo Colleges is committed to maintaining an environment that is free of sex-based discrimination, sex-based misconduct, and all other forms of discrimination, harassment, and retaliation prohibited by law. Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in educational programs and activities at colleges receiving federal financial assistance. Title IX prohibits all forms of sex-based discrimination, including sexual harassment, sexual violence, and other forms of sexual misconduct. The Campus SaVE Act of 2014 and the 2014 Reaffirmation of the Violence Against Women Act (VAWA) serve to reinforce our need to focus on ensuring a safe learning environment. I am, therefore, pleased to report the results of a substantial collaborative effort to strengthen Alamo Colleges policy, process, organization, roles, resources, training, and practice in this regard.

Late last year, a Title IX/VII/ADA/504 Coordinator, seven (7) Deputy Coordinators, and ninety (90) trained investigators were named and new supporting policies were approved by the Board of Trustees: [H.1.1 Equal Employment and Education Opportunity](#) and [H.1.2 Civil Rights Discrimination, Harassment and Retaliation](#), along with supporting procedures, processes, and a response organization. These enhancements represent the work of a cross-college Title IX Committee that has worked over two years to develop a uniform, comprehensive approach to Title IX and other forms of illegal discrimination. This committee is now engaged to enact what has been created so as to ensure achievement of our commitment to a safe learning and working environment that is free from discrimination, harassment, and/or retaliation.

Linda Boyer-Owens, Associate Vice Chancellor, has been appointed to serve as the Title IX/VII/ADA/504 Coordinator. In this role, she will provide leadership for all Title IX, Title VII, and ADA/504-related activities. She will lead the Title IX Committee and work with the Deputy Coordinators at each College & at District, and our trained Investigators to carry out compliance-related responsibilities, investigations, corrective actions, and reporting. Effective immediately, she will report directly to me for all Civil Rights/Title IX matters so I can best fulfil my responsibilities to prevent discrimination, harassment, and retaliation across the Alamo Colleges, and act promptly to correct any instances that may arise.

Any student, staff, or faculty member who has concerns regarding sex discrimination and/or sexual misconduct is encouraged to seek the assistance of the Title IX/VII/ADA/504 Coordinator or a Deputy Coordinator. The contact list below is for your information. This team is prepared to help you understand your options if you think you may have witnessed or been a victim of sex discrimination, sexual misconduct, or any other form of Civil Rights discrimination, harassment, or retaliation.

Our new policies, procedures, and processes; this well-prepared team; the launch of ongoing training for faculty, staff, and students; and the upcoming launch of monthly awareness raising is an affirmation of our deep commitment to safeguard the dignity and worth of every member of our community. I appreciate your support in these efforts.

Title IX/VII/ADA/504 Contact List

A complaint of harassment or potential harassment may be made to any of the following Title IX Coordinators or Deputies, or with Alamo Colleges ACPD or filed online at <http://www.alamo.edu/TitleIXCoordinator/>

Role	Name	Telephone	Email
Title IX/VII/ADA/504 Coordinator for Alamo Colleges	Linda Boyer-Owens	210-485-0230	lboyer-owens@alamo.edu
Title IX/ADA/504 Deputy Coordinator for Students	Adelina Silva	210-485-0150	asilva@alamo.edu
Title VII/ADA/504 Deputy Coordinator for Employees	Edward Contreras	210-485-0216	econtreras@alamo.edu
Title IX/ADA/504 Deputy Coordinator for NLC Students	Debbie Hamilton	210-486-5421	dhamilton@alamo.edu
Title IX/ADA/504 Deputy Coordinator for NVC Students	Deborah Gaitan	210-486-4454	dgaitan@alamo.edu
Title IX/ADA/504 Deputy Coordinator for PAC Students	Katherine Doss	210-486-6338	kbeaumont@alamo.edu
Title IX/ADA/504 Deputy Coordinator for SAC Students	Lisa Alcorta	210-486-1410	lalcorta3@alamo.edu
Title IX/ADA/504 Deputy Coordinator for SPC Students	Sherrie Lang	210-486-2252	slang14@alamo.edu

Dr. Bruce Leslie, Chancellor
Alamo Colleges
 201 W. Sheridan, Bldg. A
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 210-485-0020 (Phone)
 210-486-9165 (Fax)



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