Bethel College
Notice of Determination

Meeting Date 12/8/2017 Case Number 1718-03

Members in Attendance: Milliman, McFarland, Dick, Fonseca

Date of Incident 11/13/17

Date of Complaint 11/15/17

Findings:

Upon review of the material facts using the *preponderance of evidence* standard, the Title IX Committee of Bethel College has determined that

☐ No violation of the sexual misconduct policy occurred.

☐ Inappropriate behavior occurred, not rising to the level of a violation.

✖ **Violation of the sexual misconduct policy occurred.**

Recommended Action: It is the recommendation of the Title IX Committee (with the support of the Complainant) that a meeting facilitated by the Kansas Institute for Peace and Conflict Resolution (KIPCOR) be scheduled with a group of Mojo's baristas and Mr. Ted Mueller. The purpose of this meeting would be to fully communicate the harmful effects of Mueller's sexualized comments and actions on those who work at Mojo's, and to articulate acceptable comments and actions from Mr. Mueller in the future. Due to a potential conflict of interest with members of the KIPCOR staff, this facilitated dialogue will be led by a non-KIPCOR facilitator with whom KIPCOR has a contractual relationship. Scheduling of this meeting will be coordinated by Ms. Sheryl Wilson, KIPCOR Executive Director. Specifically, Ms. Wilson will contact the Complainant and the Accused by phone to coordinate future meetings. It is further recommended that this meeting occur before March 9, 2018. Finally, the Title IX Committee recommends that continued patronage at Mojo's be restricted should the Accused refuse to participate in this facilitated dialogue.

Signature, Title IX Officer

2/19/2018
Date