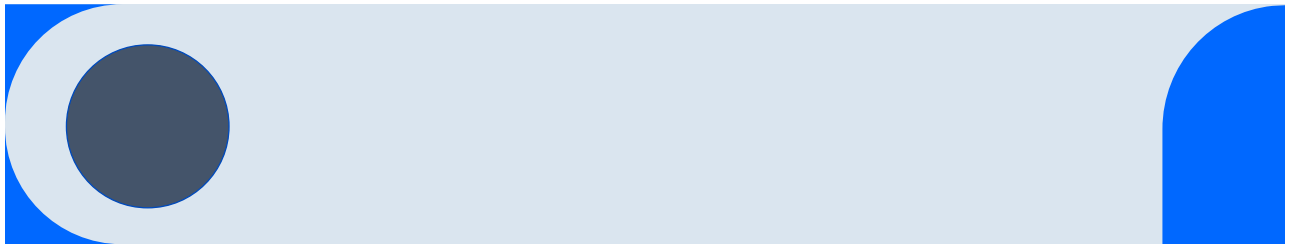




Title IX Coordinator  
& Deputy Annual  
Training



Agenda



# Title IX Overview

//

*No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.*







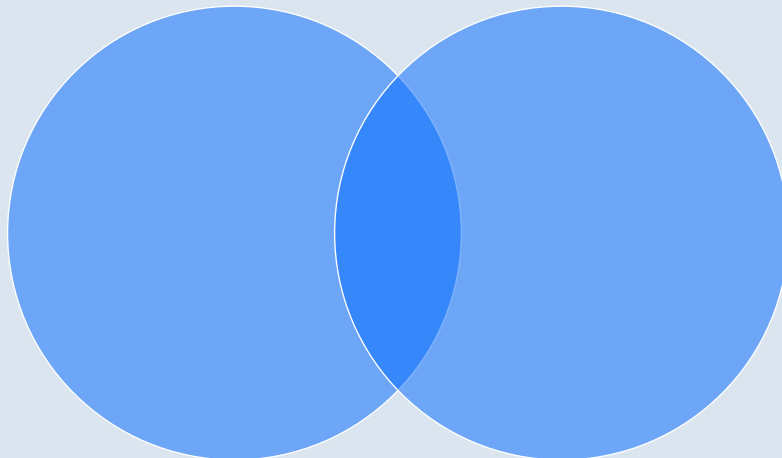
# The Clery Act and the Violence Against Women Act (VAWA)

Clery

VAWA



## Relationship between Laws



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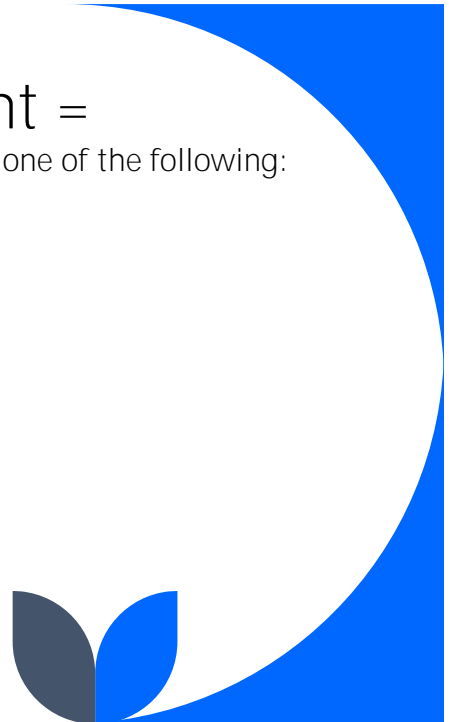
What about FERPA?

When does Title IX apply?

*not*



Sexual harassment =  
conduct on the basis of sex that satisfies at least one of the following:







## Hostile Environment Considerations



## Examples of Sexual Harassment



# Sexual Assault

Includes any unwelcome sexual contact directed against another person  
, including:

Rape

Fondling

Incest

Statutory Rape



## Consent

*Institutions are not required to maintain a particular definition of consent; however, they should include a definition in their policy.*

# Dating Violence

# Domestic Violence





# Education Program or Activity under Title IX

What does it mean?

Additional requirements:

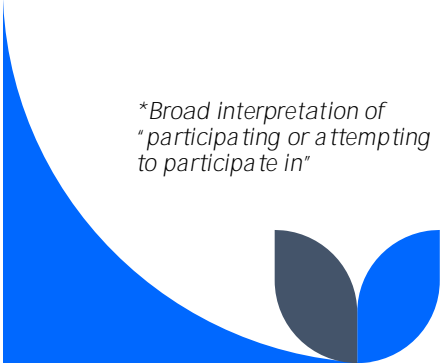


## Parties' relationship with the institution

Reporting Party

Responding Party

What about a  
reporting party from  
outside the institution  
who reports against a  
current student or  
employee?



*\*Broad interpretation of  
"participating or attempting  
to participate in"*

*\*But... should still consider  
appropriate action steps to  
facilitate reporting party's  
participation in education  
programs and activities.*


# A Note about Sex-Based Discrimination



When Title IX does not apply

Creating and  
implementing your





# Structuring your policy and procedures

Title IX vs. Non-Title IX sexual harassment

Considerations:



## Required Policy Definitions & Elements

Sexual harassment

Others

Elements

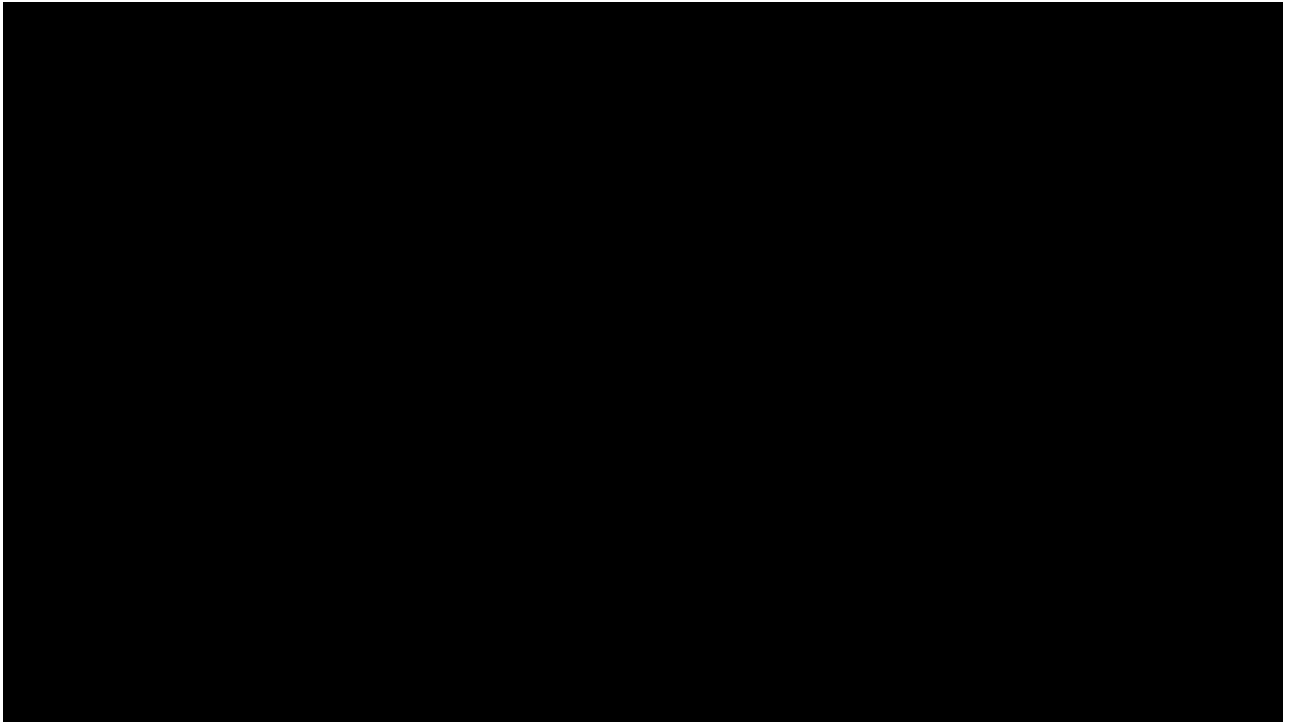




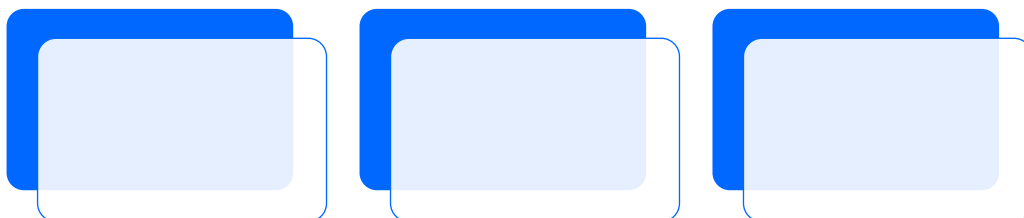


# Title IX Coordinator: Role and Responsibilities





# Avoiding Bias



# Advisors

# Oversight of reports and Grievance Procedures



## Employee Reporting Requirements

Confidential Resources

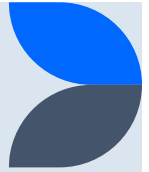
Officials with authority  
to institute corrective  
measures

*\*While working within the above  
capacity*





What about anonymous reports?





# Starting the Grievance Process

Formal Complaint initiated by  
Reporting Party

Formal Complaint initiated by  
TIXC



# Dismissal

\_\_\_\_\_





If dismissing for any reason...



## Rights of the Parties

|  |  |  |  |
|--|--|--|--|
|  | <i>cannot penalize<br/>responding party in any<br/>way unless and until they<br/>are found responsible</i> |  |  |
|  |  |  |  |



# Notice of Allegations

*\*If additional allegations arise during the process, provide an amended or additional notice to both parties*

# Consolidation of Complaints

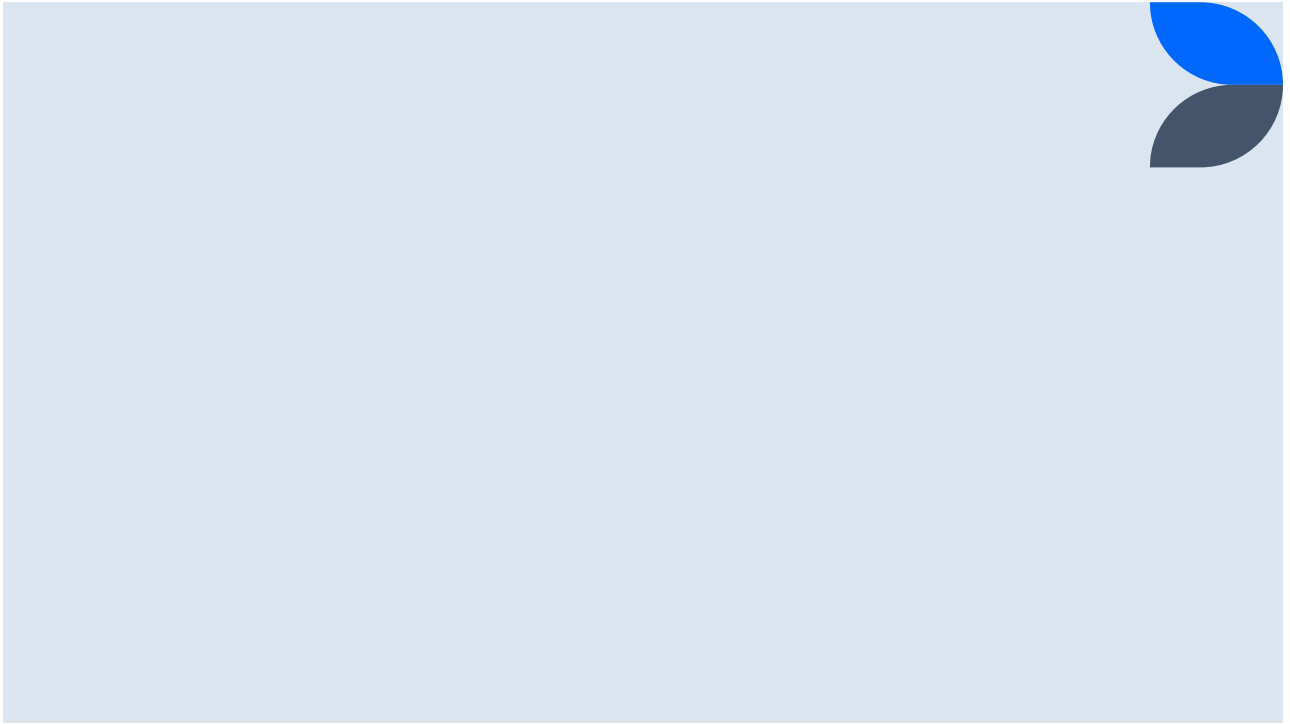


# Informal Process



# The Investigation



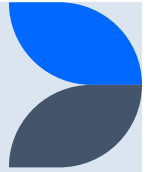




# Investigation Report and Review



# Hearing Preparation





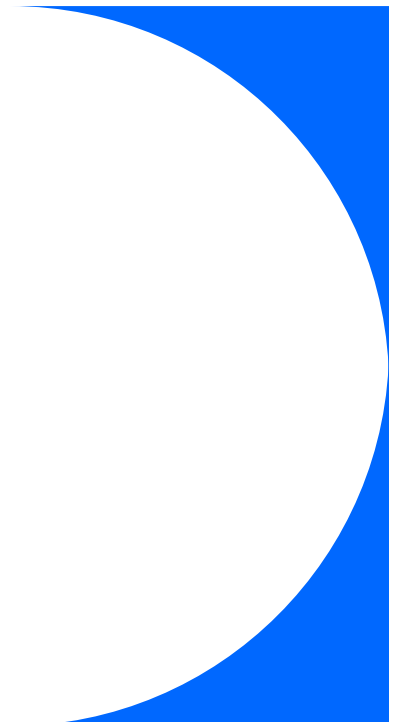
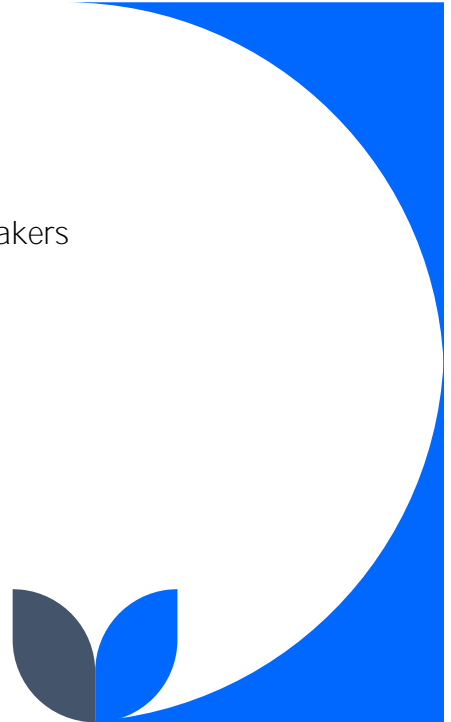


# Making a Determination

Standard of Evidence

Decision-Makers

Process





# Notice of Decision

Needs to include:

Other requirements:



# The Appeal Process





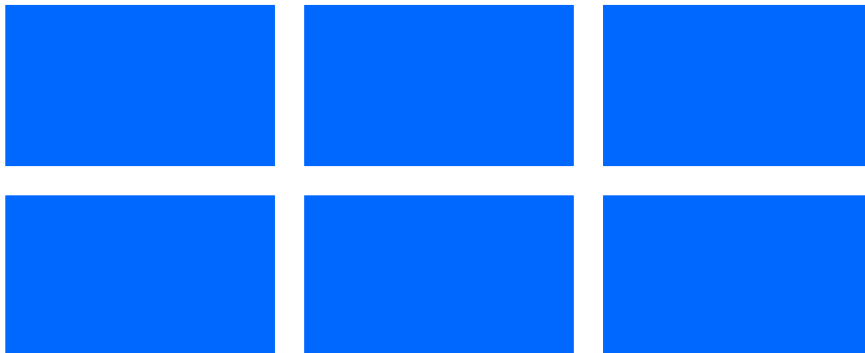
# Appeal Process contd.

Requirements

Possible Appeal Determinations



# Steps once the Process is Over

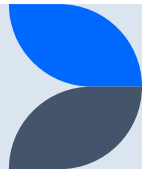


# General Title IX Oversight



## Recordkeeping

seven years





# Assessing Compliance

