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SLIDE #1
ADVANCED TITLE IX HIGHER ED COORDINATOR
LIVE VIRTUAL TRAINING

SLIDE #2
Before We Get Started
Not legal advice
Materials
Questions
Repetition
Breaks
Posting link
No recording

SLIDE #3
About Us
OUR MISSION
To provide the best Care and Support for our clients, Community Partners, employees, contractors, collaborators, vendors, and all others who encounter our company.
GOAL
To assist schools and districts in providing a safe and healthy learning and working environment for students, faculty and staff.

SLIDE #4
Training Agenda
Compliance + Compassion
Connection
Growth
Intro & Overview
Overlapping Legal Framework
High Risk and Complex Cases
Informal Resolution and Appeal
Training, Prevention, and Data
Athletics and Pregnancy
Policy and Program Evaluation

SLIDE #5
New Coordinator
Intermediate Coordinator
Advanced Coordinator

SLIDE #6
Picture of professionals in an elevator

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SLIDE #7
What Is Title IX?
"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."

SLIDE #8
Support
Access

SLIDE #9
Compliance and Compassion
Title IX compliance is ineffective without compassion. Every decision you make should begin with compassion.
Impave is greater than intent.

SLIDE #10
Picture of a house with many levels
Attic:Appeals
3rd Floor:Resolutions
2nd Floor:Investigations
Living Room:Comfortable & Welcoming Environment
Kitchen:Creation of Team & Training
Basement:Athletics and Other Programming plus Pregnancy
Stairs:Procedures
Porch:Informal Resolutions
Walls:Support and Safety
Garage:Record Keeping and Storage

SLIDE #11
Overlapping legal framework
High risk and complex cases
Informal resolutions and appeal
Training prevention and data
Athletics and pregnancy
Policy and program evaluation

SLIDE #12
Compliance Cul-de-sac
Title VI & VII
Title IX
ADA & 504
FERPA
Clery & VAWA

SLIDE #13

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Ownership Does Not Mean Isolation
Connections are critical
Lead relationship development
Relationships drive success
Mentorship
Differentiate between immediate need and “not how I would do it”
Listening is as valuable as doing

SLIDE #14
Picture of connected people with larger figure in the middle

SLIDE #15
Title VI & VII
Title IX
ADA & 504
FERPA
Clery & VAWA

SLIDE #16
Title IX
FERPA (counsel)

SLIDE #17
Picture of a street sign that says “rule” and “exception”

SLIDE #18
FERPA - It’s Important but…
Heath & Safety
Planned Enrollment
Judicial Orders and Subpoenas
Title IX Outcomes
Directory Info

SLIDE #19
FERPA Examples
Directory Questions
Local police call to find out whether an individual is currently enrolled
Local police request a list of members of a club or organization
Transfer
ICS University requests student’s disciplinary history
Student-Athlete enters the transfer portal
Heath & Safety
Emergency removal/trespass

SLIDE #20

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Title VI & Title VII
Human Resources/ Coordinator/Student Life
Title IX
FERPA (counsel)

SLIDE #21
Picture of a woman holding a question mark

SLIDE #22
Title VI & VII OVERLAP
Empathy Driven Response
Process Similarities/Differences
New Roles Expectations
Heightened Focus & Attention
Communication Overload

SLIDE #23
Title VI & VII Examples
Reporting
Situation is reported to Title VI Coordinator and it involves Title IX and Title VI
Investigating
Matter involves investigation into sexual harassment and discriminatory harassment based on race. Same parties. Same fact patterns.
Scrutiny
National news picks up a report on Title VI response by institution

SLIDE #24
Title VI & Title VII
Human Resources/ Coordinator/Student Life
Title IX
FERPA (counsel)
Clery & VAWA
Police & Student Conduct/
Human Resources

SLIDE #25
Picture of a university campus

SLIDE #26
Clery & VAWA Connections
Data Consistency
Patterns and Trends
Training
Timely Warnings
Non-Title IX Sexual Misconduct

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SLIDE #27
Clery & VAWA Examples
High Kick
A matter is sent to Student Conduct that falls outside of the scope of Title IX but still involves relationship violence or sexual harassment
Annual Report vs. Clery Report
Reviewing all reports to ensure the numbers on both reports make sense and discrepancies are explained.

SLIDE #28
Title VI & Title VII
Human Resources/ Coordinator/Student Life
Title IX
FERPA (counsel)
Clery & VAWA
Police & Student Conduct/
Human Resources
ADA & 504
Disability Service & Human Resources

SLIDE #29
Picture of a key

SLIDE #30
ADA and 504 Support
Communication
Understanding
Physical Access
Support
Sanctioning

SLIDE #31
ADA & 504 Examples
Sanction
Student is reported multiple times for stalking. Student has registered with disability services and has a diagnosis of Autism.
Hearing
Employee is deaf and is going through the Title IX process.
Investigation
Hearing
Physical Access
Student is in a wheelchair & access to your office is challenging.

SLIDE #32
How are you?

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SLIDE #33
Overlapping legal framework
High risk and complex cases
Informal resolutions and appeal
Training prevention and data
Athletics and pregnancy
Policy and program evaluation

SLIDE #34
High Risk & Complex Cases
Spaghetti & Waffles Triage, Intake
Emergency Removal & Admin Leave
When, How
Formal Complaints
When to sign, WRAP
Dismissal
Types, WRAP

SLIDE #35
Picture of a bowl of spaghetti

SLIDE #36
Picture of a waffle

SLIDE #37
Reported Conduct
Issues to Investigate

SLIDE #38
Potential Policy Violations
(VI) Racial Discrimination
(IX) Sexual Harassment
Employee Code of Conduct

SLIDE #39
Discrimination Based on Race
Title IX Sexual Harassment
Employee Code of Conduct
Performance Evaluations
Touching (back, shoulders, hand, and hair)
Leaving Early
Promotion Opportunities
Inappropriate Comments
Discussing Personal Employee Issues
Inappropriate Comments

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SLIDE #40
Picture of a siren

SLIDE #41
EMERGENCY REMOVAL
May remove student on an emergency basis AFTER undertaking individualized safety and risk analysis.
In order to remove a student, the institution must:
undertake an individualized safety and risk analysis,
determine that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provide the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

SLIDE #42
ADMINISTRATIVE LEAVE
May place employee on administrative leave during pendency of the grievance procedures.
Considerations
Fewer barriers than emergency removal
WITH pay
Setting expectations on the front end

SLIDE #43
Big Questions!
Who makes the decisions?
Threat Assessment involvement?
Who informs the student/employee?
How does student challenge removal?
What are the expectations while on leave?
ex: social media

SLIDE #44
Let's Discuss
Incident report received through student reporting database: Thomas and Suzy were in a romantic relationship. Thomas hit Suzy in the face causing significant swelling. Suzy's roommate, Ellie, tried to intervene and Thomas pushed Ellie into the wall, knocking a hole in the drywall. An RA entered the room because of the commotion. Thomas yelled at the RA to get out of the way. When the RA didn't move, Thomas punched the window, breaking the glass and cutting his hand. Thomas pushed past the RA and ran down the hall. He was later found standing on the edge of a parking garage by University Police. Thomas was taken to University Hospital for evaluation.

SLIDE #45
Picture of a pen signing a signature

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SLIDE #46
FORMAL COMPLAINTS
So simple....but SOOO complicated
Must:
Allege Sexual Harassment
Request Investigation
Be Signed by Complainant OR Title IX Coordinator
Must NOT:
Investigate Without a Formal Complaint
High Kick to another process if fits within Title IX definition, jurisdiction, and control

SLIDE #47
Big Question!
When/under what circumstances will Title IX Coordinator sign?

SLIDE #48
Picture of a woman wrapped in a cozy blanket with a warm cup of coffee

SLIDE #49
WRAP
W Weapon or threat of weapon
R Repeat violations (pattern)
A Access to education (employee?)
P Physical harm or threat of harm

SLIDE #50
OTHER NOTES ON FORMAL COMPLAINTS
If Emergency removal... Sign Away!
What happens if determine it is not Title IX and/or need to dismiss/high kick?
Be cautious about conflicts of interest or bias (perceived or actual) after signing.
When providing support
When serving as investigator

SLIDE #51
Let's Discuss
Adam was admitted to the hospital after suffering severe dehydration. It was determined that he was a new member of Insta Kappa Comp fraternity. While at the hospital he also reported a sexual assault, anal penetration with a pool stick, and physical exhaustion from lack of sleep and physical requirements. The hospital connected Adam with a counselor at the University. After meeting with the counselor and discussing with his parents, Adam gave the counselor permission to tell the Dean of Students.
Adam does not want to be identified or sign a formal complaint.

SLIDE #52
Picture of a button with "NO" on it

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SLIDE #53
DISMISSAL OF A FORMAL COMPLAINT
Must Dismiss (Mandatory) High Kick Permitted
Not Title IX on it's face (doesn't fit in a bucket).
No control over location/event or Respondent.
Didn't happen in U.S.
May Dismiss (Permissive)
Complainant request IN WRITING.
Respondent no longer enrolled or employed.
Specific circumstances prevent school from gathering evidence sufficient to reach a determination.

SLIDE #54
CHALLENGES WITH MANDATORY DISMISSAL
Sounds like you don't care (who has this conversation)
Follow through by the other offices
Updates on outcome
Tracking patterns and trends
Discussion pre signing a formal complaint

SLIDE #55
CHALLENGES WITH PERMISSIVE DISMISSAL
Safety
Prevention
Expectations (Complainant in Control?)
Pass the problem

SLIDE #56
Consider your WRAP
W Weapon or threat of weapon
R Repeat violations (pattern)
A Access to education (employee?)
P Physical harm or threat of harm

SLIDE #57
NOTICE AND APPEAL OF DISMISSAL
GIANT missed step
After dismissal of a formal complaint:
MUST promptly send written notice of dismissal and reason for dismissal to BOTH parties
BOTH parties receive opportunity to appeal dismissal of a formal complaint

SLIDE #58
Big Questions!
How will you decide?

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Are you being as consistent as possible while considering each situation independently?
Are you allowing the appeal and notifying appropriately?
How is your documentation?

SLIDE #59
Let's Discuss
Lindsay reported to her RA that Sam raped her in her residence hall room after they were drinking together.
You receive the report and note that you have received 3 prior reports with Sam regarding alleged rapes after drinking together. Lindsay does not want to sign a formal complaint because Sam is on the basketball team and a high profile student-athlete.
You sign the formal complaint anyway.
Lindsay sends a written request asking you to dismiss the formal complaint.

SLIDE #60
Let's Discuss
Amanda submits a formal complaint via email to you that James sexually assaulted her.
You initiate the formal grievance process and later learn that the incident occurred in James' off campus apartment and outside of your "control."

SLIDE #61
Picture of a group of cameras on a camera shoot

SLIDE #62
Overlapping legal framework
High risk and complex cases
Informal resolutions and appeal
Training prevention and data
Athletics and pregnancy
Policy and program evaluation

SLIDE #63
Appeals
Basis
3 required options
Gatekeeper
Who, How are they notified
Bias/Conflicts/ Backbone
Perception, Shared information, Tough decisions

SLIDE #64
APPEALS
Offered to BOTH parties
Of dismissal of formal complaint OR determination regarding responsibility
On the following basis:

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Procedural irregularity that affected the outcome of the matter.
New Evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter.
Bias/Conflict - Title IX Coordinator, Investigator, or Decision-Maker had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.
Additional basis if offered equally to both parties.

SLIDE #65
Picture of the London Guard

SLIDE #66
GATEKEEPER
Who is your guard/gatekeeper to evaluate whether an appeal is "valid?"
How are parties notified if an appeal has been filed but is not "valid?"
Do they have an opportunity to re-file?

SLIDE #67
Let's Discuss
After a formal process where Jared was found responsible for stalking, he files an appeal based on "new evidence" and "procedural error."
He alleges the new evidence includes a screen shot of text messages he forgot to include in the information he provided to the investigator and an additional witness who he did not previously name because he didn't want to "get her involved."
He alleges the procedural error is because the Notice of Allegations had to be updated in the middle of the process because the location was incorrect in the original Notice.

SLIDE #68
Picture of two adults looking at a notebook

SLIDE #69
TRAINING FOR APPELLATE OFFICERS
Full plates
Least prepared
Lack of understanding
Most power
Extreme pressure
Outcome oriented
Focused on perception

SLIDE #70
Informal Resolution
Set your Standard
What is a "no go"?
The "Right" parties
Who are they?

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Preparation
Pre-meetings
During meetings
Post meetings
Follow up

SLIDE #71
Informal Resolution
Set your standard
What is an absolute NO?
What are the expectations?
What type of process will you consider?
Is it possible to have a "finding of responsibility?"
How much "effort" will you put in when parties are not putting in the work?
Who will facilitate and how have they been trained?

SLIDE #72
Consider your WRAPS
W Weapon or threat of weapon
R Repeat violations (pattern)
A Access to education (employee?)
P Physical harm or threat of harm
S Student complainant & employee respondent

SLIDE #73
INFORMAL RESOLUTION - PARTIES
Participatory
Realistic goals, expectations, outcomes
Understanding responsibility/ownership
Reparation of harm = focus
Less severe
Supported

SLIDE #74
INFORMAL RESOLUTION- PREPARATION
Unexpectedly exhausting
Stages
Preparation pre-process (including notice)
Pre-meeting
Support/advisor meeting
Individual meeting
Combined meeting?
Post meeting agreement
Outcome letter & expectations

SLIDE #75

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INFORMAL RESOLUTION- INVESTMENT
Time/Resources
Coordinator
Facilitator
Training
Energy
Emotional toll
Outcome Goals...worth it?

SLIDE #76
Overlapping legal framework
High risk and complex cases
Informal resolutions and appeal
Training prevention and data
Athletics and pregnancy
Policy and program evaluation

SLIDE #77
Training, Prevention, & Data
Data
It's the driver
Prevention
Connected to the data
Training
Effective
Connection
From a bystander perspective
Put it all together
The ANSWER!

SLIDE #78
Two people in a car
Drive is "data"
Passenger is "prevention"

SLIDE #79
DATA - THE DRIVER OF PREVENTION & RESPONSE…
Understand what is happening
Create training and prevention plans
Break down barriers to reporting
Assess your progress
Make big "asks"
Develop sustainable processes
Embrace your creativity

SLIDE #80

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Let's Discuss
The Title IX Office has received 4 distinct reports related to the "squirrel club." Each situation has occurred at or related to a squirrel club event.
How do you know who is a member of squirrel club ?
What are your next steps (other than formal grievance procedures)?

SLIDE #81
Picture of cut outs of people with hands directing their various paths

SLIDE #82
TAILORED PREVENTION-A GIANT "CONNECT THE DOTS"
If you ask the right questions, the answers will lead you to the next steps
Great data = Effective prevention
Incomplete data = Less effective prevention
Three step plan
Analyze the data
Assess your capacity
Create the most effective plan

SLIDE #83
Response Fuels Prevention
How the process made them feel - It's more than the outcome
Credibility - Following the process earns credibility
People talk - Most often when we get it wrong

SLIDE #84
Picture of the outside of a house with palm trees and a swimming pool

SLIDE #85
TRAINING - THAT MAKES A DIFFERENCE
Clarity
Perspective (bystander)
Approachability
Connection
Assessment of effectiveness (data still matters)

SLIDE #86
Your Response Matters

SLIDE #87
Training Barriers
Resources
Where does it fit within your budget?
What is your budget?
Who manages your budget?
Time

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When will the training be received?
When will the training be created?
People
Who will create the training?
Who will conduct the training?

SLIDE #88
Picture of various food on a table

SLIDE #89
FALL 2026 VIRTUAL TRAINING DATA
Through 10-14-2026

SLIDE #90
49% response rate

SLIDE #91



SLIDE #92
Qualitative Summary Data

SLIDE #93
Progress over Perfection

SLIDE #94
Picture of a Final Exam with an A+ grade in red writing

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SLIDE #95
Overlapping legal framework
High risk and complex cases
Informal resolutions and appeal
Training prevention and data
Athletics and pregnancy
Policy and program evaluation

SLIDE #96
Picture of an entryway with steps

SLIDE #97
Picture of a person in a business suit running down the sidewalk

SLIDE #98
Athletics Equity & Pregnancy
Who
Support
What
Process and procedures
When
Evaluation of programs
Why
Heightened expectations

SLIDE #99
PREGNANCY SUPPORT
Who are concerns reported to?
employee concerns
student concerns
What is that person's title?
Deputy?

SLIDE #100
ATHLETICS EQUITY TITLE IX SUPPORT
Who are concerns reported to?
What is that person's title?
Who is supposed to respond
Deputy?

SLIDE #101
Picture of a set of policies on a desk

SLIDE #102
Picture of a search bar and a magnifying glass

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SLIDE #103
EVALUATION OF ATHLETICS PROGRAMMING
Don't wait until someone complains
facilities
game/event schedules
number of athletes
coaching criteria/job postings
opportunities
Equity walks

SLIDE #104
HEIGHTENED FOCUS
Female sports/Equity
Discrimination on the basis of...
Media
OCR priorities
Litigation

SLIDE #105
Group of people with their hands all extending into the middle of the group

SLIDE #106
Overlapping legal framework
High risk and complex cases
Informal resolutions and appeal
Training prevention and data
Athletics and pregnancy
Policy and program evaluation

SLIDE #107
Policy Musts
Law
Is the policy compliant with the law?
Accessible
Is the policy accessible?
Follow
Is the policy being followed?
User Friendly
Is the policy user friendly?
Flow charts?

SLIDE #108
Group of people reviewing papers together

SLIDE #109
EVALUATION OF PROGRAMS/OFFICES

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Hard look
Not personal
Internal
External
Open to change
Manageable next steps

SLIDE #110
Compliance + Compassion
The Formula
The Impact
The Environment

SLIDE #111
The Magic Formula
Kindness plus transparency plus patience

SLIDE #112
Compassion
Empathy plus desire to act equals compassion

SLIDE #113
Person on a sofa with a pillow over the head

SLIDE #114
The Human Factor
This work is hard
Mistakes will be made but correction is critical
Laugh at yourself
Support each other
Celebrate small victories

SLIDE #115
Help us Help You

SLIDE #116
You've Got This!

SLIDE #117
Questions?

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