

December 1, 2016

Dear oSTEM members:

Since the election on November 8, our nation's path seems uncertain, particularly regarding civil rights. After the election, I contacted President Johnson and other members of the Mines administration to confirm that whatever the federal government may look like in the future, Mines remains as committed to protecting the Title IX rights of students, particularly those of the Mines LGBT+ community. I was greatly reassured by their unanimously positive responses to my question. I plan to make the same commitment requests of the Board of Trustees during their meeting in February 2017.

With that commitment, I recognize that Mines still has work to do to make the campus more inclusive. As President Johnson stated in his November 11, 2016 email to the campus, *"We will strive to always be a welcoming and supportive community, independent of changes in the world around us. We may need to be more visible and deliberate in our efforts to do this..."* You have my commitment on behalf of the Title IX & Equity office that we will redouble our efforts to foster equity and inclusivity at Mines and will look to oSTEM members to help guide our efforts and hold us accountable.

In response to our outreach email, you requested the following information:

- Who is in the Title IX office and a brief description of their positions
- List of federal law, state law and school policies that protect LGBT+ students
- Resources or other information that may be helpful for LGBT+ students at this time

Title IX & Equity Office

The Title IX & Equity office is located on the second floor of the Guggenheim building in the Administration & Operations suite. It serves as a conduit for Mines' overall compliance with Title IX mandates, including providing resources to students, faculty and staff, managing complaints, and ensuring that Mines Title IX policies and procedures are serving the campus community. The Title IX & Equity office includes:

- **Karin Ranta-Curran**, Executive Director of Institutional Compliance & Equity/Title IX Coordinator
Karin coordinates all Title IX activities on the Mines campus, with special emphasis on complaint investigation management, improvement of administrative policies and procedures, faculty and staff training, and other compliance activities.
- **Katie Schmalzel**, Prevention Programs Manager/Deputy Title IX Coordinator
Katie manages all prevention programs on campus, including student trainings, the Title IX survey, and annual awareness campaigns.. Katie also serves as a Deputy Title IX Coordinator and provides support and assistance to those impacted by gender-based discrimination.
- **Camille Torres**, Civil Rights Investigator
Camille investigates Title IX and other equity-based complaints at Mines.

In addition, we have a network of additional Deputy Title IX Coordinators to assist us in responding Title IX matters quickly.

- **Rebecca Flintoft**, Associate Vice President of Student Services
- **Brent Waller**, Director of Resident Life
- **Dixie Cirillo**, Assistant Athletics Director
- **Jane Rosenthal**, Director of Compliance & Policy
- **Debbie Wernli**, Employment Manager (Human Resources)

Protections for LGBT+ Community Members

Discrimination and harassment on the basis of sexual orientation, gender identity, and gender expression are problems that deserve careful attention. Mines sees these issues as threats to the learning and working environment, where all should expect to be treated equitably and with tolerance and respect.

That said, the legal protections for LGBT+ community members are not consistent. Sexual orientation and gender identity are not explicitly identified as protected classes under federal law. However, individuals have found protections against sexual orientation, gender identity, and gender expression discrimination under federal law's broader sex discrimination protections under Title IX as well as Title VII (a federal employment law). Title IX bans discrimination based on sex/gender in educational programs and activities at schools that receive federal funds. Courts have agreed that discrimination prohibited by Title IX includes prohibitions of discrimination on the basis of gender expression, gender identity, and sexual orientation. LGBT+ targets of sex discrimination and harassment have successfully relied on Title IX's protections in several court cases involving colleges and universities.

A number of states (including Colorado) have enacted laws specifically prohibiting discrimination on the basis of sexual orientation, gender identity, and gender expression. The Colorado Anti-Discrimination Act (CADA) is a state law that bars discrimination based on sexual orientation and gender identity in a variety of areas, including employment, housing and public accommodations (see: <https://www.colorado.gov/pacific/dora/civil-rights/colorado-revised-statutes>)

Mines has included all of these protections in its anti-discrimination policies: 1) the Mines Policy Prohibiting Gender-Based Discrimination, Sexual Harassment, and Sexual Violence (see: [https://inside.mines.edu/UserFiles/File/PoGo/Policies/BOT/BOT_Policy_Prohibiting_Gender_Discrimination_FinalFormat20140829\(09092014\).pdf](https://inside.mines.edu/UserFiles/File/PoGo/Policies/BOT/BOT_Policy_Prohibiting_Gender_Discrimination_FinalFormat20140829(09092014).pdf)); and 2) the Mines Unlawful Discrimination Policy (see: https://inside.mines.edu/UserFiles/File/PoGo/Policies/BOT/BOT_Policy_Prohibiting_Unlawful_Discrimination.pdf).

On Campus Resources:

- Counseling Services: counseling.mines.edu/
- Crisis Assessment, Response, & Education at Mines (CARE): inside.mines.edu/Student-Life-Care
- Health Center Services: inside.mines.edu/Health-Center-Services
- Center for Academic Services and Advising (CASA): casa.mines.edu/CASASTAFF
- Multicultural Engineering Program (MEP): mep.mines.edu/MEP-contacts
- Title IX and Equity Office: inside.mines.edu/POGO-Title-IX

- Diversity and Inclusion Office: dlasich@mines.edu
- SPEAKUP@MINES (online ethics reporting): inside.mines.edu/SpeakUP-home

Off-Campus Resources:

- **Colorado State Employees Assistance Program** (for faculty/staff): www.colorado.gov/c-seap
- **One Colorado**: one-colorado.org (advocacy organization dedicated to advancing equality for LGBT+ Coloradans and their families)
- **Colorado LGBT Bar Association**: coloradolgbtbar.org (legal professional group who can assist in locating legal services for LGBT+ community)
- **Gay, Lesbian, Bisexual, Transgender Community Center of Colorado (The Center)**: glbtcolorado.org (youth programs, support groups, peer support, phone help lines, and other services)
- **Survivors Organizing for Liberation** (formerly the Colorado Anti-Violence Program): coavp.org (services for LGBTQ+ survivors of violence including direct client services, crisis intervention)

As Katie offered in her outreach email of November 9, we would be happy to attend another oSTEM meeting. We are also available to meet with anyone who might have questions or concerns.

Sincerely,

Karin Ranta-Curran

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