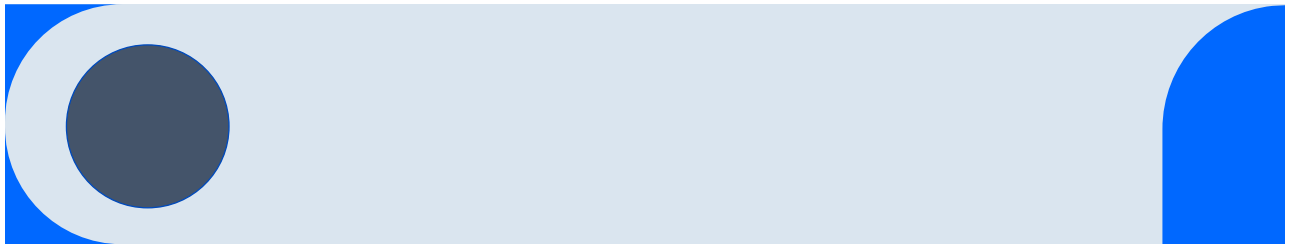




Title IX Coordinator & Deputy Annual Training



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.

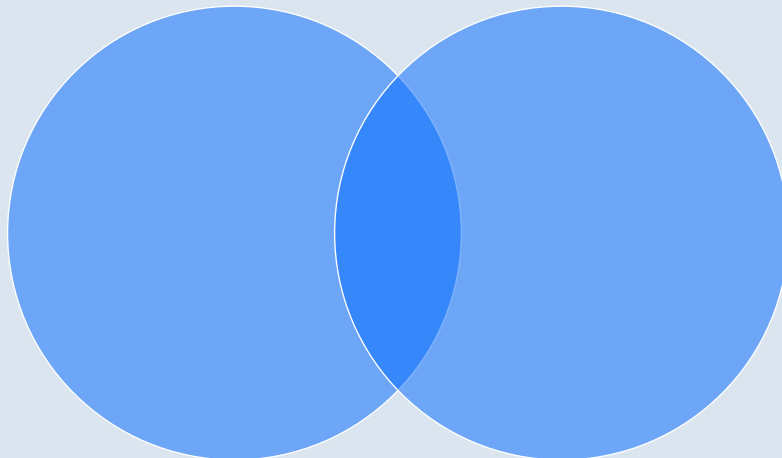
The Clery Act and the Violence Against Women Act (VAWA)

Clery

VAWA



Relationship between Laws



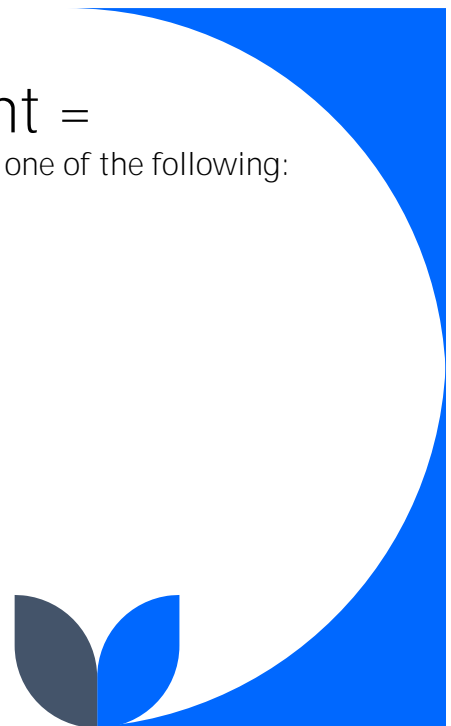
What about FERPA?

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:

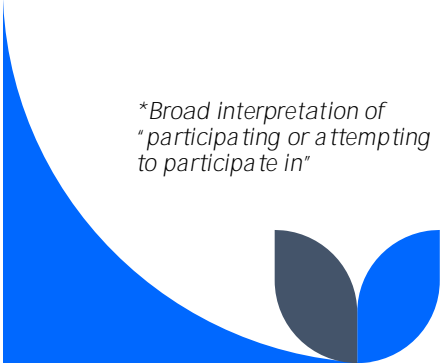


Parties' relationship with the institution

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

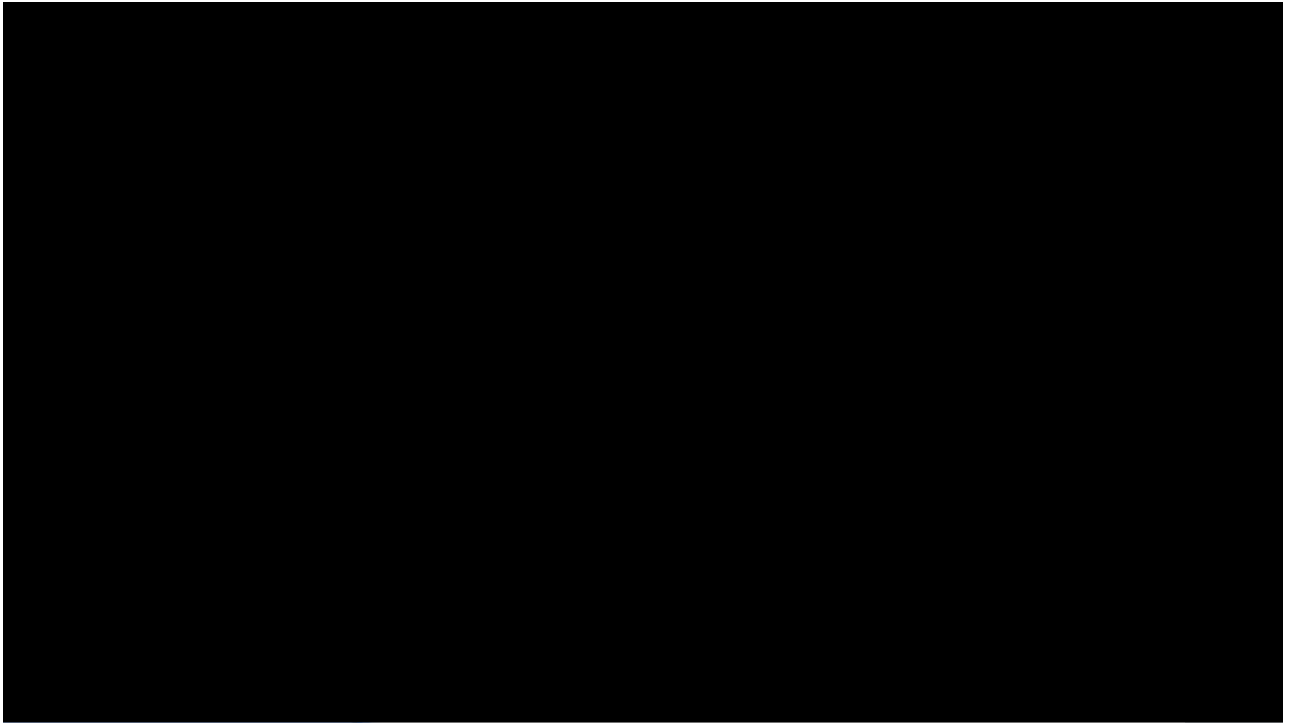
Others

Elements

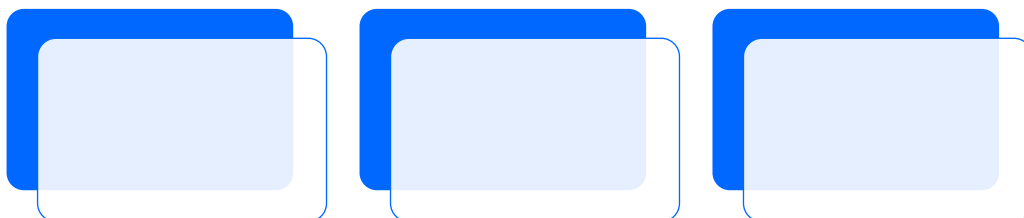


Title IX Coordinator: Role and Responsibilities





Avoiding Bias



Advisors

Oversight of reports and Grievance Procedures



Employee Reporting Requirements

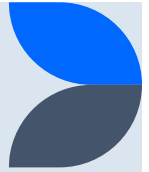
Confidential Resources

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 responding party in any way unless and until they are found responsible</i>		



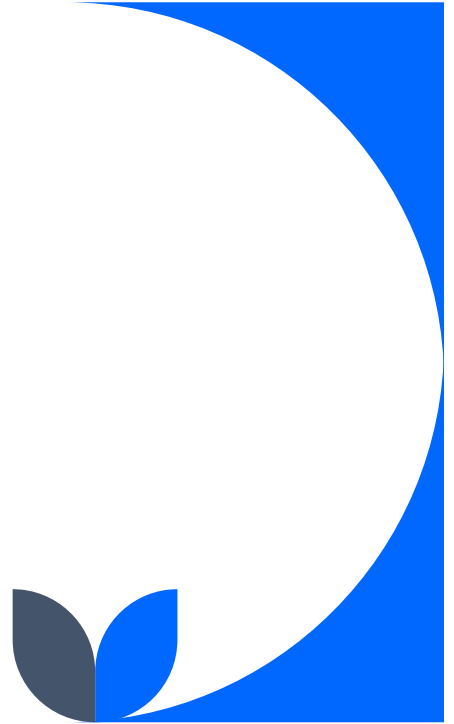
Notice of Allegations

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

Consolidation of Complaints

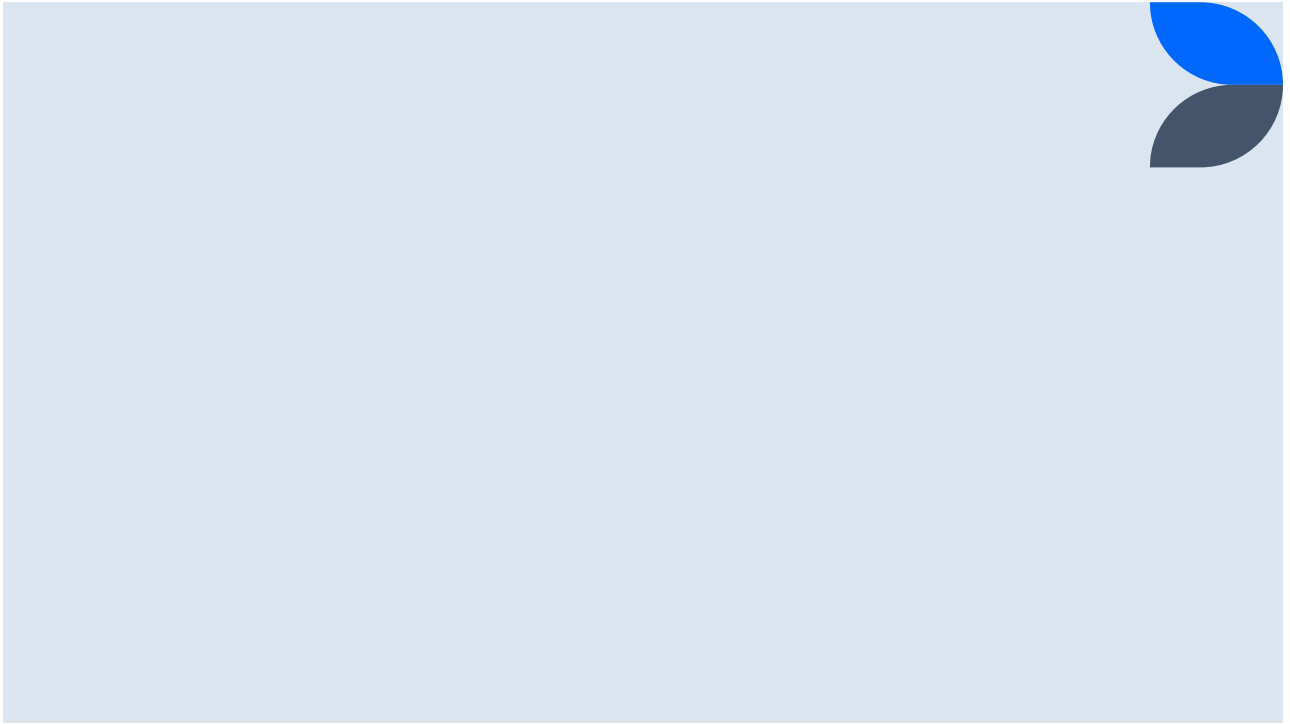


Informal Process



The Investigation

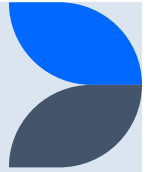






Investigation Report and Review

Hearing Preparation



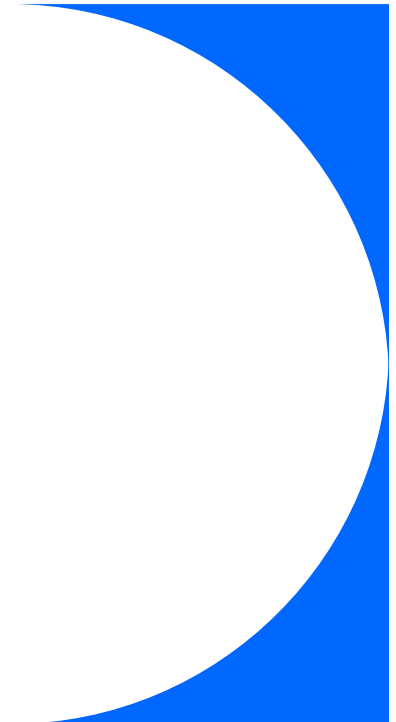
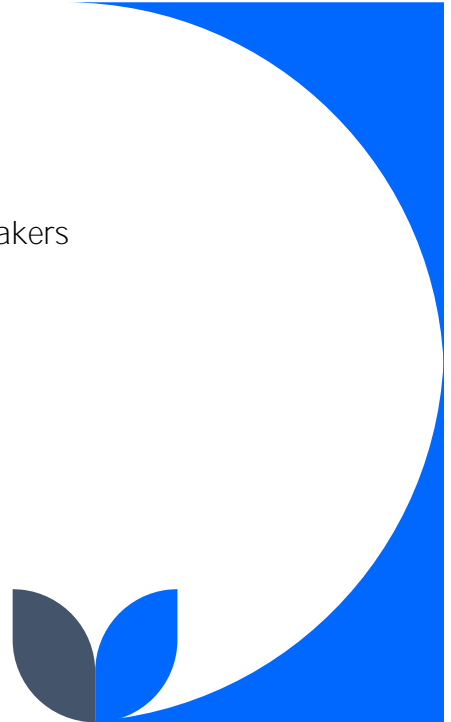


Making a Determination

Standard of Evidence

Decision-Makers

Process





Notice of Decision

Needs to include:

Other requirements:



The Appeal Process





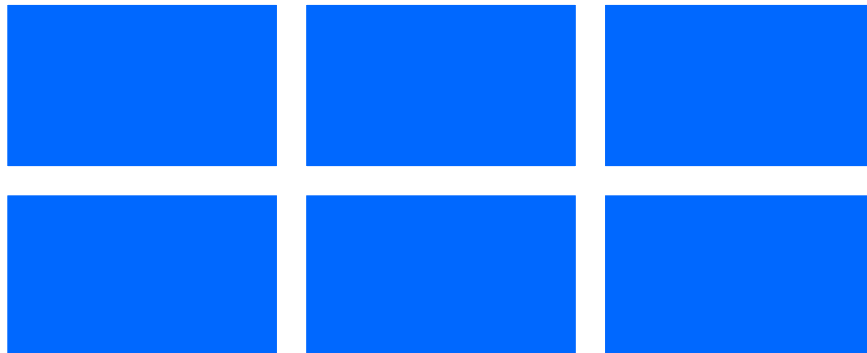
Appeal Process contd.

Requirements

Possible Appeal Determinations



Steps once the Process is Over

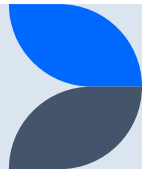


General Title IX Oversight



Recordkeeping

seven years



Assessing Compliance

