

# Officials with Authority and Mandatory Reporters

The new 2020 Title IX regulations clarify what triggers Central Arizona College's (CAC) response obligation. A response obligation means that CAC must institute corrective measures, which can include initiating an investigation or offering supporting measures, for example.

The triggering event under the new 2020 Title IX regulations centers on when the College receives actual knowledge of allegations of sexual harassment/ discrimination. Actual knowledge means that the CAC Title IX Coordinator or an Official with Authority has received notice of sexual harassment/discrimination or notice of allegations of sexual harassment/discrimination.

CAC has designated a Title IX Coordinator for the College. Notice of sexual harassment/discrimination or allegations of sexual harassment/discrimination to the Title IX Coordinator conveys actual knowledge to the institution.

## Officials with Authority (OWA)

The new 2020 Title IX Regulations allow post-secondary institutions, such as CAC, to decide which of its employees are Officials with Authority. An Official with Authority (OWA) means an employee of CAC explicitly vested with the responsibility to implement corrective measures for sexual harassment on behalf of CAC. Notice to any official with authority conveys actual knowledge to the institution.

Officials with Authority are required to report any witnessed sexual harassment, any incidents reported to him/her of sexual harassment or sexual harassment allegations from a complainant (i.e., a person alleged to be the victim) or a third party (e.g., the complainant's parent, friend, or peer); or any written or verbal complaint about sexual harassment or sexual harassment allegations to the Title IX Coordinator.

CAC has designated the following employees as Officials with Authority to implement corrective measures for sexual harassment/discrimination.

Title IX Coordinator  
College President  
College Vice Presidents  
College Deans  
Executive Directors  
Law enforcement  
Athletic Director

Notice results whenever the CAC Title IX Coordinator, or any official with authority:

- witnesses sexual harassment;
- hears about sexual harassment or sexual harassment allegations from a complainant (i.e., a person alleged to be the victim) or a third party (e.g., the complainant's parent, friend, or peer);
- receives a written or verbal complaint about sexual harassment or sexual harassment allegations;
- or by any other means.

## **Mandatory Reporters**

The new 2020 Title IX Regulations allow post-secondary institutions, such as CAC, to designate mandated (mandatory) reporters who are expected to report actual or suspected sexual harassment/discrimination to the Title IX Coordinator. Mandatory Reporter will, within twenty-four (24) hours, pass reports to the Title IX Coordinator (and/or police, if desired by the Complainant), who will take action on the report.

CAC has designated these classifications of employees as Mandated (Mandatory) Reporters:

Mandatory Reporter under this policy does not diminish or affect the requirement under Arizona state law requiring the report of child abuse, elder abuse, and/or abuse of individuals with disabilities to appropriate officials.

- Central Arizona College has classified all employees as Mandated Reporters
- The only exception to this is the Director of the Ombudsman program who is a Confidential Resource.