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201 Community College Drive Baton Rouge, Louisiana 70806

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## TITLE IX / POWER-BASED VIOLENCE NARRATIVE

The Louisiana Community and Technical College System (LCTCS) Policy #9.001 Power-Based Violence/Sexual Misconduct, pursuant to Act 472 of the 2021 Regular Legislative Session of the Louisiana Legislature, sets forth processes and procedures to guide college stakeholders in maintaining safety and protection for students and employees.

Power-based violence is defined as any form of interpersonal violence intended to control or intimidate another person through the assertion of power over the person. It includes, but is more expansive than, sexual misconduct and Title IX misconduct.

Each LCTCS Institution shall require annual training for each of its (i) Responsible Employees; (ii) individuals who are involved in implementing the institution's student grievance procedures, including each individual responsible for resolving formal complaints of reported power-based violence or power-based violence policy violations; (iii) Title IX Coordinator(s); and (iv) employees who have responsibility for interviewing any alleged victims of power-based violence. Each Institution shall ensure that the individuals and employees receive the training described in Act 472 no later than the beginning of the 2024-2025 academic year. The uploads have been completed, and as of 09/30/2024, the College had a completion rate of 50.00% on the KnowBe4 training platform.

Responsible Employees of Baton Rouge Community College who have completed all required portions of the Board of Regents existing training materials thus far in the 2024-2025 academic year, include the (6) Confidential Advisors, (1) Title IX Coordinator, (5) Deputy Title IX Coordinators (8) Hearing Officers, (3) Investigators, Provost/Vice Chancellor for Academic Affairs, Assistant Vice Chancellor for Student Development, Campus Police Chief, and the Chancellor.

The percentage of employees who have completed the Baton Rouge Community Title IX and Power-Based Violence training thus far during the calendar year is identified below. The training is provided and tracked via the Knowbe4 training platform as identified below. (10/01/2024 – 03/31/2025)

- Reporting Power-Based Violence – 50.00%

The College also provides additional training and professional development to members of the Title IX team through the Association for Title IX Administrators (ATIXA) training certifications that are led by top practitioners in the Title IX field throughout the year.

# 1 Incident Report

## 20 -20 Academic Year, Semester

<b>Responsible Employee Reporting<sup>2</sup></b>	<b>Total</b>
<ul style="list-style-type: none"> <li>a. Number of employees who made false reports               <ul style="list-style-type: none"> <li>i. Number of employees terminated</li> </ul> </li> <li>b. Number of employees who failed to report               <ul style="list-style-type: none"> <li>i. Number of employees terminated</li> </ul> </li> </ul>	
<b>Power-Based Violence Formal Complaints<sup>3</sup></b> <ul style="list-style-type: none"> <li>a. Formal Complaints received</li> <li>b. Formal Complaints resulting from an occurrence of power-based violence</li> <li>c. Formal Complaints resulting in discipline or corrective action               <ul style="list-style-type: none"> <li>Type of discipline or corrective action taken <i>For example: Suspension or Expulsion</i></li> </ul> </li> </ul>	
<b>Retaliation<sup>4</sup></b> <ul style="list-style-type: none"> <li>a. Reports of retaliation received</li> <li>b. Investigations</li> <li>c. Findings               <ul style="list-style-type: none"> <li>i. Retaliation occurred</li> <li>ii. Retaliation did not occur</li> </ul> </li> </ul>	

<sup>1</sup> Include the name of the institution or the system submitting the report.

<sup>2</sup> Although this section is not required by Act 472, BOR requests statistics related to a responsible employees' failure to comply with reporting requirements for data collection purposes.

<sup>3</sup> In accordance with Act 472, the Chancellor's report shall include (1) the number of Formal Complaints of power-based violence received by an institution, (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 violence 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.

<sup>4</sup> In accordance with Act 472, the Chancellor's report shall include information about retaliation which include the number of reports of retaliation, and any findings of any investigations or reports of retaliation.

# Training Report

**20** 24 -**20** 25 **Academic Year,** Spring **Semester**

<b>Confidential Advisors and Responsible Employees<sup>2</sup></b>	<b>Total</b>
a. Number of Responsible Employees	752
b. Number of Confidential Advisors	6
<b>Annual Training</b> <i>(please include number and percentage)<sup>3</sup></i>	
a. Completion rate of Responsible Employees	50%
b. Completion rate of Confidential Advisors	100%

<sup>1</sup> Include the name of the institution or the system submitting the report.

<sup>2</sup> In accordance with Act 472, the Chancellor's (Institution's) and/or System Report shall include the number of Responsible Employees (i.e., employees) and Confidential Advisors for the institution.

<sup>3</sup> In accordance with Act 472, the Chancellor's (Institution's) Report and/or System Report shall include the number and corresponding percentage of Responsible Employees and Confidential Advisors who have completed annual training.

