



The ATIXA One Policy, One Process Model

As campuses work diligently to bring processes into compliance with Title IX, some of the more vexing challenges arise in five particular areas:

- Cross-constituency complaints (student-on-faculty, faculty-on-staff, etc.);
- Several to many different processes for resolving complaints accusing students, faculty, staff, unionized employees, etc.;
- Different processes for discrimination complaints than those used to address Title IX-related complaints;
- Incorporating Title IX equity standards into employee-on-employee complaints;
- Reconciling complaints that include both Title IX-covered behaviors and those standing outside Title IX.

Given the complexity of addressing these challenges separately -- let alone taking on all five simultaneously -- many campuses are realizing that Band-Aids on existing processes can work in the short-term, but that it will ultimately be better to address these challenges now with a permanent solution. But, how do we do so?

The One Policy, One Process Approach

ATIXA has developed an approach called the *One Policy, One Process Model* (1P, 1P for short), based on the idea of a global human dignity resolution process. This model permits all discrimination complaints (age, race, sex, gender, nationality, etc.) to be resolved using one institution-wide policy, and one stand-alone resolution process, applied to all complaints involving faculty, students and staff. This process can sit outside existing processes, or can be integrated into existing human resource, affirmative action and student conduct models.

The *One Policy, One Process Model* harnesses the existing resources of many departments to minimize the need for added staff and expense. 1P, 1P is not only Title IX compliant, it serves the best practices of the civil rights approach with an emphasis on meaningful remedies, social justice, victim empowerment and advocacy, comprehensive investigation and prompt, humane, non-adversarial resolution of everything from bias incidents to stalking, to rape and intimate partner violence.



The ATIXA One Policy, One Process Model Training Overview

In this training, the creators of this model will provide participants with everything they need to implement 1P, 1P on their campuses, including the written model. The morning of the first day of the training will allow teams from each campus to explore existing problems within the five areas addressed in the bullets above, and discuss the theory of applying a global human dignity model.

The afternoon of the first day will provide training on the practical implementation of the 1P, 1P model, its potential variations, and benefits. The trainers will also share strategies to motivate campus stakeholders to embrace this revolutionary new approach rather than trying to make do with existing processes. The key is understanding that short-term fixes aren't fixes at all, will cause more work in the long run, and won't provide the optimal environment for redressing our most vexing campus behaviors the way that 1P, 1P will. Ample Q&A opportunities will be provided.

A sample training agenda can be provided upon request.

The ATIXA One Policy, One Process Model Implementation Contracts

Additional information on support assistance from ATIXA can be provided upon request.