INSTITUTIONAL
COMPLIANCE SOLUTIONS

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FOUNDATIONS OF TITLE IX:

TRAINING FOR NEW HIGHER ED TITLE IX COORDINATORS

Live Virtual Training
September 2026



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BEFORE WE GET STARTED...

- Not legal advice
- Materials
- Questions
- Repetition
- Breaks
- Posting link
- No recording

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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.

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Agenda & Goals

- Broad Overview
- Priority Requirements
- Compliance + Compassion





Intro & Overview

Ownership & Connection

5 Step Plan

Compliance + Compassion

The Human Factors

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WHAT IS TITLE IX?

Federal civil rights law passed in 1972. Prohibits sex discrimination in education programs. Includes protections for pregnancy and parenting students.

"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."

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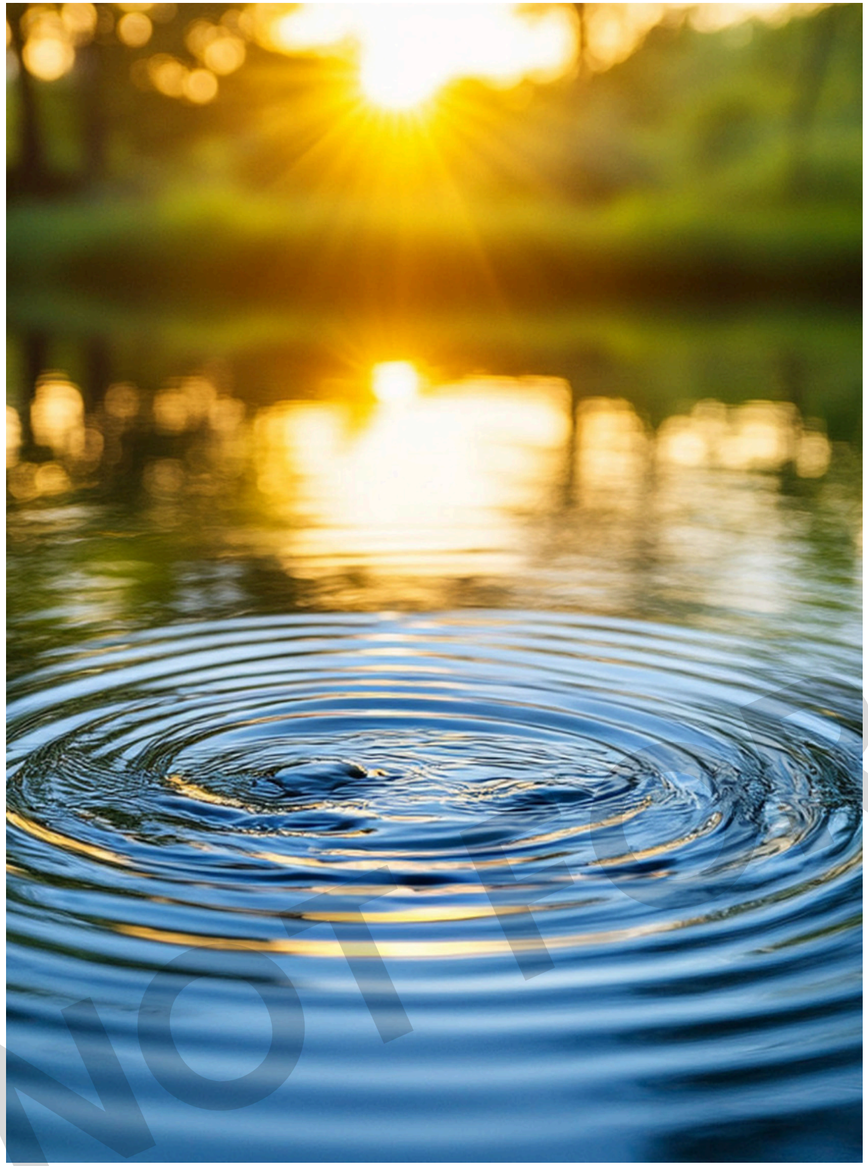
Support



Access

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Compliance + Compassion

People who feel dismissed:

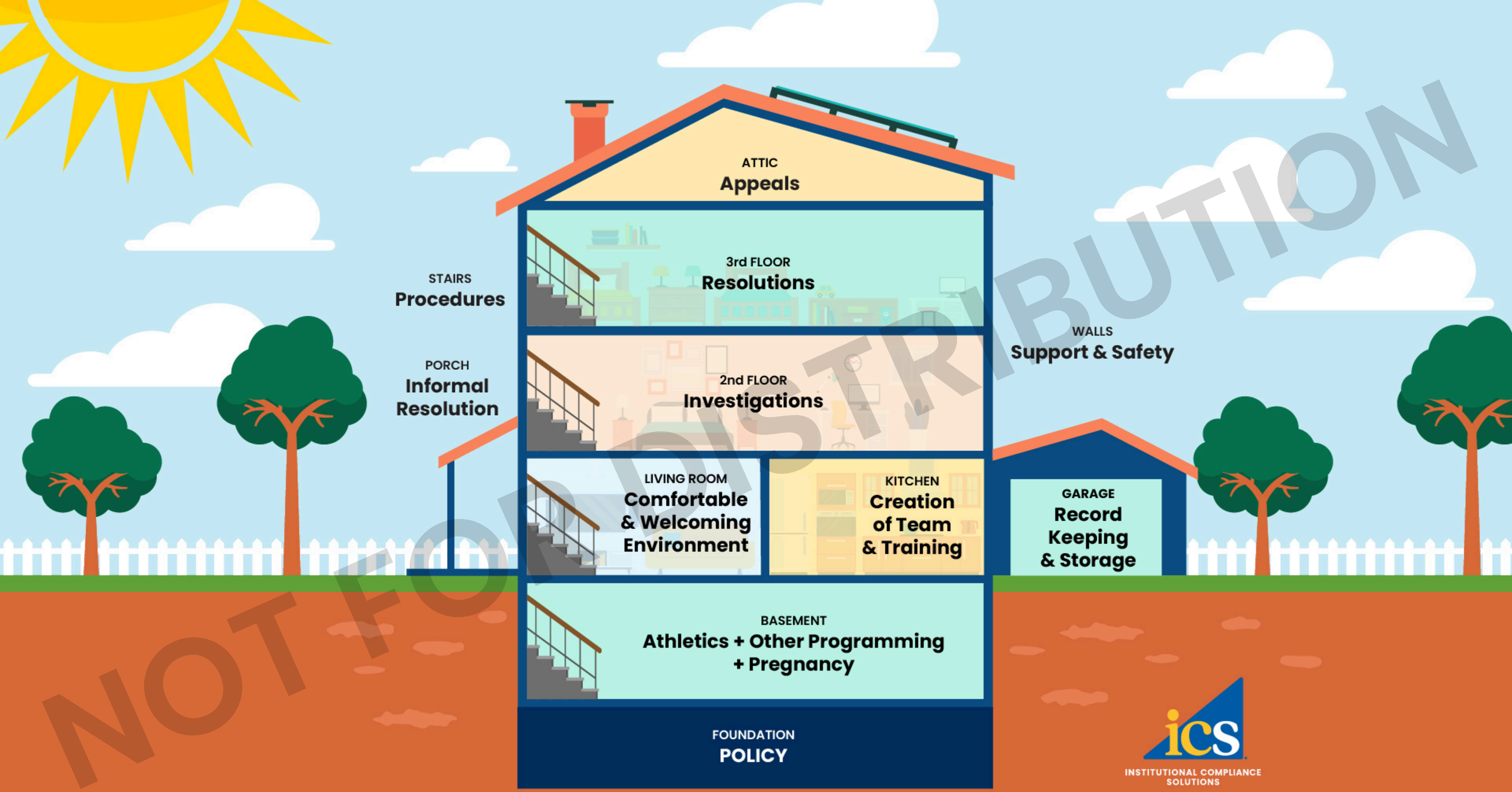
- **Escalate**
- **Lawyer up**
- **Go public**

Compassion does not weaken compliance - it strengthens credibility, cooperation, and outcomes.

- **Impact > Intent**

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INSTITUTIONAL COMPLIANCE SOLUTIONS

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- You own the house
- It’s a big responsibility
- Accept help and support
- Identifying & addressing problems is key…Patience is a virtue
- Intentional upkeep is necessary

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INSTITUTIONAL COMPLIANCE SOLUTIONS

COMPLIANCE CUL-DE-SAC



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Ownership does not mean isolation

- Connections are critical
- Early and often
- Relationships drive success
- Change is a process
- Differentiate between immediate need and “not how I would do it”
- Listening is as valuable as doing



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Create a “get to know you”

1. **30 days - Internal understanding**
2. **60 days - Directly connected and around**
3. **90 days - Students and external connections**

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Conversation & Connection



Personal connection



Professional connection



Office reputation



Suggestions

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Accept help…even if it's temporary

- Eliminate barriers
- Understand systems
- Build trust
- Establish credibility
- Embrace vulnerability



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Identify & be patient



- The difference between problem and danger
- Immediate fixes are imperative
- Procedural and process changes are more flexible
- If you can give it time, do so
- Correction with a 360 view of impact is most impactful

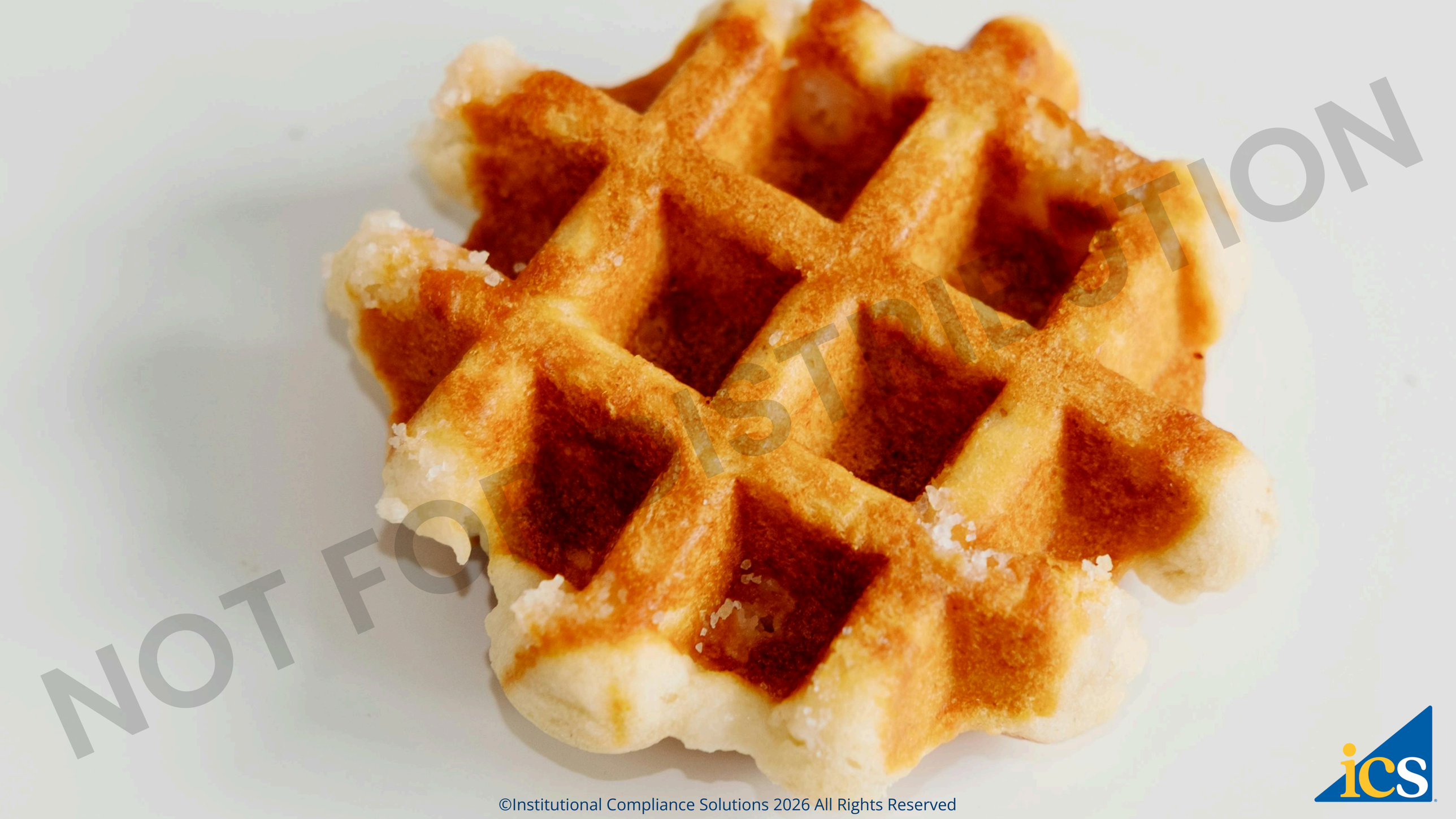
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Upkeep Requires Understanding

- THE ROLE
- THE EXPECTATIONS
- THE CULTURE
- THE COMMUNITY
- THE RESOURCES
- THE STRENGTHS
- THE WEAKNESSES
- THE REPUTATION



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5 Steps

1. Policy
2. Team
3. Training
4. Response
5. Prevention

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Policy



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Policy Musts

01

Compliant

- Is the policy compliant with the law?

02

Accessible

- Is the policy accessible?

03

Follow

- Is the policy being followed?

04

Use friendly

- Is the policy user friendly?

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Policy/Process Walk Through

Independent person

- Someone with no prior knowledge of the policy

Draw a flowchart

- Walk through the policy and write out what should happen



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Team



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The Team

Working with what you have

- Clear understanding of strengths, weaknesses, gaps, and what people enjoy or despise.

Building with Quality

- Quality first
- Right not rushed

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Team Considerations

01

Support

- CRITICAL

02

Grievance

- Investigators
- Decision-Makers
- Appellate Decision-Makers

03

Deputies

- Athletics
  - Compliance+reporting
  - NCAA
- Directors
- Divisions

04

Students/ Employees

- The people talking about and using the process

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Training



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Types of Training

01

Yours!

- General
- Each Role
- Leadership

02

Grievance Team

- Policy
- Process
- Laws
- Role
- Institutional Information

03

Employees

- Expectations
- Reporting
- Process

04

Students

- Reporting
- Process
- Bystander

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Training Barriers

Resources

- Where does it fit within your budget?
  - What is your budget?
  - Who manages your budget?

Time

- When will the training be received?
- When will the training be created?

People

- Who will create the training?
- Who will conduct the training?

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Response



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Response Matters

01

Intake

- Triage
- Initial Support

02

Grievance Process

- Notices/Investigation
- Reviews & Report
- Determination
- Appeal

03

Support

- During each stage of the process
- Post process

04

Remedies

- Expectations moving forward

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Response Drives Prevention

How it made them feel

- It’s more than the outcome

Credibility

- Following the process earns credibility

People talk

- Most often when we get it wrong



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RESPONSE TO REPORTED CONDUCT

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Title IX



Unclear

Not Title IX



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SEXUAL HARASSMENT



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QUID PRO QUO



1. An employee of the school
2. Conditioning the provision of an aid, benefit, or service of the recipient
3. On an individual's participation in unwelcome sexual conduct

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HOSTILE ENVIRONMENT HARASSMENT



Unwelcome conduct determined by a reasonable person to be so severe, pervasive AND objectively offensive that it effectively denies a person equal access to the recipient's education program or activity

1. Severe - can be non verbal through sexual assault (touching/fondling)
2. Pervasive - how often and how widespread
3. Objectively Offensive - behavior that would be offensive to a reasonable person under the circumstances

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SPECIFIC OFFENSES



1. Sexual Assault
    a. Rape
    b. Fondling/Criminal Sexual Contact
    c. Incest
    d. Statutory Rape
2. Dating Violence
3. Domestic Violence
4. Stalking

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Unclear

Meet with Complainant to gather more information

Not Title IX



High kick to appropriate process

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Meet with Complainant
- Support
- Discuss Process
- Explain Options

Unclear

Meet with Complainant to gather more information

Not Title IX



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Meet with Complainant
- Support
- Discuss Process
- Explain Options

No Formal Complaint

Formal Complaint

Unclear

Meet with Complainant to gather more information

Not Title IX



High kick to appropriate process

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Title IX



Meet with Complainant
- Support
- Discuss Process
- Explain Options

No Formal Complaint

- Supportive measures only

Formal Complaint

Unclear

Meet with Complainant to gather more information

Not Title IX



High kick to appropriate process

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Meet with Complainant
- Support
- Discuss Process
- Explain Options

No Formal Complaint

- Supportive measures only

Formal Complaint

- Signed by Complainant or Coordinator

Unclear

Meet with Complainant to gather more information

Not Title IX



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Formal Complaint

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Notice of Allegations

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Meet with Complainant
- Support
- Discuss Process
- Explain Options

Unclear

Meet with Complainant to gather more information

Not Title IX

High kick to appropriate process

No Formal Complaint

- Supportive measures only

Formal Complaint

- Signed by Complainant or Coordinator

Notice of Allegations

Investigation

- Interview Parties / Witnesses
- Gather Evidence

Informal Resolution

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No Formal Complaint

- Supportive measures only

Formal Complaint

- Signed by Complainant or Coordinator

Notice of Allegations

Investigation

- Interview Parties / Witnesses
- Gather Evidence

Evidence Review & Response

- Directly Related
- 10 Days

Informal Resolution

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No Formal Complaint

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Formal Complaint

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Notice of Allegations

Investigation

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Informal Resolution

Evidence Review & Response

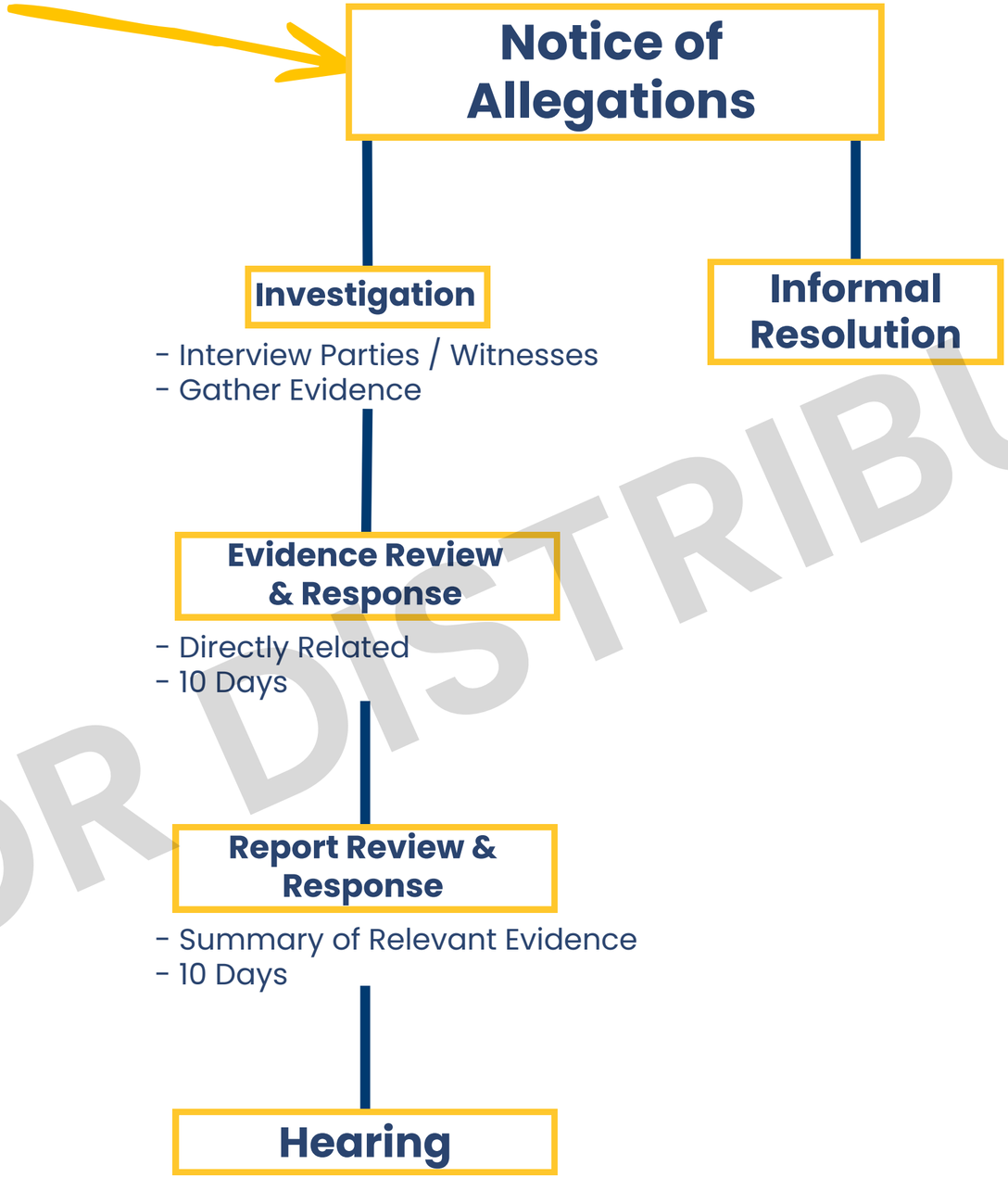
- Directly Related
- 10 Days

Report Review & Response

- Summary of Relevant Evidence
- 10 Days

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Investigation

- Interview Parties / Witnesses
- Gather Evidence

Evidence Review & Response

- Directly Related
- 10 Days

Report Review & Response

- Summary of Relevant Evidence
- 10 Days

Hearing

Determination

Informal Resolution

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Investigation

- Interview Parties / Witnesses
- Gather Evidence

Evidence Review & Response

- Directly Related
- 10 Days

Report Review & Response

- Summary of Relevant Evidence
- 10 Days

Hearing

Determination

Appeal

Informal Resolution

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Meet with Complainant
- Support
- Discuss Process
- Explain Options

Unclear

Meet with Complainant to gather more information

Not Title IX



High kick to appropriate process

No Formal Complaint

- Supportive measures only

Formal Complaint

- Signed by Complainant or Coordinator

Notice of Allegations

Investigation

- Interview Parties/Witnesses
- Gather Evidence

Informal Resolution

Evidence Review & Response

- Directly Related
- 10 Days

Report Review & Response

- Summary of Relevant Evidence
- 10 Days

Hearing

Determination

Appeal

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Meet with Complainant
- Support
- Discuss Process
- Explain Options

Unclear

Meet with Complainant to gather more information

Not Title IX



High kick to appropriate process

No Formal Complaint

- Supportive measures only

Formal Complaint

- Signed by Complainant or Coordinator

Notice of Allegations

Investigation

- Interview Parties/Witnesses
- Gather Evidence

Informal Resolution

- Signed Agreement to Enter
- Signed Agreement to Resolution

Evidence Review & Response

- Directly Related
- 10 Days

Report Review & Response

- Summary of Relevant Evidence
- 10 Days

Hearing

Determination

Appeal

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Prevention



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Prevention is the Goal

01

Programming

- Interesting
- Connecting
- Informative
- Timing

02

Audience

- General
- Directed
- Informed

03

Collaborative

- Other groups
- Other events
- Interactive

04

Buy In

- Who attends
- Swag
- Credibility

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Prevention Tips

Who is it about

- Bystander

Think outside the box

- Where can you meet your students?
- Cringe vs. Connected

Show your work

- Use data to demonstrate

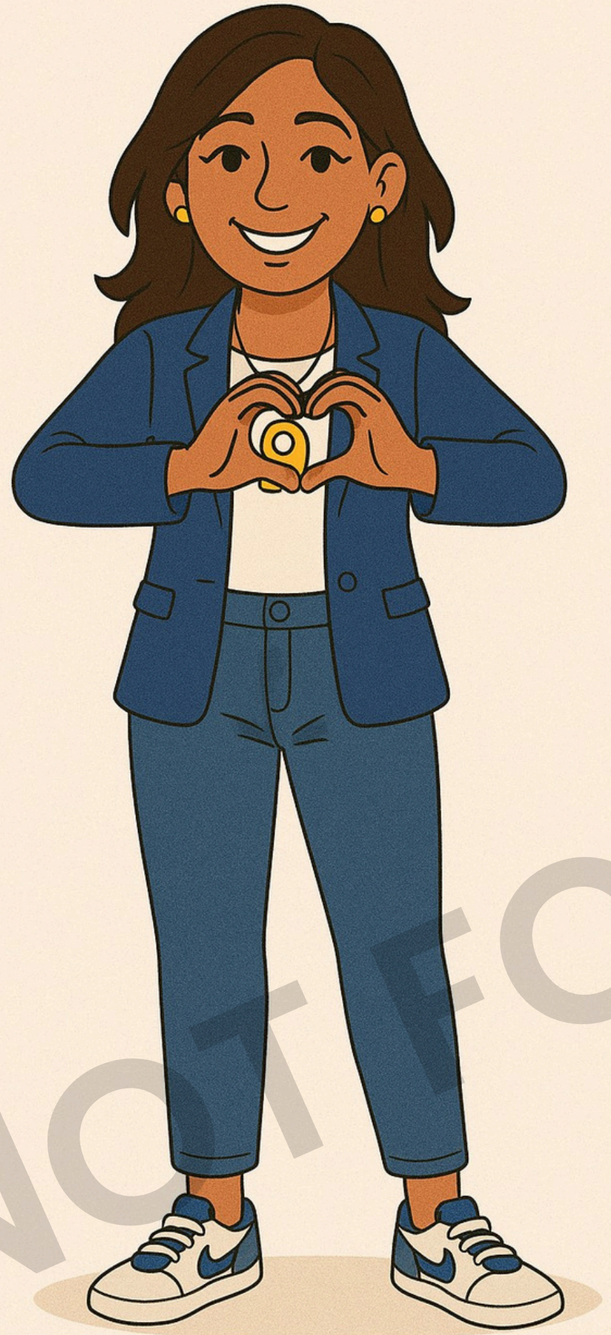
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Compliance + Compassion

1. **The Formula**
2. **The Impact**
3. **The Environment**

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By expressing sympathy, you extend a kind gesture, but the person in distress might not feel truly heard or understood. On the other hand, by expressing empathy, you are actively listening to the person's pain and sharing their difficult thoughts, not trying to fix them.

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Compassion



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Day

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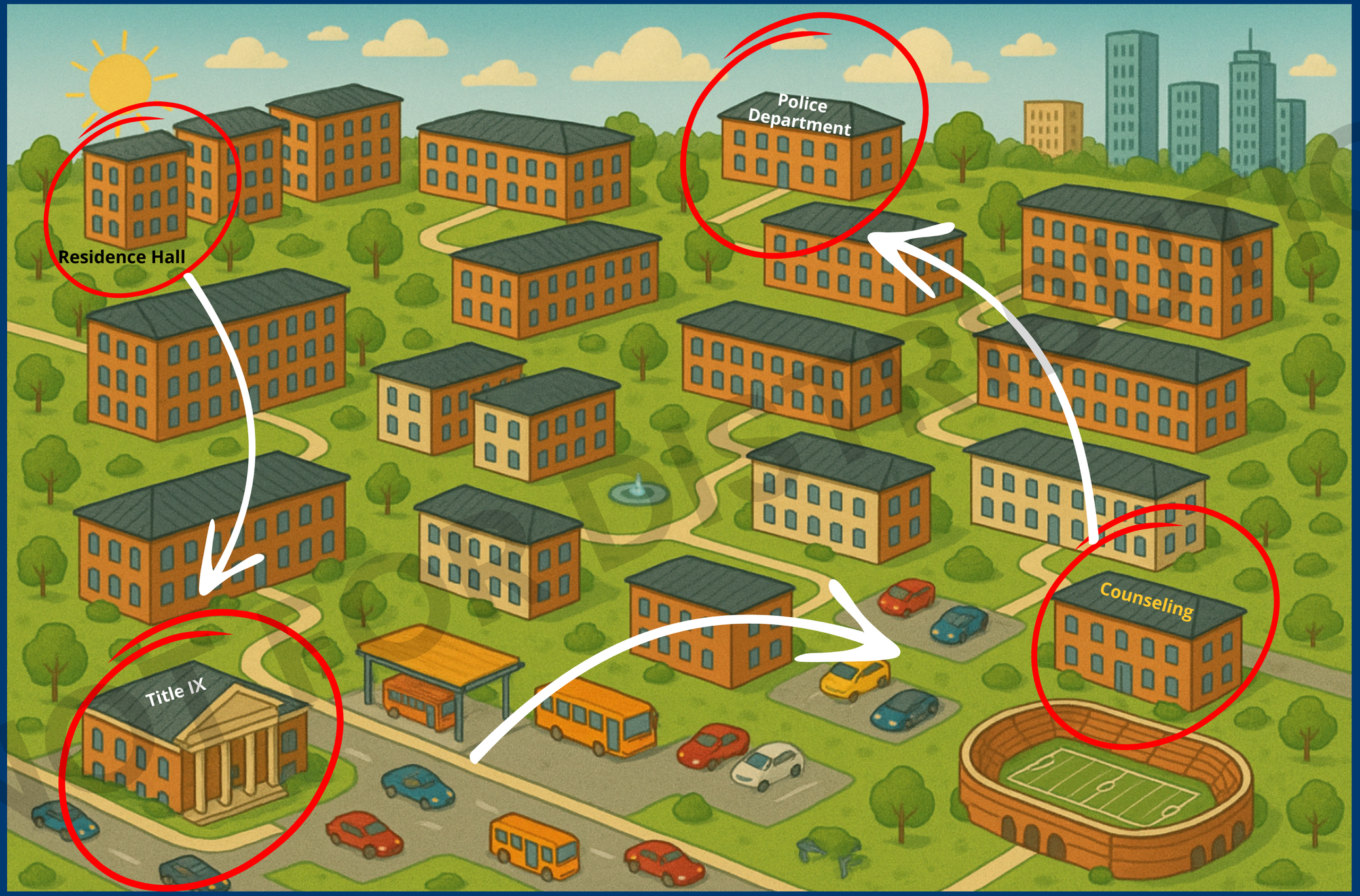
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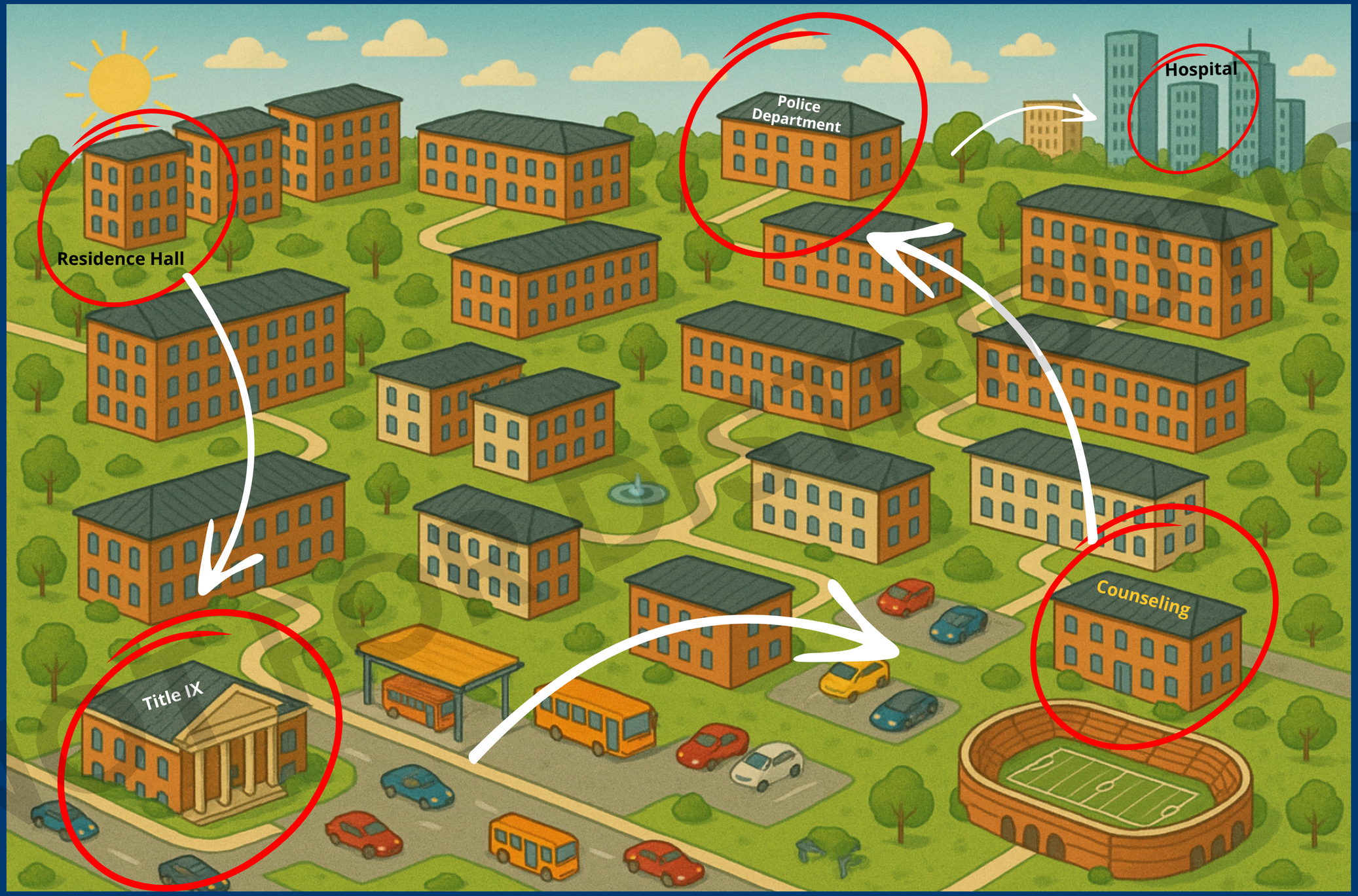
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Day 2



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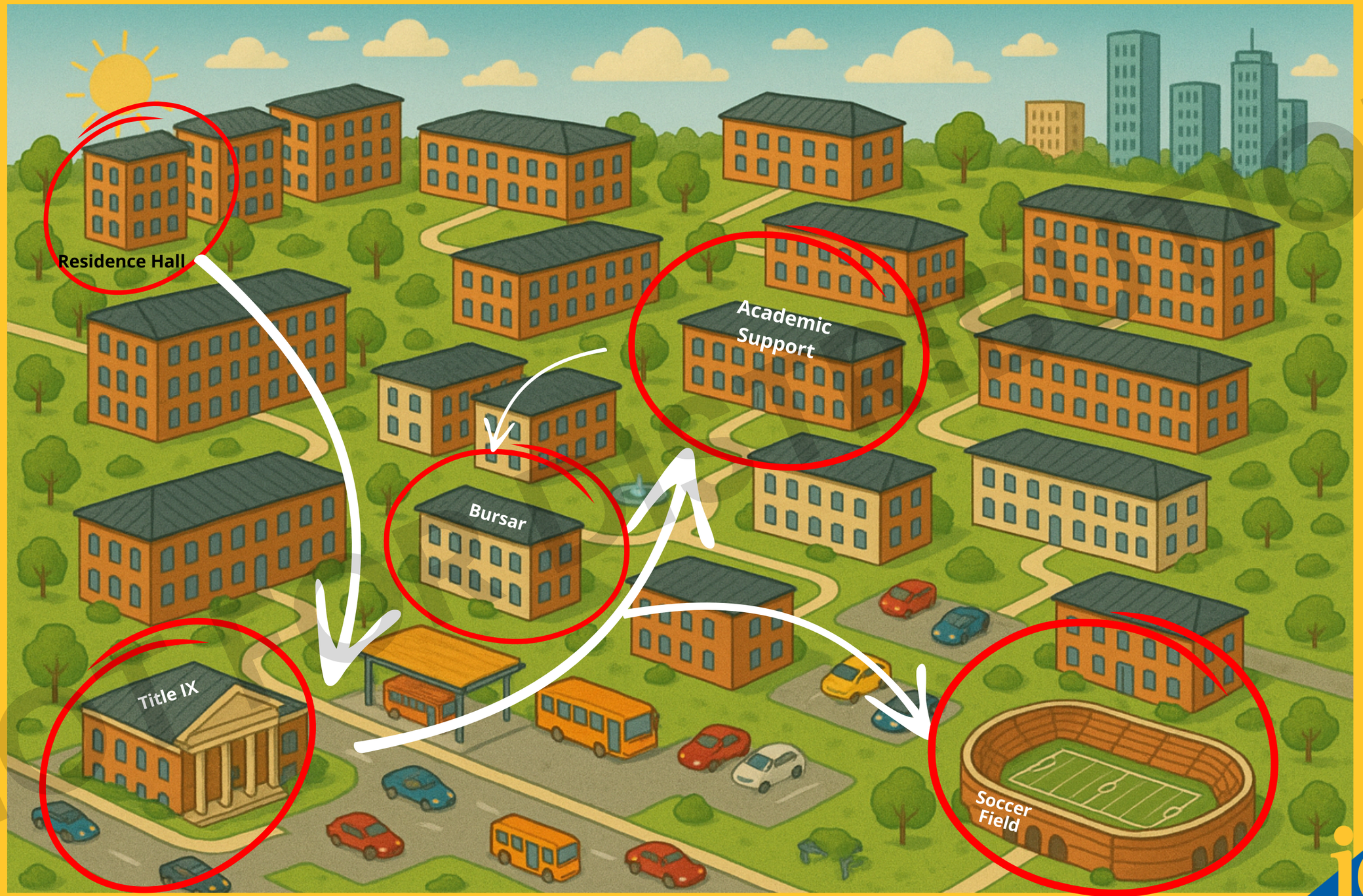
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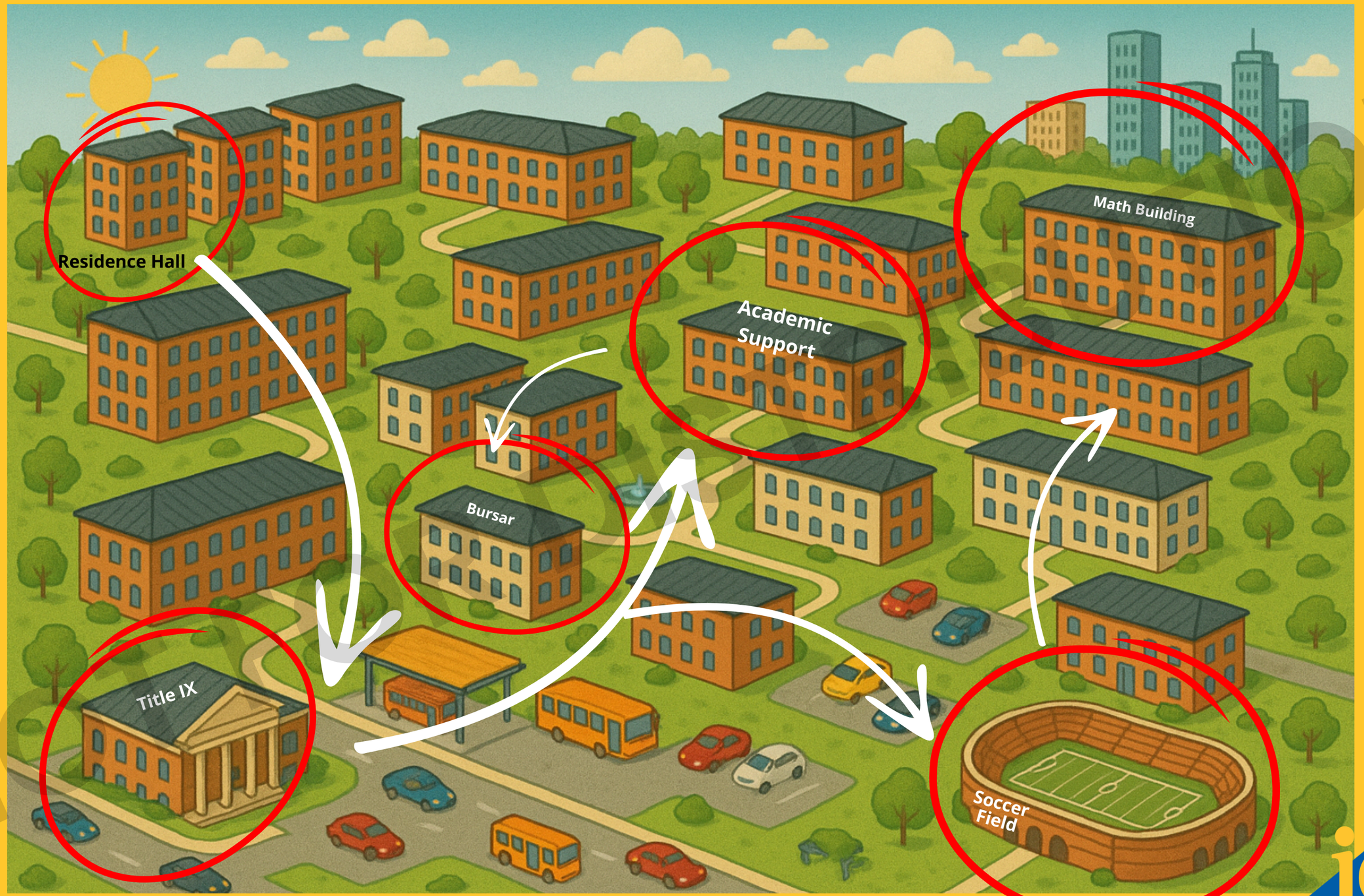
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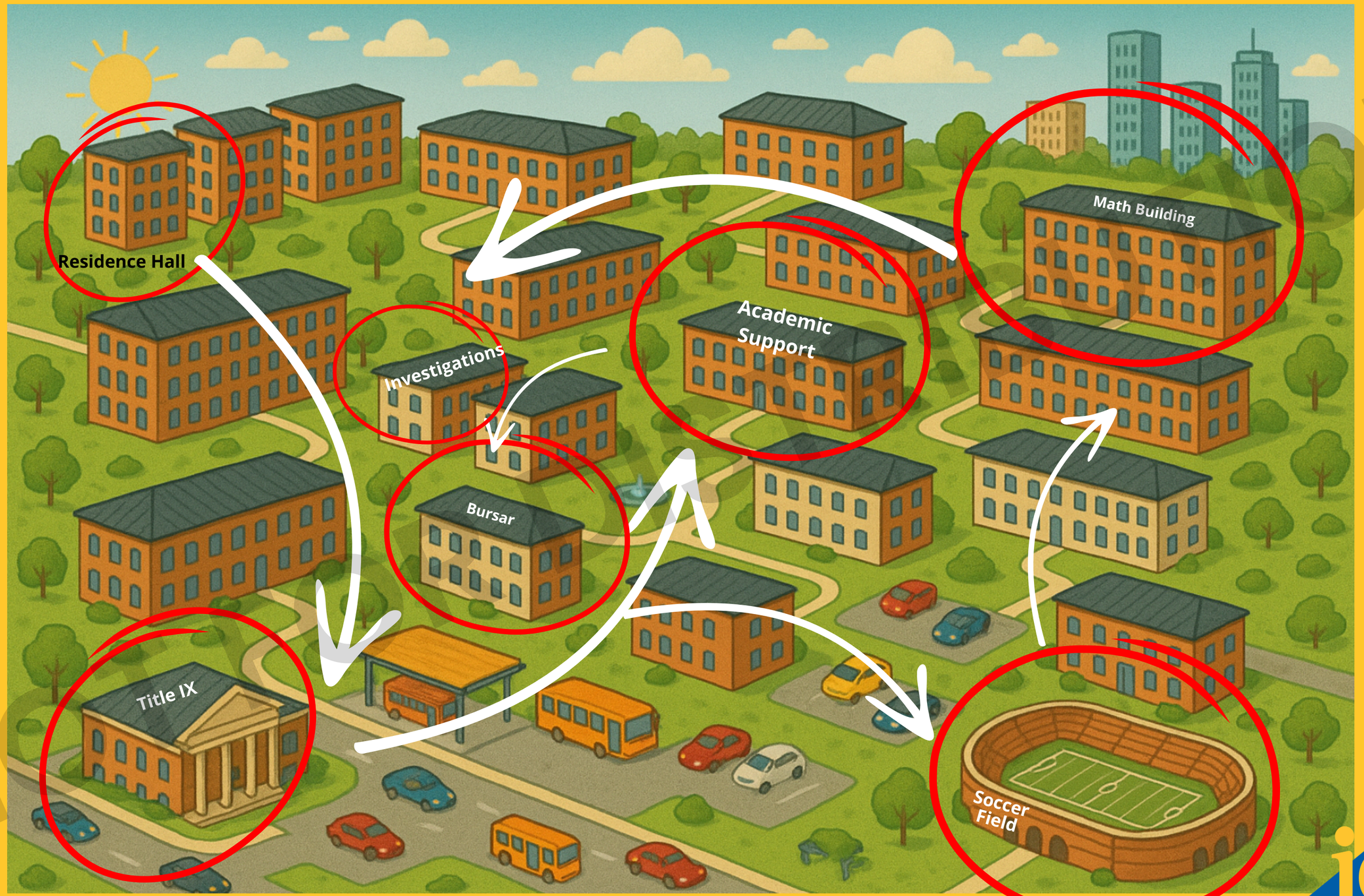
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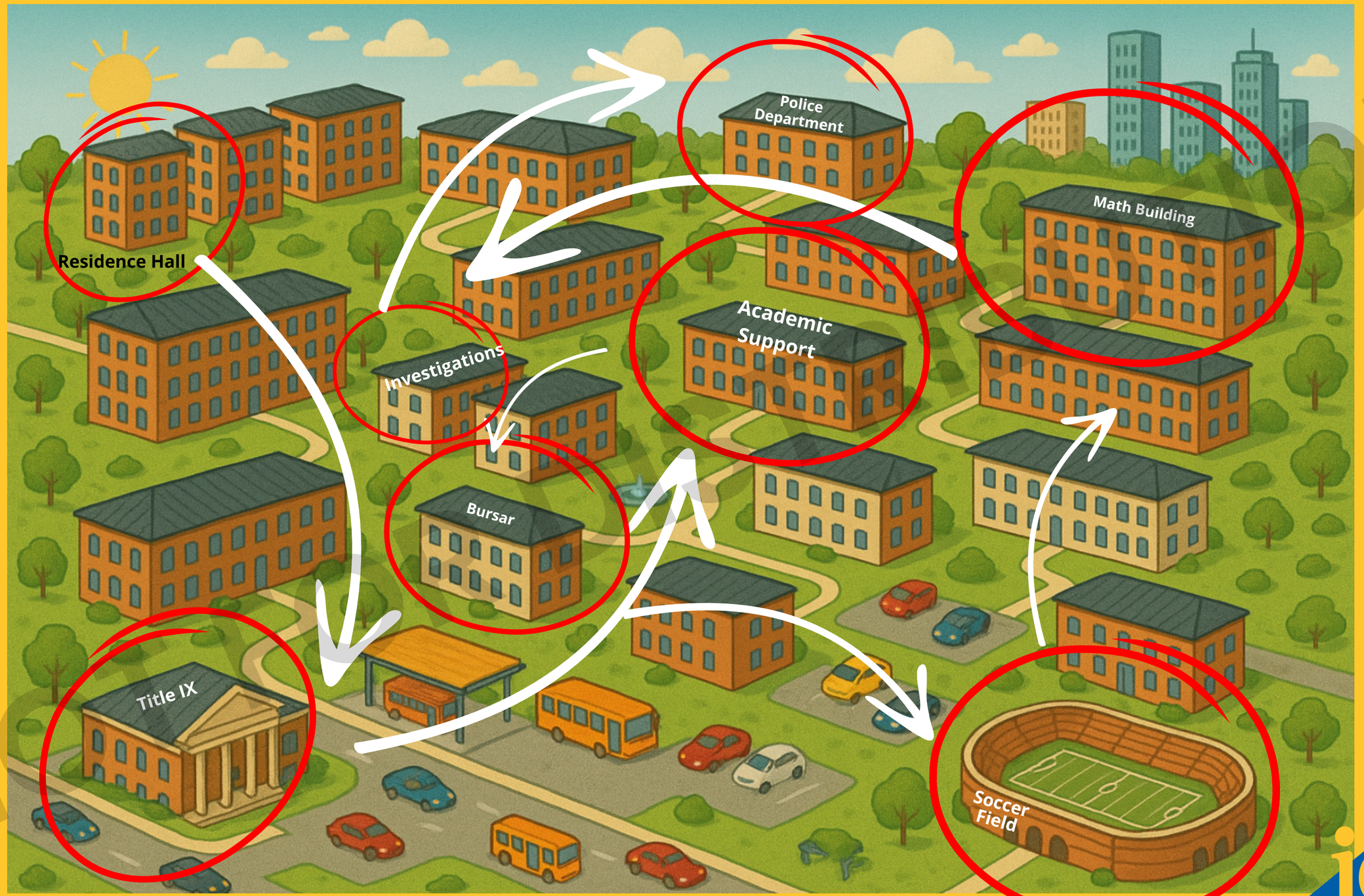
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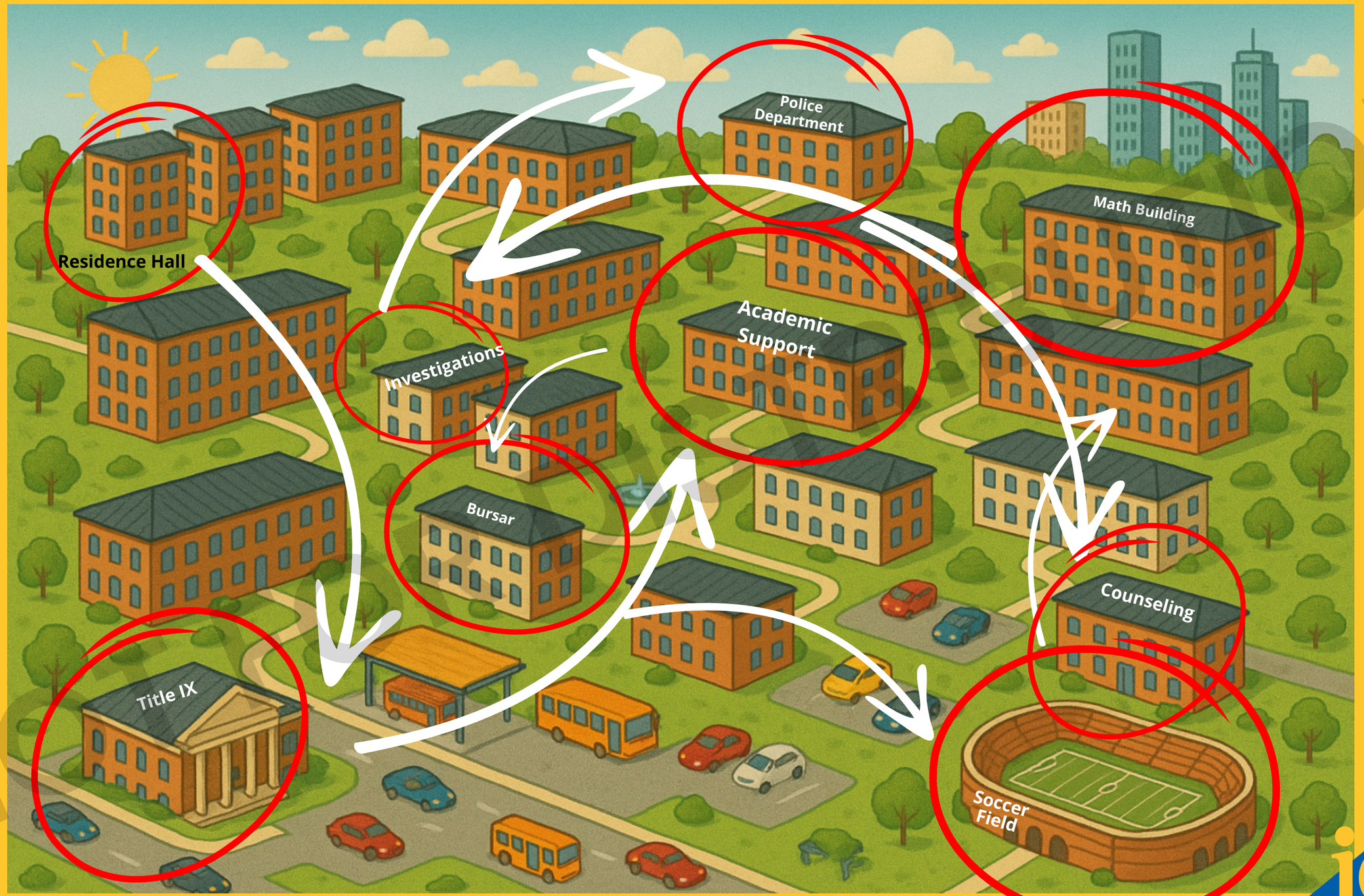
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Day 2



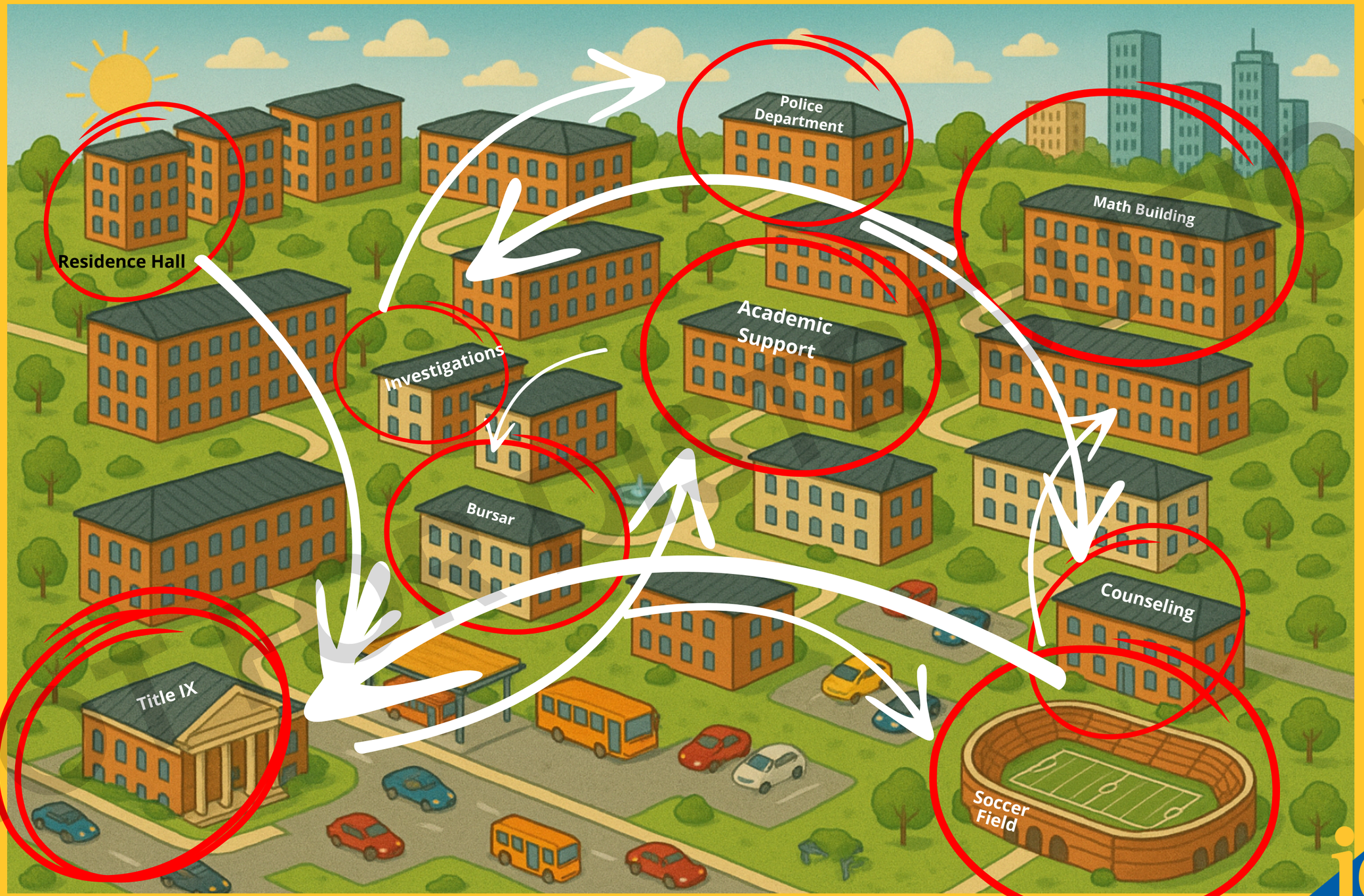
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Day 2



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Day 3

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Day 4

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Day

5

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Day 6

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FIGHT, FLIGHT, FREEZE, OR FAWN OR ALL FOUR…

OR SOMETHING COMPLETELY DIFFERENT…









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Empathy Led Meeting Necessities

The 4- C's



Comfortable



Clear



Consistent



Convenient

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The Human Factor

1. **This work is hard**
2. **Mistakes will be made but correction is critical**
3. **Laugh at yourself**
4. **Support each other**
5. **Celebrate small victories**

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HELP US HELP YOU

Please fill out the survey.

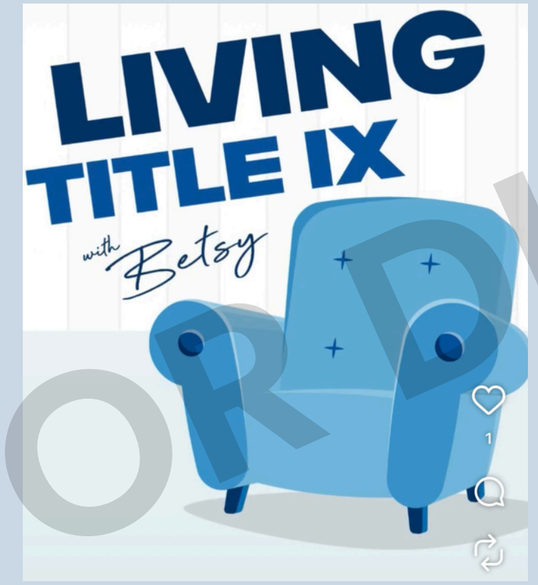
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CONNECT WTIH ICS



LAW & EDUCATION PODCAST



LIVING TITLE IX



BLOG



TUESDAY TAKEAWAYS

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QUESTIONS?



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YOU'VE GOT THIS!



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