

#aiTIXCoordinator

TITLE IX COORDINATORS AS COMPLIANCE OFFICERS



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CHAT

**What was one area of new regulations
that you were able to implement with
ease?**

**What's one area that is/was much
harder to implement?**



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HIGHLIGHTS OF 2020 TITLE IX REGULATIONS - FINAL RULE



Notice Requirements

Impact on Mandated
Reporters/Responsible Employees



Covered Prohibited Conduct: Definitions, Scope, and Jurisdiction



Burden of Proof



Move from Single Investigator to Live
Hearing Model

Cross Examination Requirement



Impact on Employees

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Activity #1: *Select a category and share a best practice you have implemented, or one you are prepared to implement, that fits that category.*



Category 1: Structure and Staffing



Category 2: Reporting and Response



Category 3: Investigations



Category 4: Hearings and Appeals



Category 5: Prevention and Awareness

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Applying the Seven Elements of Compliance to Implementation of the New Title IX Regulations



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7 (Really 8) Elements of Compliance



Standards of
Conduct/Policies
and Procedure



Compliance
Officer/Committee
Oversight



Education and
Training



Monitoring and
Auditing



Reporting and
Investigating



Enforcement,
Discipline, and
Incentives



Response and
Prevention



Risk Assessment



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Title IX Compliance Plan

- 1) Standards, Policies, and Procedures
 - Must have published grievance procedures and specific notification and posting requirements
- 2) Governance and Administration
 - Must designate a Title IX Coordinator
 - Supporting staff (Investigators, hearing administrators, etc.)
- 3) Education and Training
 - New training requirements for administrators
- 4) Monitoring and Auditing
- 5) Reporting and Investigation
 - New guidelines about what constitutes a report
 - Specific requirements for investigations and process
- 6) Enforcement, Discipline, and Incentives
 - New requirements for live hearings
 - Restrictions in interim measures and actions taken before final decision
- 7) Response and Prevention
 - VAWA Education and Prevention Requirements Still Apply
- 8) Risk Assessments
 - August 14th Compliance Deadline Forces Prioritized Response



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STEPS TO COMPLIANCE



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RESOURCE

Free Resources to Define Scope and Requirements

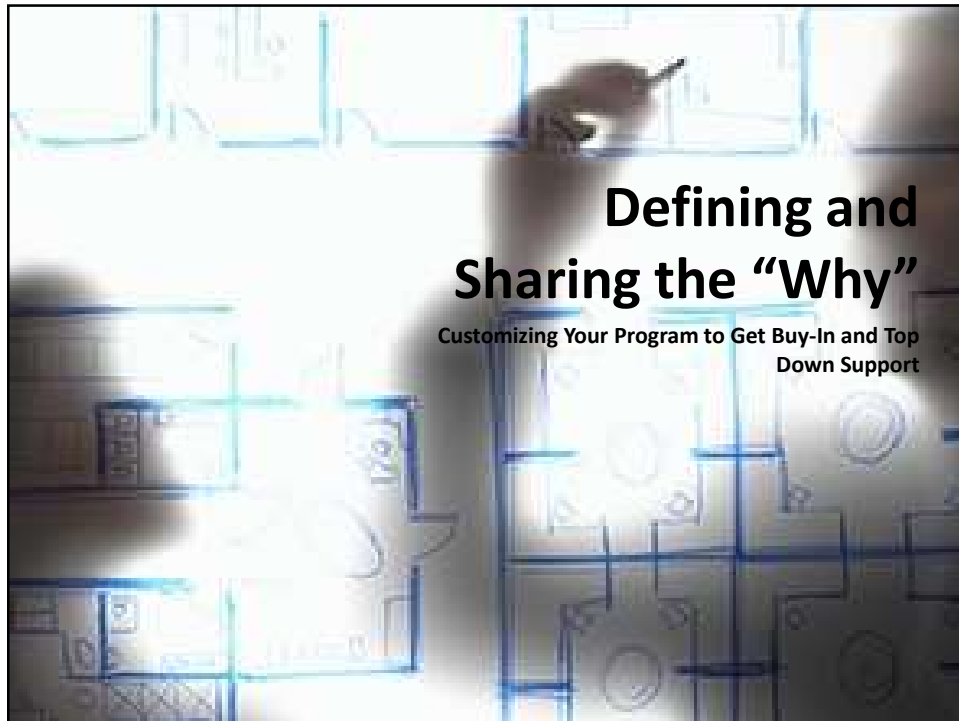
[DOE Summary of Major Provisions](#)
[ATIXA Regulation Resource Center](#)
[SUNY Student Conduct Institute Joint Guidance](#)
[CUPA HR Sexual Harassment Resources](#)

GUIDING QUESTIONS:

- What does our current Title IX Compliance Program look like?
- What, if anything, is contrary to the new regulations?
- What can we maintain?
- What must we change?


ACADEMIC
IMPRESSIONS

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GUIDING QUESTIONS



- How do the new Title IX Regulations fit or challenge your:
 - Ethical Code of Conduct
 - Student Code of Conduct
 - Employee and Faculty Conduct Policies
 - Mission and Values
 - Strategic Plan
 - Campus Culture
- Who do the new Title IX Regulations:
 - Protect?
 - Harm?
 - Challenge?
 - Support?
 - Impact?

ai ACADEMIC IMPRESSIONS 12

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GUIDING QUESTIONS



- What positions are required for compliance?
 - Title IX Coordinator/Deputy Coordinators
 - Investigators
 - Hearing Staff/Panel Members
 - Appeals Staff
 - Advisors
 - Confidential Offices
- What departments are impacted by compliance?
 - General Counsel
 - Human Resources
 - Student Affairs
 - Athletics
 - Student Conduct
- What overlooked departments or staff could assist with compliance?
 - Athletics?
 - Faculty?
 - Counseling/Health?
 - Campus Safety/Law Enforcement?



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RESOURCE

Office for Civil Rights

<https://www2.ed.gov/about/offices/list/ocr/newsroom.html>

- [Title IX Regulations Addressing Sexual Harassment](#) (unofficial copy)
- [Title IX Regulations Addressing Sexual Harassment](#) (Federal Register)
- [Title IX: Fact Sheet: Final Title IX Regulations](#)
- [Title IX: U.S. Department of Education Title IX Final Rule Overview](#)
- [Title IX: Summary of Major Provisions of the Department of Education's Title IX Final Rule](#)
- [OCR Blog](#)



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QUESTIONS



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