



Dr. Annette D. Butler  
Director,  
AA/EEO Training and  
Compliance

Greetings,

The Office of Opportunity Development-AA/EEO Training and Compliance's main role is to provide educational sessions to various Georgia State University constituents (faculty, staff, students, and third parties—consultants and contractors) related to affirmative action/equal employment opportunity (AA/EEO) matters. In addition, the Office has the responsibility of monitoring the University's compliance with Title IX, Title VII and other federal, state statues, and regulatory requirements. This newsletter will include a Legal Update on recent cases of interest, upcoming educational opportunities, and related information.

One of the most pressing compliance issues facing the office now is to educate all employees (faculty and staff) on their role as "responsible employees" related to Title IX. The Office is collaborating with the Office of the Dean of Students, Student Health Promotions, and the Center for Instructional Innovation to develop webinars, videos, and web-based educational sessions to expand the University's access to Title IX related information. More information on Title IX and sexual misconduct is on our website at <http://odaa.gsu.edu/policies-procedures/>.

We have a lot of work to do and I look forward to working with you! *Annette*

### AA/EEO Educational Sessions

September 2014 – September 2015

AA/EEO Training and Compliance presented/co-presented/participated in Title IX and affirmative action/equal employment opportunity related educational opportunities including expos and fairs from September 2014 to September 2015. A total of 1,857 individuals including faculty, staff and students received information on Title IX and/or AA/EEO related topics through these opportunities. The Title IX related sessions were conducted in collaboration with the Office of the Dean of Students and Student Health Promotions. Metrics showing the educational sessions and expos/fairs analytics are in Charts 1, 2, and 3.

Customized AA/EEO and/or Title IX related sessions were conducted in five colleges and three divisions. These educational sessions were conducted in the Andrew Young School of Policy Studies (AYSPS), College of Education and Human Development (CEHD), Robinson College of Business (RCB), Lewis School of Nursing and Health Professions (SNHP), School of Public Health (SPH), Finance and Administration Division, Instructional Innovation and Technology Division, and Student Affairs Division.

### Legal Update

(Printed with permission from Robert E. Gregg, Attorney with Boardman & Clark LLP Law Firm)

#### National Origin/Sex Discrimination African-American Funeral Manager Harassed by Somali Male Subordinates

Stewart v. Rise, Inc. (8th Circuit, 2015)

The court found sufficient evidence of sexual and national origin harassment. The African-American funeral manager complained that her male employees of Somali origin were disrespectful, would not follow her directions, and made overt comments that African-American women "have no value" and the problem with American women is "they are not beaten enough." She also complained that the subordinates physically threatened and intimidated female workers. The company allegedly did not take action to address the issues. Other African-American women also complained, without apparent action. The company tried to defend by claiming the manager only made verbal complaints, instead of a formal written complaint. The court rejected this. **The legal standard for liability is did the company "know or should have known." A verbal complaint is a "known" complaint, about a now "known" serious issue.**

### Additional Resources

#### Primary Title IX Coordinator

Linda Nelson, Associate Vice President  
Opportunity Development/Diversity Education Planning  
1 Park Place South, Suite 308  
(404) 413-3290/[equalopportunity@gsu.edu](mailto:equalopportunity@gsu.edu)

#### Deputy Title IX Coordinator/Student Affairs- Dean of Students

Office of the Dean of Students  
Student Center, Suite 300  
(404) 413-1515/[deanofstudents@gsu.edu](mailto:deanofstudents@gsu.edu)

Chart 1: September 2014 to March 2015

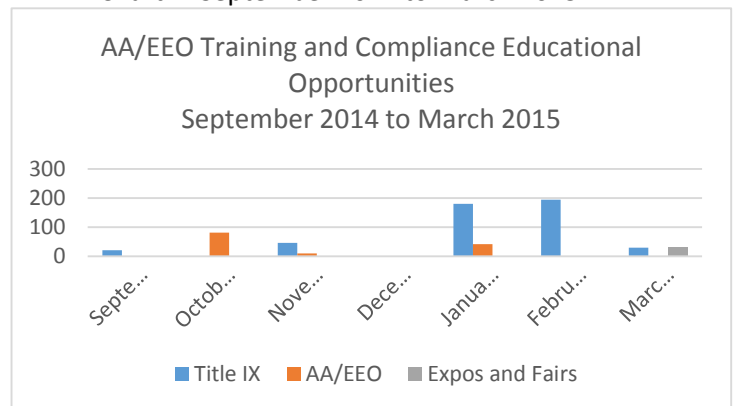


Chart 2: April 2015 to September 2015

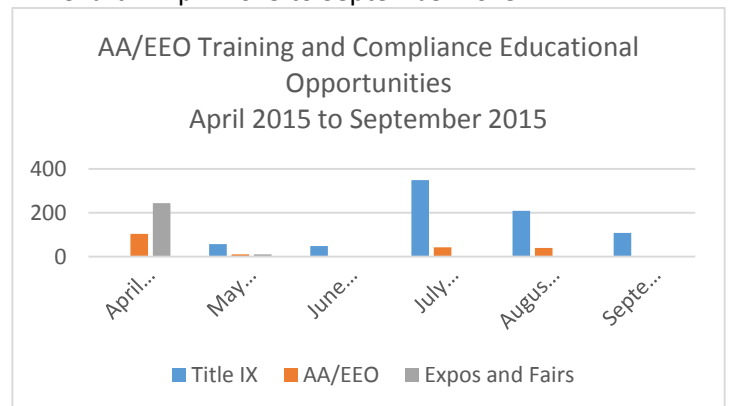
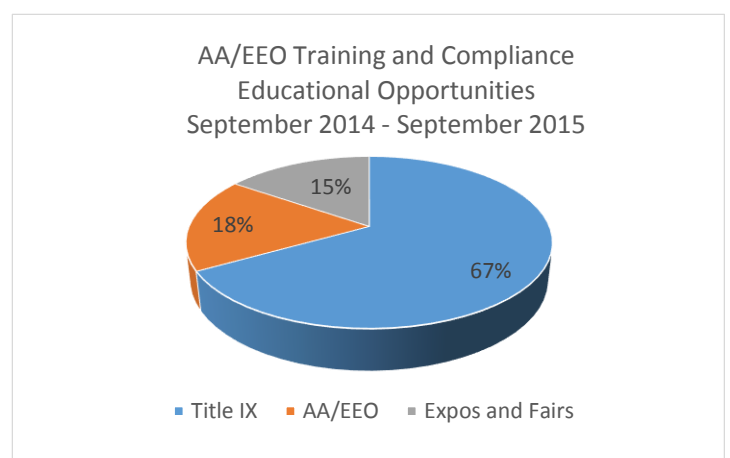


Chart 3: September 2014 to September 2015



### Staff

**Dr. Annette D. Butler, Senior CAAP**  
Director-AA/EEO Training and Compliance  
[abutler@gsu.edu](mailto:abutler@gsu.edu)

**Ms. Vickie Houston, MBA, CAAP**  
Specialist-AA/EEO Training and Compliance  
[vhouston2@gsu.edu](mailto:vhouston2@gsu.edu)

**Ms. Deatra Harris, BS**  
Graduate Research Assistant  
[dharris76@gsu.edu](mailto:dharris76@gsu.edu)

### Contact Us

Contact us with your AA/EEO Training and Compliance needs at:

One Park Place, South  
Suite 527

Atlanta, Georgia 30303

(404) 413-2567

[equitycompliance@gsu.edu](mailto:equitycompliance@gsu.edu)

Register for educational sessions at

[https://secure.touchnet.com/C20797\\_ustores/web/store\\_main.jsp?STOREID=177](https://secure.touchnet.com/C20797_ustores/web/store_main.jsp?STOREID=177)