

EXECUTIVE SUMMARY
CIVIL RIGHTS EQUITY RESOLUTION FOR ALL FACULTY, STUDENTS, AND
EMPLOYEES

ONE POLICY, ONE PROCESS MODEL (1P1P)
ATIXA MODEL POLICY, AACOM VERSION

The “one policy, one process” model (1P1P) was originally developed by the civil rights experts at the Association of Title IX Administrators (ATIXA) to address the complex systems of institution-based resolution procedures used to address discrimination issues. Institutions often have distinct resolution procedures for each major civil rights law that have evolved over time, as well as different procedures for faculty, staff, and students. Procedural chaos can ensue when alleged misconduct involves individuals of differing status (i.e. students and faculty) or facts implicate multiple policies. At base, 1P1P arises from the philosophical principle that discrimination is discrimination, and all discrimination claims should be addressed through a uniform process. The 1P1P model allows institutions to resolve all complaints regarding prohibited discrimination (age, race, sex, gender, nationality, disability, etc.) using one institution-wide policy and one resolution process applied to all alleged discrimination involving faculty, students, and staff.

A unified policy consolidating reporting, resolution, and responsibility can be centrally administered and overseen, often by expanding the Title IX Coordinator role to that of an institutional equity officer. Unification simplifies the investigation function and avoids duplicative training when there are multiple bodies resolving different types of discrimination allegations across the institution. It also minimizes the risk of using different evaluative standards, allows for consistent sanctions and responsive actions for the same types of misconduct, fosters collaboration among departments, and enhances the institution’s ability to detect and track patterns of misconduct.

1P1P is not only Title IX-compliant, it provides a best practice for approaching civil rights issues with an emphasis on equity, meaningful remedies, victim empowerment and advocacy, comprehensive investigation, procedural fairness to all parties, and prompt resolution of reported misconduct. This process can sit outside existing processes or can be integrated into existing human resource, equal opportunity, affirmative action, and student conduct models. It harnesses the existing resources of many departments to minimize the need for additional and unnecessary staff and expense.

Institutions who want additional customization of this policy, can contact ATIXA directly (Kate Halligan, Vice President of Client Relations, kate.halligan@tngconsulting.com or (610) 579-3725) and receive a discounted rate for these consulting services by informing Kate that you are an AACOM member.