

## Title IX Coordinator Training- February 2024

### **Slide 1**

Trauma Informed Title IX Intakes  
Champlain College  
Emma Hempel  
February 2024

### **Slide 2**

Emma Hempel  
Emma Hempel is a Senior Solutions Specialist at Grand River Solutions. Emma has served as a Title IX Coordinator for both public and private institutions across the country. With over ten years of experience in the field of higher education, she previously served as the Title IX Coordinator at the State University of New York at New Paltz. In her previous role, she oversaw institutional Title IX compliance and was the primary contact for students, faculty, and staff who were reporting sexual and interpersonal violence. She developed and implemented a variety of trainings and workshops on topics including sexual violence prevention, sexual harassment, bystander intervention, and diversity and inclusion.  
Senior Solutions Specialist  
She/her

### **Slide 3:**

Agenda  
Title IX's Requirements  
Title IX Process Refresher  
Title IX Intake Overview  
The Importance of Understanding the Potential Impact of Trauma  
The Proper Application of Trauma Informed Practices  
The Ever-Evolving Jurisprudence of Title IX  
"If nothing else, Title IX Coordinators are experts at adapting."

### **Slide 4:**

Title IX of the Education Amendments Act of 1972

"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."

20 U.S.C. § 1681 (1972).

### Slide 5:

Sexual Harassment: *SECTION 106.30*

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

(1) An **employee** of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;

(2) 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; or

(3) "**Sexual assault**" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "**dating violence**" as defined in 34 U.S.C. 12291(a)(10), "**domestic violence**" as defined in 34 U.S.C. 12291(a)(8), or "**stalking**" as defined in 34 U.S.C. 12291(a)(30).

### Slide 6:

#### **Covered Geography**

Includes locations, events, or circumstances over which the recipient exercised **substantial control** over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by a postsecondary institution.

- ✓ On campus or in a building owned or controlled
- ✓ Off-campus incident that occurs as part of the institution's operations

- ✓ Institution exercised substantial control over the respondent and the context of alleged sexual harassment that occurred off campus pursuant to § 106.44(a); or
- ✓ the incident of sexual harassment occurs at an off-campus building owned or controlled by a student organization officially recognized by a postsecondary institution

**Slide 7:**

**Not Covered**

**Off campus conduct, even if it has an impact on the educational program or activity;**

**Conduct that occurs outside of the United States.**

**Slide 8:**

Title IX Application Post May 2020 Regulations

**Conduct Falling Outside the Scope of Title IX**

- Apply other institutional policies and procedures
- Ensure that those policies and procedures are compliant with VAWA/Clery, other intersecting federal and state laws

Receipt of Reports

Actual Knowledge, Report Response, Initial Assessments, and Supportive Measures

A Really Important Moment.

Listen Up.

It's Okay...

To not know the answer to every question thrown your way

To say, I don't know. Let me get back to you.

Regulatory Requirements

1. Notice to College/University

2. Outreach/Response from Title IX Coordinator

3. Support Measures, whether or not Formal Complaint is filed

4. How to File

5. Options

**Slide 9:**

**Receiving Reports and Initiating the Response**

**Initial Outreach**

Complainant Intake & Supportive Measures

Initial Meeting with the Complainant

Prepare for the meeting

Select appropriate space

Build trust and rapport; empower

Explain your role

Discuss available support

Options for reporting

Answer questions

Evidence collection/preservation

Conclude with a discussion of next steps

**Slide 10:**

Supportive Measures

**Examples of Supportive Measures**

Assistance obtaining access to counseling, advocacy, or medical services;

Assistance obtaining access to academic support and requesting academic accommodations;

Changes in class schedules;

Assistance requesting changes in work schedules, job assignments, or other work accommodations;

Changes in campus housing;

Safety escorts;

Leaves of absence;

Mutual restrictions on contact between the Parties (“No-contact” orders).

**Slide 11:**

**Post Meeting Tasks**

Report Resolution

Remedies Based, Informal, or Formal

**Slide 12:**

How to Proceed?

Remedies Based Resolution

**Slide 13:**

**Remedies Based Resolutions**

Informal Resolution

- Supportive Measures
- Educational Conversations
- Targeted Education

**Slide 14:**

**Informal Resolution Requirements**

Formal Complaint must be filed

Participation in an informal resolution must be voluntary

Must occur prior to resolution via a formal process

Parties must be permitted to withdraw and seek formal resolution

Voluntary, written consent to the informal resolution must be obtained

Facilitators of informal resolution must be trained

**Slide 15:**

Formal Resolution

Formal Resolution Overview

Formal complaint signed

Notice of Allegation/Investigation

Investigation

Opportunity to review all evidence, and 10 days to submit a written response to the evidence

prior to completion of the report

Report summarizing relevant evidence and 10-day review of report prior to hearing

Hearing

**Slide 16:**

Putting it all together...

The Proper Application of Trauma Informed Practices

**Trauma informed practices provide tools/techniques for interviewing and engaging with the Complainant, Respondent, and Witnesses.**

**Slide 17:**

**Trauma Informed Practices are Designed to:**

01 Encourage thorough and complete investigations/intakes

02 Assist with recollection

03 Reduce potential for false information

04 Minimize unnecessary retraumatization

05 Reduce bias

**Slide 18:**

**Misapplication of Trauma Informed Practices**

**Successful Coordinators Approach all Aspects of the Work**

**Slide 19:**

Impartiality

Avoiding Prejudgment and Bias

Do not rely on cultural “rape myths”

Do not rely on cultural stereotypes about how men or women purportedly behave

Do not rely on gender-specific research data or theories to decide or make inferences of

relevance or credibility in particular cases

Recognize that anyone, regardless of sex, gender, gender identity or sexual orientation, can be

a victim or perpetrator of sexual assault or other violence

Avoid any perception of bias in favor of or against complainants or respondents generally

Employ interview and investigation approaches that demonstrate a commitment to impartiality

**Slide 20:**

Impartiality

Avoiding Prejudgment, Bias, and Conflicts of Interest

Impartiality

Utilizing Best Practices

With Empathy

**Slide 21:**

The Importance of Understanding the Potential Impact of Trauma

**Slide 22:**

**Examples of Events that Might Trigger a Traumatic Response**

When trauma occurs, there are very real changes in brain function that **may** affect a person's ability to make memory and to recount their experience.

**Slide 23:**

**Common Characteristics of Disclosures by a Trauma Brain**

When an investigator uses "trauma informed" tools, they are less likely to:

Scenarios

**Slide 24:**

**The Title IX Office receives the following anonymous report via your institution's online reporting form.**

**Slide 25:**

Questions?

Leave Us Feedback: QR Code

Email Us: [info@grandriversolutions.com](mailto:info@grandriversolutions.com)

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