

WHAT'S NEW

Office of Institutional Equity (OIE) Newsletter

www.wku.edu/institutionalequity

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Title IX Updates

This summer, OIE has been busy keeping track of various compliance and legal changes and streamlining our processes. New Title IX regulations were supposed to go into effect on August 1, 2024; however, a federal court in Kentucky (among many other federal courts) has issued a temporary injunction prohibiting the Department of Education from enforcing the new rules. This means that WKU is continuing to enforce its current policy until and unless the injunction is lifted.

Q: Where/How do I complete Title IX training?

A: To complete your training, get started at <https://www.wku.edu/titleix/instructionsforaccessingthebelowtitleixtrainings.php>. OIE, Student Conduct, and CITL are partnering to offer two Zoom Title IX training options for you on **August 29 at 11:00 a.m.** and **September 4 at 12:30 p.m.** if you do not want to complete the Catharsis training.

Q: What is the purpose of this Title IX Training?

A: To understand your rights and obligations under Title IX, including your duty to report incidents of sex discrimination. We all have a role in ensuring our campus is free from discrimination.

Q: Who is conducting the training?

A: WKU has partnered with Catharsis Productions to provide innovative, interactive, and research supported training.

Need to Review the Policy?



Scan to Access [Policy 0.2070](#)

[Request OIE Trainings](#)

OIE now provides group training presentations by request about OIE, Title IX, Title VI, Title VII, and ADA Accommodations.



Photo of the Office of Institutional Equity staff from left to right, Rodney Stewart, Ena Demir, Cindy Smith, and Chantel Wilson.

Need to File A Report?

- Please scan the QR Code or use this [form](#) to report incidents of sex discrimination (sexual assault, sexual harassment, dating/domestic violence, and stalking) and/or incidents of protected class discrimination, harassment, and retaliation.
- Reporters can utilize this form to file a report on their own behalf or on behalf of an impacted party.



ADA UPDATES

The Americans with Disabilities Act (ADA)

NEW ADA Coordinator

Chantel Wilson

Chantel is your go-to for all disability accommodation requests and accessibility concerns.

Email: chantel.wilson@wku.edu

Phone: 270-745-5462

NEW Employee Accommodation Request Form

Scan the QR Code to submit an ADA accommodation request



or click [here](#)!

New Web Accessibility Regulations

- Title II of the ADA provides that no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or denied the benefits of the services, programs, or activities of a State or local government entity. Title II nondiscrimination requirements apply to all services, programs, and activities of public entities including those provided via the **web** and **mobile apps**.
- Compliance Deadline for WKU: **April 24, 2026**; ongoing compliance with this final rule is required.
- Main Site Contacts, please review all of your websites and republish them to ensure that they pass the accessibility check.
- All electronic communication, including social media posts and emails, must be accessible.
- Experiencing accessibility challenges? Please email chantel.wilson@wku.edu.

PREGNANCY INFO

Pregnancy/Parenting Fairness Act (PWFA)

- The final regulations of the PWFA went into effect on June 18, 2024.
- PWFA **requires** covered employers to provide **reasonable accommodations** to a worker's known limitations related to **pregnancy, childbirth, or related medical conditions**, absent undue hardship.
- A known limitation is not the same thing as an impairment or disability. This is less restrictive than the ADA standard.
- Title IX also offers protections for pregnant employees and students.

Need to Request Accommodations Due to Pregnancy or Pregnancy-Related Condition

Students Scan QR Code



or Click [Here!](#)

Employees Scan QR Code



Or Click [Here!](#)

Need Supportive Services?

WKU Campus and Community Resources are available!

- For a list of Resources for Pregnancy and Pregnancy-Related Conditions click [here!](#)
- A list of supportive resources available to any WKU community member who has experienced discrimination, harassment, sexual assault, and/or gender violence (e.g., stalking, intimate partner violence, sexual violence, misconduct) are online [here!](#)

MEET THE TEAM



Photo of Ena Demir

Ena Demir

Executive Director and Title IX Coordinator

Ena is responsible for overseeing all OIE functions, including development of policies and processes, investigations, OIE trainings, EEO matters, and ADA Services. As Title IX Coordinator, she is also responsible for coordinating the university's response to all sex discrimination complaints and ensuring the university's Title IX compliance.

Email: ena.demir@wku.edu

Phone: 270-745-6867

Rodney Stewart

Investigator

Rodney is responsible for conducting impartial investigations pertaining to allegations of discrimination, harassment, and retaliation in accordance with WKU policies and applicable federal and state laws.

Email: rodney.stewart@wku.edu

Phone: 270-745-4515



Photo of Rodney Stewart

Cindy Smith

Institutional Equity Administrative Specialist and Compliance Assistant

Cindy is responsible for oversight of the University's OFCCP Affirmative Action Plan and ensuring all hiring is equitable. She also manages all OIE's administrative duties, specifically regarding investigations and ADA services. She also assists with budget questions and concerns.

Email: cindy.smith@wku.edu

Phone: 270-745-5121



Photo of Cindy Smith

Chantel Wilson

Institutional Equity Specialist and ADA Coordinator

Chantel serves as the point of contact for all employees and third-parties/visitors with disability accommodation requests and accessibility concerns. She also manages all OIE cases and databases, assists with OIE trainings, and maintains all aspects of OIE's websites, including incident forms, training requests, marketing materials, etc.

Email: chantel.wilson@wku.edu

Phone: 270-745-5462



Photo of Chantel Wilson