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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 Colleges (LCTC) 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 LCTC 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 2025-2026 year annually. The uploads have been completed, and as of 04/24/2026, the College had a completion rate of 34.3% on the KnowBe4 training platform for Power Based Violence.

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 2025-2026 academic year, include the (5) Confidential Advisors, (1) Title IX Coordinator, (3) Deputy Title IX Coordinators (4) 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. Only active employees are included in this report.

### • Reporting Power-Based Violence – 34.3%

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 as well as any training offered by Louisiana Community and Technical Colleges.



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## Case Resolution Rationale

Title IX and Power-Based Violence (PBV) cases are resolved through a fair, impartial, and policy-driven process designed to ensure equity for all parties involved. Each case begins with a report to the Title IX Office, followed by an initial assessment to determine whether the alleged conduct falls within the scope of Title IX and LCTC policy. This includes evaluating whether the reported behavior occurred within an educational program or activity, whether it took place in the United States, and whether it could constitute sexual harassment, sexual assault, dating violence, domestic violence, or stalking as defined by and/or state regulations.

If the case meets Title IX or PBV criteria, the Complainant is offered the opportunity to file a formal complaint. Once a complaint is filed, the institution initiates the grievance process, which includes a neutral investigation, the opportunity for both parties to provide evidence and witnesses, and equal access to information gathered. Throughout this process, both the Complainant and Respondent are offered supportive measures to ensure continued access to educational programs and activities.

After the investigation is complete, a trained decision-maker reviews the evidence and issues a determination based on the preponderance of the evidence standard—meaning whether it is more likely than not that a policy violation occurred. The decision-maker provides a written outcome explaining the findings, rationale, and any sanctions or remedies imposed. Both parties have the right to appeal the outcome on specific grounds outlined in policy ([LCTCS Policy 9.002 Title IX Grievance Procedures](#)).

In some cases, if both parties agree and the situation is appropriate, the matter may be resolved through **informal resolution**, such as mediation or facilitated dialogue, instead of a full investigation. If the reported conduct does not meet the Title IX definition but still violates other institutional policies, the case may be referred to another office (such as Human Resources or Student Conduct) for appropriate action.

The rationale behind the resolution process is to ensure that all reports are handled consistently, transparently, and in a manner that upholds the rights of all parties while maintaining compliance with federal and state regulations. The process emphasizes fairness, accountability, and the college's commitment to maintaining a safe, inclusive, and equitable learning environment.

## Campus Education and Awareness

Awareness is a key component of Power-Based Violence and Title IX reporting. The College aims to educate students, faculty, and staff by way of literature and programming such as written material, Title IX/PBV resource tabling, Title IX/PBV talks across athletics, surveying the students to gauge Title IX/PBV awareness, requiring faculty to participate in an in-person training on PBV and mandated reporting, and utilizing awareness months such as Domestic Violence Awareness (“Love Shouldn’t Hurt” campaign), Human Trafficking Awareness (“Avoid Traffic: Take the Safe Route” campaign), Stalking Awareness (“Eyes Open: Trust Your Instinct. Protect your Safety.” campaign), Teen Dating Violence Awareness

**Office of the Chancellor**



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("Red Flags ≠ Six Flags: It's Not Thrilling. It's a Warning Sign." campaign), and Sexual Assault Awareness Month (Denim Day & "Start by Believing" campaign).

# <sup>1</sup> 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 knowingly made false reports<ul style="list-style-type: none"><li>i. Number of employees terminated</li></ul></li><li>b. Number of employees who knowingly failed to report<ul style="list-style-type: none"><li>i. Number of employees terminated</li></ul></li></ul>	
<b>Formal Complaints<sup>3</sup></b> <ul style="list-style-type: none"><li>a. Total number of formal complaints received</li><li>b. Number of formal complaints resulting in the finding of responsibility</li><li>c. Number of formal complaints resulting in discipline or corrective action<sup>4</sup></li></ul>	
<b>Retaliation<sup>5</sup></b> <ul style="list-style-type: none"><li>a. Number of reports received</li><li>b. Number of Formal Complaints received</li><li>c. Number of investigations</li><li>d. 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> **Instructions for Incident Report Form:** Identify the name of the institution or system submitting the report to include the information required in [RS 17:3399.13.1](#).

<sup>2</sup> Although not mandated by law, the Board of Regents requests statistics on Responsible Employees who knowingly fail to comply with [mandated reporting requirements](#), for data collection purposes.

<sup>3</sup> Although not mandated by law, this section should include the total number of **all formal complaints** received by the Title IX Office, including those related to power-based violence, Title IX violations, and [retaliation](#), for data collection purposes.

<sup>4</sup> Details regarding the type of discipline and/or corrective action taken, including the final disposition (if any), are provided in the corresponding incident report **within the accompanying Excel sheet**.

<sup>5</sup> This section should provide information on **retaliation** – the number of reports received, the number of formal complaints received, the number of investigations conducted, and the findings of those investigations.

## 20 Training Report

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

<sup>1</sup> **Instructions for Annual Training Report Form:** Identify the name of the institution or system submitting the report to include training information for the full calendar year — **January 1 to December 31**. Submit the annual training report by **January 30** of the following year.

<sup>2</sup> Pursuant to RS 17:3399.13.1, the Chancellor's (or Institution's) and/or System Report must include the total number of Responsible Employees (i.e., employees) and Confidential Advisors at the institution.

<sup>3</sup> Pursuant to RS 17:3399.13.1, the Chancellor's (Institution's) Report and/or System Report must include both the number and percentage of Responsible Employees and Confidential Advisors who completed the required annual training

