



Ja a

T e I X C d a a d Ad a

L O T a C e a C

AGENDA

T IXT a R R b

T IX O H

S e a Ca

T OCR T IX

C A e VAWA S e

W D T IX A

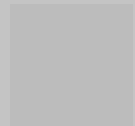
AGENDA



C a l A a P e P e



O C a P E ab G a e
P e



C a O a Va G a e P e



P P C a

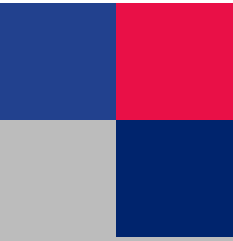


C a l a R



S l a





G

G

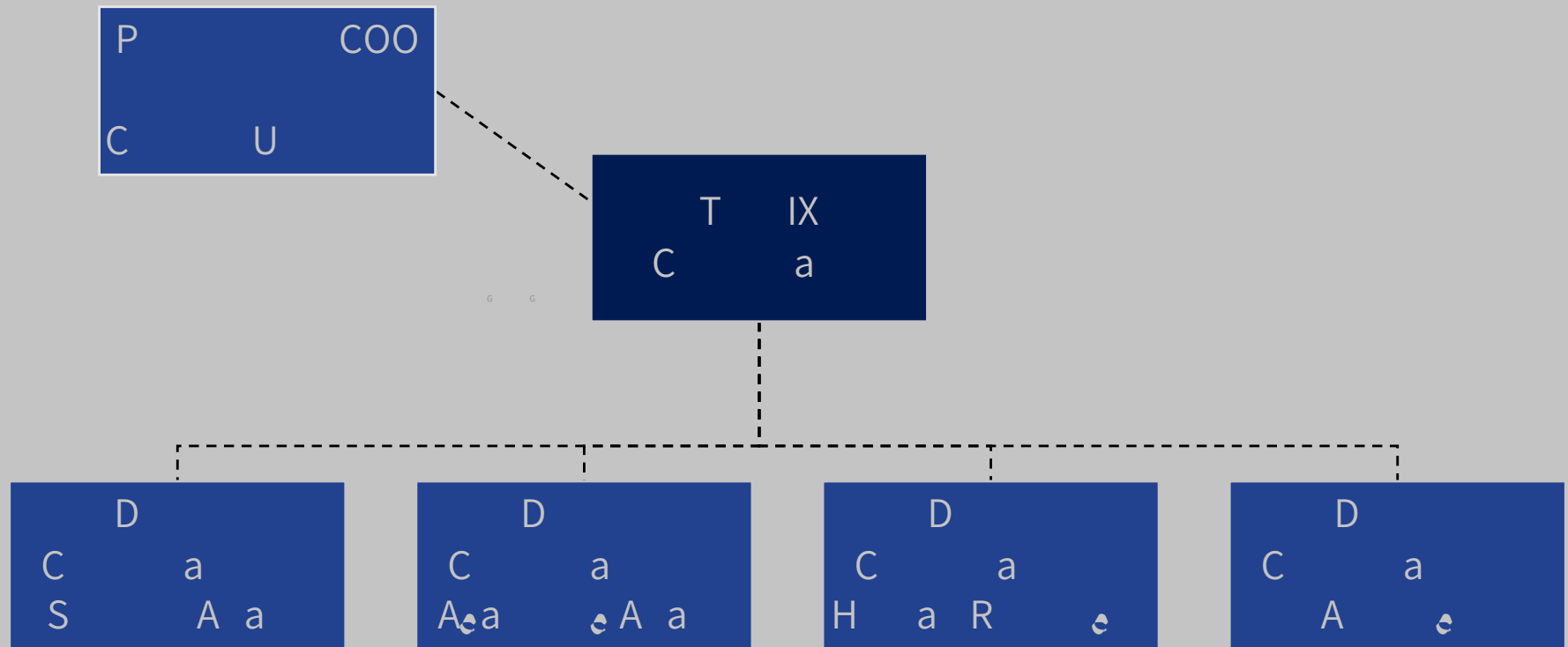
G

G

TITLE IX TEAM ROLES RESPONSIBILITIES

- Sa T a S e
- T IX C a
- I a
- D e Ma
- I a R Fa e a
- T a T a

SAMPLE TITLE IX TEAM STRUCTURE FOR HIGHER EDUCATION





TITLE IX TEAM STRUCTURE ADDITIONAL CONSIDERATIONS

G G

THE TITLE IX COORDINATOR

R a a a
a T IXC a
A a a a a
b
A a a a a
H a R A a A a A a
S C
S a a a b
C a a a
T IXC a a b a
a a a

TITLE IX COORDINATOR ROLES AND RESPONSIBILITIES

C a a a e e

Na a F A e

P

G G

TITLE IX COORDINATOR ROLES AND RESPONSIBILITIES CONT

E e a e a a e

C a a a e

G a T IX e a e

C a e a

T a

O a e a e ab

S e ab e a e a e ab



ROLE OF THE DECISION MAKERS

- D a b a ba
a ab a a
- D b ba a a
a a a a b a
- D b ba a a a
b a b a ba
- D a a a a a a
- D a a a a

ROLE OF THE APPEAL DECISION MAKER

Ma a a a a a a

R b a

Ma a e

a a a

Ma a l a D e a

a

R e a b

a a

N a

D a a a a a

e

ROLE OF INSTITUTION APPOINTED ADVISORS

Pa a a a A e e
a e e a
a a
N a a a A a a
e
I a a a A a a
a A e e e
a a b a a a
M b a e a
N a a a A a ab
a a A

TIX TEAM TRAINING REQUIREMENTS

R b a a a

C a l a D e a A a

D e a l a R Fa e a

T a a a e a e

a a

T a a a b a a a a

b e R e b

REQUIRED TRAINING TOPICS

D a a a

S e R e e a a a e

H e e a a a a e e

e a a a a a

e a a e ab

H a a e b a

a e a e e a

b a

U a e b a a a

REQUIRED TRAINING TOPICS CONT

I a e b a e
e a a a b a ab
C a a a b a a
I a e a e a a
a a a a
e . . .
N e T OCR a





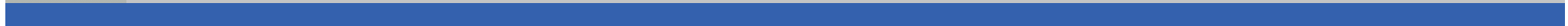




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A e a T IXA a



A BRIEF HISTORY OF TITLE IX

N T IX a a a b P

D a H a E a a W a HEW

T IX a

HEW a US D E

S C a a a a

T IX

Ca U C a US

HEW a a a

a a a a a a a a a

a a ab

A BRIEF HISTORY OF TITLE IX

PRESENT

U S D a E a a
T IX a D E O
C R OCR
S C E a
T IX b
N Ha B E a B US
T IX a a a a

TITLE IX ESSENTIAL COMPLIANCE ELEMENTS

O ce a ff c a a a ac a ce f e a
a a e e a c d c e
Ta a a a a e ga e
a ee
T b a a ab
a l a A e Da
Ta a e ae
S a a
P e e e e
Re ed e

NOTE T a C a a a a
a e a a e a ae

THE IX COMMANDMENTS

INVESTIGATION

_____ fa _____
VAWA S e

PROCESS

REMEDIES

T g	Re ab e	I a a
P	Effec e	E ab e
N a e a ab e a	N a e a ab	





GEBSER V LAGO VISTA INDEP SCHOOL

U S

T e S e e C e d d d a c a e c e

G G

DAVIS V MONROE COUNTY BD OF ED

U S

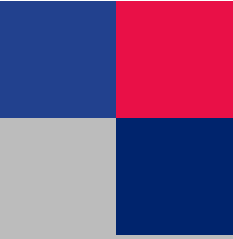
F d g fa f Da e S e e C e a ded e
Geb e ca e

! T a ac a ce a a
a a a a
de be a e d ffe e ce

Add a c e d

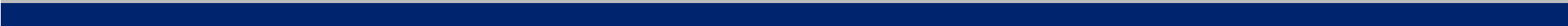
! Ha a b e e e e a e a d bec e
ffe e a e e c a
e e a a e

! J e O C a a a b a e e a
e a a b a e e a
a c ea ea ab e g f e
c c a ce



THE OCR TITLE IX

- OCR R
- C La A a Ae
- OCR G a e
- OCR R e







CIVIL LAWSUITS VS ADMINISTRATIVE ACTION

La

F a
M a a
R
A a
E
a a a
D b a l

Ad

I a b OCR
V a a
R
A a OR
a
l a
E a a
R a

a e Ac

OCR GUIDANCE

Ke Reg a a d S b Reg a G da ce f OCR

R e

OCRR S a Ha a G a e
D a C a L DCL

g g





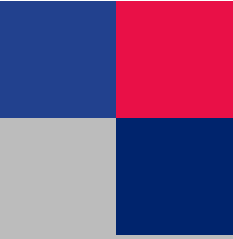


CLERY ACT AMENDMENT VAWA SECTION CONT

P b a a

C Ha b e a ae C e Ac
A e d f Fede a S de A d FSA Ha db

a a R R ae Ha b
F Ca Sa S R



WHEN DOES TITLE IX APPLY

- P a J e
- C P a e
- G a e J e
-

WHEN DOES TITLE IX APPLY

G G



WHEN DOES TITLE IX APPLY

G G





WHEN DOES TITLE IX APPLY

Ge g a c J d c

S a Ha a a D e a ea

g g

WHEN DOES TITLE IX APPLY

Ge g a c J d c C

T a a a a ab e
a e a e e

O ab a a PPTVWM
a a a e a

T R e a b a e a e
e e a e a T

WHEN DOES TITLE IX APPLY

Substance

Substance Title IX

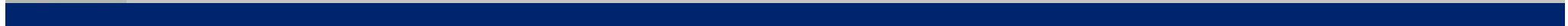
Substance Title IX
Title IX OCR
Substance Title IX
Title IX OCR
Substance Title IX
Title IX OCR



G G



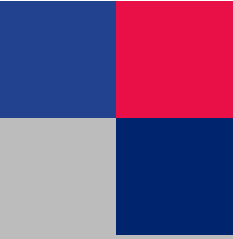
A e a T IXA a





GROUP DISCUSSION QUESTIONS

D
a a
U a a a a
F S Fa S a
W a a a a
a a a T IX a
W a a a a
a a



CREATING IMPLEMENTING APPROPRIATE POLICY PROCEDURES

- R D
- ATIXA D
- C C e
- Na a F A P e

CREATING AND IMPLEMENTING APPROPRIATE POLICY PROCEDURES

P c e T R

S e a e b e e
S b a a a a

P ced e P ce H a e a a
a

S e a e a a a
e

S ab
e a

T e Reg a a e e e ed b a a

CREATING AND IMPLEMENTING APPROPRIATE POLICY PROCEDURES CONT

TIXC

b a a a e e
a e

E

a e a e a a a a a e e a a
e e a e a a a a e e a a

e

C

a a e e a
a a b a a a
a a b e a a

e
b

B

a a e e a
b e

I

a a a e e a a
e e a a e



CREATING AND IMPLEMENTING APPROPRIATE POLICY PROCEDURES CONT

S a c e
a d f e a c a
E a e a e a b a
E l b e a a a e a
a e a a a e a b
a e a
M b e b a a
a b e a a a a a
a a

CREATING AND IMPLEMENTING APPROPRIATE POLICY PROCEDURES CONT

W a a a a
C a a e a e b a a e
a a f a c a
C a a e a
e a e a b b e a

g g

DEFINITIONS OF SEXUAL HARASSMENT

Q P Q S a

Ha a

H E S a

Ha a

S a A a

D V

Da V

S a

REQUIRED DEFINITIONS TAX REGULATIONS

See a Ha a e e ba

e

! A R e e a
a b e R a a
a e a e a e e

!

g g





HOSTILE ENVIRONMENT SEVERE

P e a e e b

g g

A e a T IXA a

HOSTILE ENVIRONMENT PERVASIVE

W a
O a e e
W a a
a a e
O e e b e a e b a
F e e e a a ab a
a a a
U a ab e e b
A a a ab M V U S

HOSTILE ENVIRONMENT OBJECTIVELY OFFENSIVE

R a ab

a a e

I I

A a a

C a a a . .

R

N b

F e

S

P e a a

H a

I a

R e

HOSTILE ENVIRONMENT TOTALITY OF THE CIRCUMSTANCES

H a a a a a a
a e e a e
T a e e a e e
F e a a e e
a e e
I a a b a
A a a
S e e a e a e
e e e

HOSTILE ENVIRONMENT TOTALITY OF THE CIRCUMSTANCES CONT

T a e e a e e
W e e a ab
C a a e a a a e
E e C a a a a a
W a a a a e a
 e a b e
 . . .
W e e e F A
 e a e a e
 e
C a e e a e

SEXUAL ASSAULT

A e a ac d ec ed aga a e e ec e
f eC a a c d g a ce e e eC a a
ca ab e fg gc e

▪ Ra e P a a a a a
a b a b e a a b a a a
e C a a

▪ S d O a a a a e a e b
a a a a e b a a e b



SEXUAL ASSAULT CONTD

I ce N e b a e b
a a a a e
a a b b a a

S a **Ra e** N e b a e a
a a a a e e
a a . . .

DATING VIOLENCE

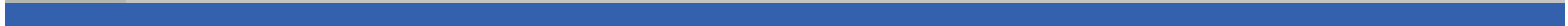
G G



G G



A e a T IXA a



DOMESTIC VIOLENCE CONTD

T a a D V T

G G

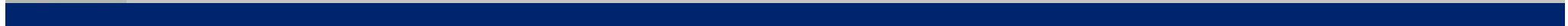
A T IXA a



G G



A e a T IXA a





G G



A e a T IXA a

RETALIATION REGULATION DEFINITION

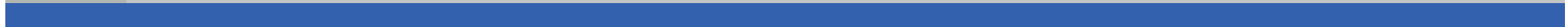
G G



G G



A e a T IXA a



RETALIATION

Re a a

T R e a a a a a a a a
a a a a a a a a a a
a C a a a a a a a a a a
a a a a a a a a a a a a

g g



ATIXA MODEL DEFINITIONS SEXUAL EXPLOITATION

Se a E a T eIX e a a a e

Oee a e a ab

a a a a a a a a

b b a a a a a

b a a b a

e a e e

E a a a e b a

I a a ae

N e a a a e

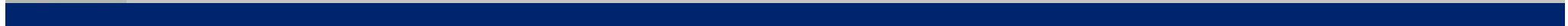
a ae



G G



A e a T IXA a



CONSENT CONSTRUCT

F
I
C



G G



A e a T IXA a







G G



A e a T IXA a



NAVIGATING FIRST AMENDMENT PROTECTIONS

CONT

I
T
O
C
U
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Ob
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e ae a e ae
e e e
e a b ae ae
a a
a
e
a



THE PROCESS



C a e
T IX
C a
S a

J e
D a
P e a
R a
I a a

N e a
I e a
I e
E e e e
R a
E e a a
a
I a a
a a a

C a a
D a
S a e
R

S a
V a a
R a
S b

PROMPTNESS

R a ab a a a a a a a
a a a a a a a a a a a
a a a a a a a a a a a
C a a a a a a a a a a a
b a a a a a a a a a a a

g g



OVERSIGHT AND COORDINATING PROMPT AND EQUITABLE GRIEVANCE PROCEDURES CONT

G G





G G



A e a T IXA a

EQUITY REQUIREMENTS CONT

I a a l a a a a
D e a
R
A a a a

g g

CLERY VAWA

SECTION

l a e a e a a
a a a a e a
a a

g g

CLERY VAWA

SECTION

CONT

Aee a aee

b a

T e a a a a a Da

V e D e V e S a A a S a

• O c e F d g a c a d a a e

T e a a

A e a a ee

a e b e a

W e b e a

EQUITY CONCERNS

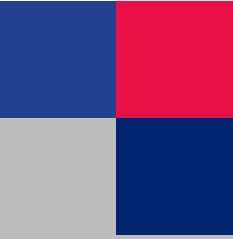
Pa e a a b a

l a e a e a a
e e ba a b e a
a ae a

W a a e
e a a e ab

E a a ab a

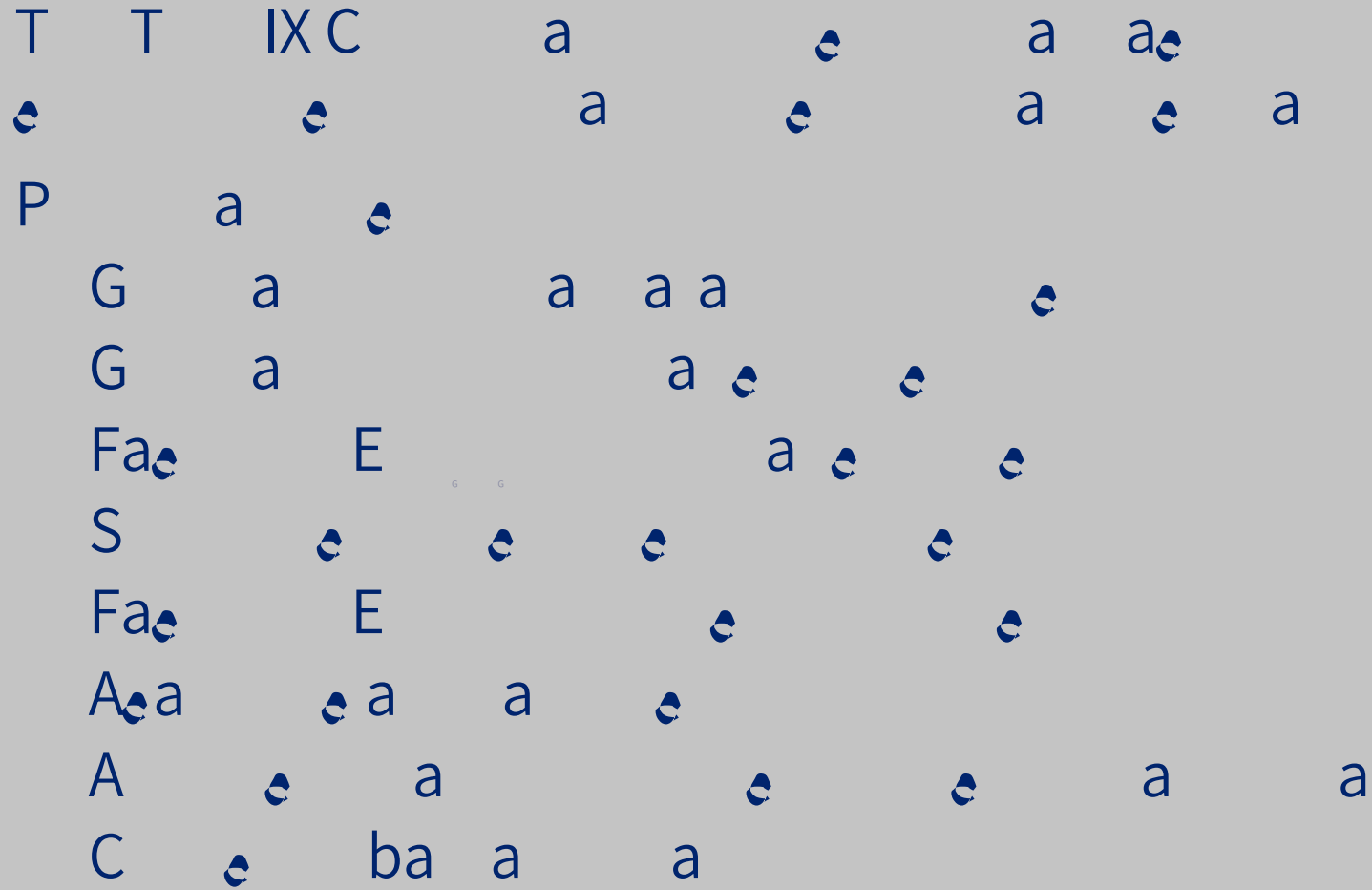
C a e e a a a b a



COORDINATING OVERLAP OF VARIOUS STUDENT EMPLOYEE GRIEVANCE PROCESSES

- P a P e
- T IXA T VII
- O P e T P e

COORDINATING THE OVERLAP OF VARIOUS GRIEVANCE PROCESSES

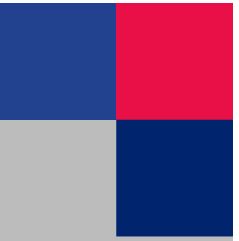


TITLE IX AND TITLE VII

M a e b T IX a T VII
a a
M b a a a e

g g







COORDINATION WITH LAW ENFORCEMENT

La a a
T T IX C a ab a e g
a d f a a g c e a a
Ma a a a M a
U a MOU
A a a a a
b a a a b a a
a a a a b a T
IX C a
I a a a a a a
a a a a a a a
a a a a a a

POINT PERSON FOR REPORTS AND COMPLAINTS

T T IXC a
a
I a a a
I a a a
a a e a
P a a
P a ab a a a
e a
Ae a ab e e
T T IXC a c d a e a
a e a a e a
a
I a e a e a a aba

NOTICE REPORTING CONFIDENTIALITY

N e l
R b E
C Ca S e
A
A a R
R
P C a
P a

NOTICE TO THE INSTITUTION

A a K a a b e
b
T TIX C a
A a a a e e
a b a e
T a a OCR a
a a a e a e
AND MUST a ba
W a R e e a
O ab a a a e
e e e

RESPONSIBLE EMPLOYEES

ATIXA

e

a

G G

A e a T IXA a

THE CLERY ACT CAMPUS SECURITY AUTHORITY CSA

G G

CSA VS RESPONSIBLE EMPLOYEE

R b E a b a e a
a

A CSA a R b E b a
R b E a CSA

g g

OTHER LAWS THAT DETAIL REPORTING REQUIREMENTS

S a Ma a T VII
Ma a a a e e
e a a a
Ab S e Ab M
A a ab e
ab a a e
T a a a a a
e a a a a e
A a a ab
a

PRIVILEGE VS CONFIDENTIALITY VS PRIVACY

P ege

G a b a a a e
A e a e e a
T a a a e a b
A e a a e a
A e e a
R e e a
K e e ab

PRIVILEGE VS CONFIDENTIALITY VS PRIVACY

C f de a

D a b

D a a a a a a
e b e a a e a

A e a

e e

E a V e a a a a a

PRIVILEGE VS CONFIDENTIALITY VS PRIVACY

P ac

A
R b E a a a a
T b e a e a
R a O e a
A

g g

ATIXA S RECOMMENDED APPROACH

ATIXA e a a b e a
E ab b a
P a a a e a
a a b a ab
B ab a a
E a a



INITIAL ASSESSMENT

U ece f ce e TIXC d be e b e f
c d c ga a a e e de e e e
f g
Ha b a a e a
D TIXC a a a e a
D a e e

INITIAL ASSESSMENT CONT

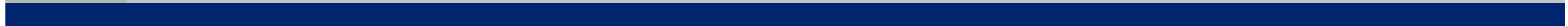
I e T IX
E ab ba a
I e a a e a e
E ab a a a
I a a e R e
a b a
R a
D a a b a a
Ca a
D a a
a a



G G



A e a T IXA a



REPORT V COMPLAINT CONT

U e a a e a
C e a a e
T b a a e e
e a a a e

g g

FORMAL COMPLAINT

G G

REQUESTS FOR CONFIDENTIALITY

If a C a a e e c f de a a d d e
a e e ga e
T C a a b
T e b a a ab a
a
T e a e a
a e b a
C a a
I a b a a
a a a e
a b a e e a
a b a C a a b
e

REQUESTS FOR CONFIDENTIALITY CONT

T a a a ab
e C a a
P a e a e
a a C a a
U PPTVWM a a a
a C a a e a
P e a C a a a e a a
e a R

PPTVWM

T IX C a a a a e a
a a

PPTVWM

Pa

P a

T a

V e W a

M a a b a

PPTVWM CONT

Fa
A a a a a
a R
W a a e b
a
W R a a
W a a a b a a a
a b a a a
W R a a
a a a C a a
W a a a a a a
A C a a
a a b a

PPTVWM CONT

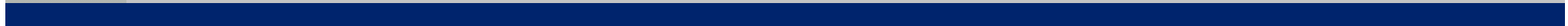
Fa e e
W a e a b a
a e e a a
e a e
l e e C a a a
a a a e
g g



G G



A e a T IXA a



COMMON SUPPORTIVE MEASURES

!

G G

MANDATORY DISMISSAL OF A FORMAL COMPLAINT

The TIXC d a MUST d e c a a a
e f e a eged c d c

W e a a a a

D ee R e ea a
ae

D ee a a a U S a

T C a a a e a a
a e a R e a a e a

DISCRETIONARY OR PERMISSIVE DISMISSAL OF A FORMAL COMPLAINT

T e TIX C d a MAY d e c a f a a
e a de e a

C a a T IX C a
a C a a a a
e a a a a

R . . . b
R e

S e e e e a e R e
a e e a e a a a
a e a a a a a

MANDATORY OR PERMISSIVE DISMISSAL OF A FORMAL COMPLAINT

W e a a
D a a e a a b
a a

U d a e Rec e a e ac de
a e f e c de f c d c e
c e D e ce e e e f VAWA ffe e
a be e ed a e a e ce e

EMERGENCY REMOVAL

A Rec e a e e a de Re de f e

G G

EMPLOYEE ADMINISTRATIVE LEAVE

AR a a a
R a a a a
a a a
a
R ab a Ae A S
D ab Ae A a

g g

THE CLERY ACT TIMELY WARNING EMERGENCY NOTIFICATION

T e Wa g e a e a a a e a a e a
E e ge c N f ca e a a a e a
I e b C a C e
C ba a e a
N C

NOTICE REQUIREMENTS PRIOR TO INVESTIGATION

Af e ece g a f a c a e Rec e
de ef g e ce e a e
a e

N e a e e e a a
e

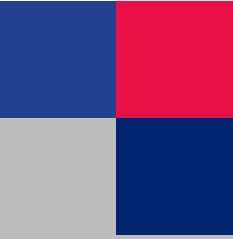
N e a a a a a a
e a a a e e a a
a a a e a a
b a a e

T a e

T e e a e a a a
T a a e a a e

NOTICE REQUIREMENTS PRIOR TO INVESTIGATION CONT

A a a R
b a a a a a a a
a a a b a a
e e a e e
N e a a a a a A e e
a b b b a a a
a e a e
Pa a e a e
e a
A e e e a b
a a a
b a a a
U a e a a a b
a a



COORDINATING INFORMAL RESOLUTION

- T I a R
- I a R C

INFORMAL RESOLUTION

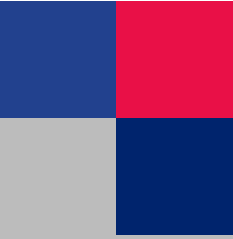
ATIXA a a a e l a R a
e
A ba a a

g g



INFORMAL RESOLUTION CONSIDERATIONS CONT

G G



SUPERVISING INVESTIGATIONS

- T IXC a R
- W I a
- W S I a
- R La E e

SUPERVISING INVESTIGATIONS

T T IXC a b
D a
A a
C a a
I a a
A a a
T a a
P a
T a a
Fa a a
N a I a A a NOIA N
H a a

SUPERVISING INVESTIGATIONS CONT

T T IXC a b
R a
Ga
D a
R e a a e

g g

WHEN DO YOU INVESTIGATE

U e a a e a

W C a a a a a a

a a e a

R e a a e e a b e b

 OCR a

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WHO SHOULD INVESTIGATE

l a a a a b a a
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ROLE OF CAMPUS LAW ENFORCEMENT IN CIVIL RIGHTS INVESTIGATIONS

Ca a a b T IX a
a
S b a b a e e
L a a a e a a a
P e a a a b
T IX a a a e e
a e

STEPS OF AN INVESTIGATION

R e N e C a

I a A a J e D a

E ab ba a I e Pa a

C C a

N e I a a A a NOIA Pa

C a . . .

E ab a a

F a e a

W

E e a



INVESTIGATION STRATEGY IS KEY

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C d a a d e De C d a a e g e
e e e e ga Beg
W a a a e W e a e a
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W a a a e W e a e a
a
W b
W a b
W a e b a
T

RIGHTS OF THE PARTIES DURING THE INVESTIGATION

C a a a d Re de a e e g

! P e a a

! P e a a e a e

! D e a a a e

! Ga a a e e

! B a e e a a a e b
A e e a b b b a
a

! W e a e a a e a a
a
a

! l e a e a e a a



CREDIBILITY

C b a a e e b a a

g g

A e a T IXA a



EVIDENCE AND REPORT REVIEW BY PARTIES PART

P e c e f e l e g a Re
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EVIDENCE AND REPORT REVIEW BY PARTIES

PART

A ea da a g a d e e a

ega d g e b

T a l a R a a

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T a e a a a

l a e e a a e

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B P a e P a

TIXC a a e e

b a a

EVIDENCE AND REPORT REVIEW BY PARTIES

PART CONT

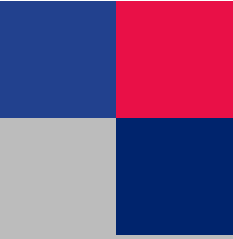
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G G

S e b a b

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COORDINATING THE DECISION MAKING STAGES

- T IXC a R
- S a a E e
- Ma a D a

STANDARD OF EVIDENCE

C a a a e

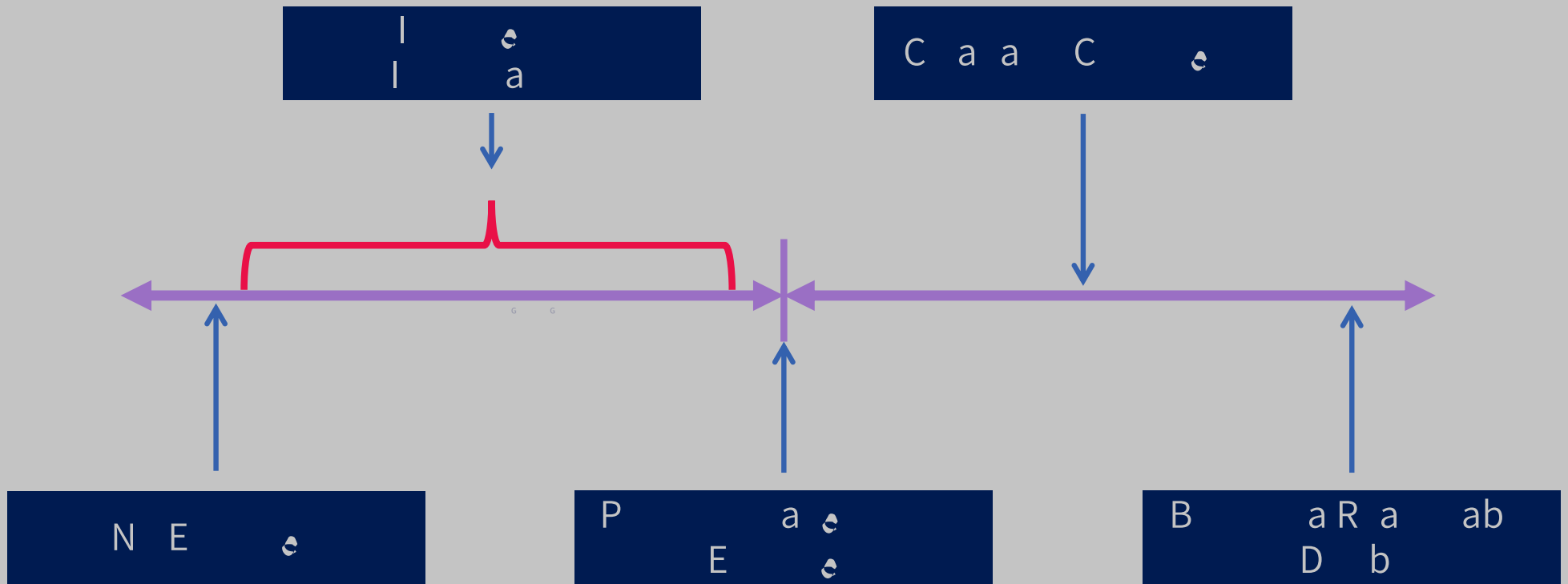
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EVIDENTIARY STANDARDS



EQUITY PREPONDERANCE STANDARD

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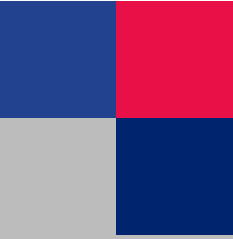
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DECISION MAKERS MAKING A FINDING DETERMINATION

R a e a a
Pa e
P a e a a a
a e R
R e a a a e
A e b a a
a a e a ba e e a a
D a a e a e e ba
a a e



ENSURING COMPLIANCE WITH FINAL SANCTIONS

- Sa e T Sa



SANCTIONING CONSIDERATIONS CONT

T b a a a a
a e e e e
T b a b a a a
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E a a e a a a
C e a a a a a e
T OCR a e a e
R e a a e

SANCTIONING CONSIDERATIONS CONT

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S a a S L a e
Sa e b a ab a e
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Ma e e e
W a e
Ma e a
Ma a b e a a a a
W a b e a R e
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C a a a a

ASSURANCE OF COMPLIANCE WITH FINAL SANCTIONS

Ta e a e a a a e

 e e

D R a a a a

I R e e e a e

W e a e a e

R e e

Wa a a e R a e

P b e e a R a

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COMMON EMPLOYEE SANCTIONS

Wa

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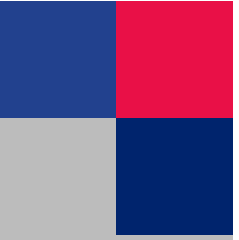
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COORDINATING THE APPEAL PROCESS

- A a
- A a G
- A a P e

APPEALS

A a a a a T IX R a

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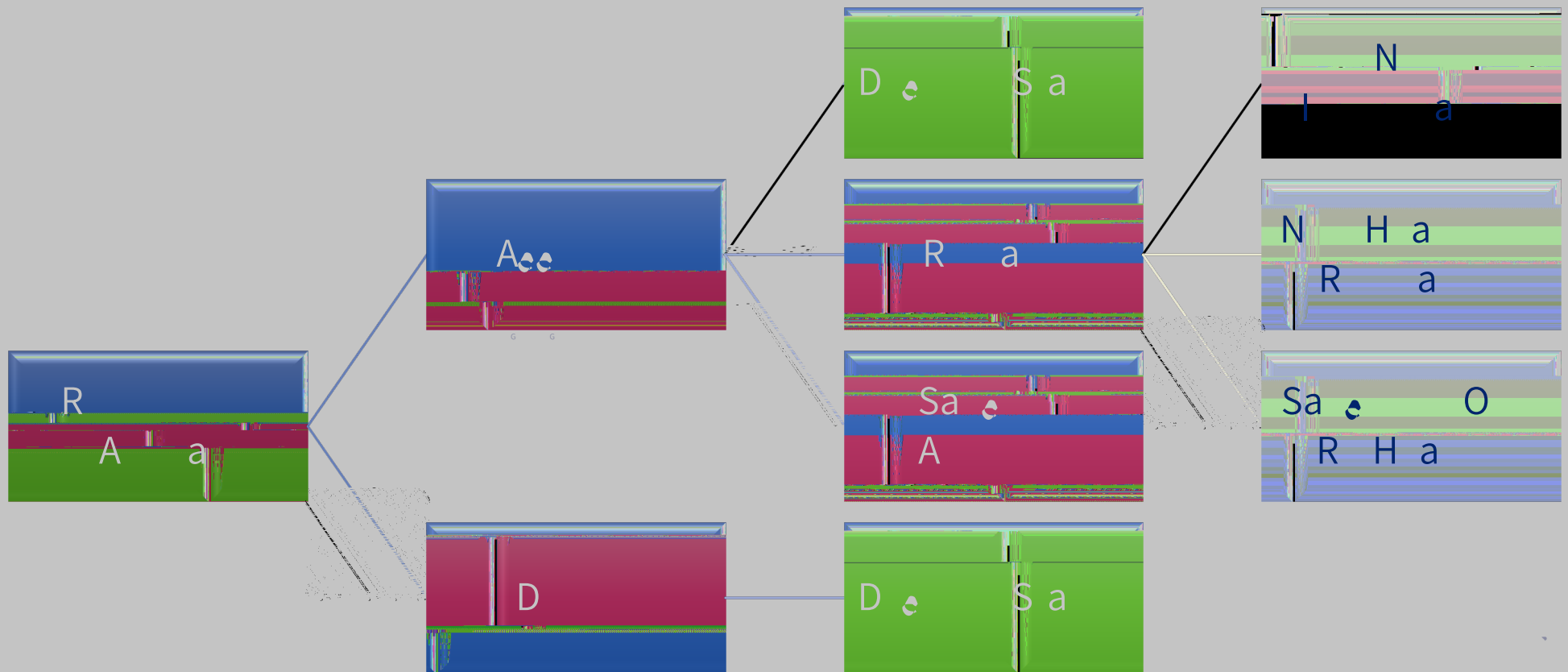
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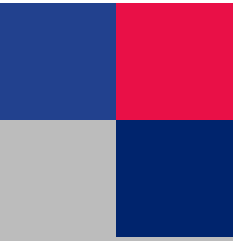
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APPEAL GROUNDS

! AR e b a a a a a
a a a b a a R e
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! P e a a a a e e
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! N e a a a ab a a ab a
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! T T IXC a l a D e a
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a a a e e a a
! Ma a a a a a a a ab
a ab ba

APPEAL PROCESS





GENERAL TITLE IX COMPLIANCE OVERSIGHT

- S P R
- A e G E
- A C a e
- R e K D e a



ENSURING COMPLIANCE WITH REQUIREMENTS TO STOP PREVENT REMEDY

S T e D c a C d c C
R a a a a e
a a e a e
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E e a a e ae
Ma a a
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ENSURING COMPLIANCE WITH REQUIREMENTS TO STOP PREVENT REMEDY

P e e Rec e ce

l a a e b

l e a e a

a a e a a a a a

g g

ENSURING COMPLIANCE WITH REQUIREMENTS

G G

ENSURING COMPLIANCE WITH REQUIREMENTS TO STOP PREVENT REMEDY

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ASSESSING COMPLIANCE

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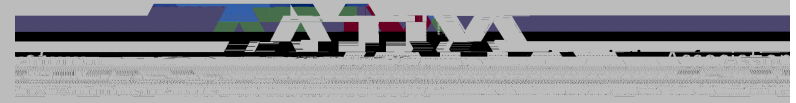
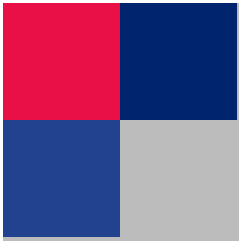
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RECORDKEEPING AND DOCUMENTATION CONT

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