

Title IX, The Clery Act, and VAWA Compliance Training



Helms
College

Training Overview

This training includes:

- Title IX definitions and policy

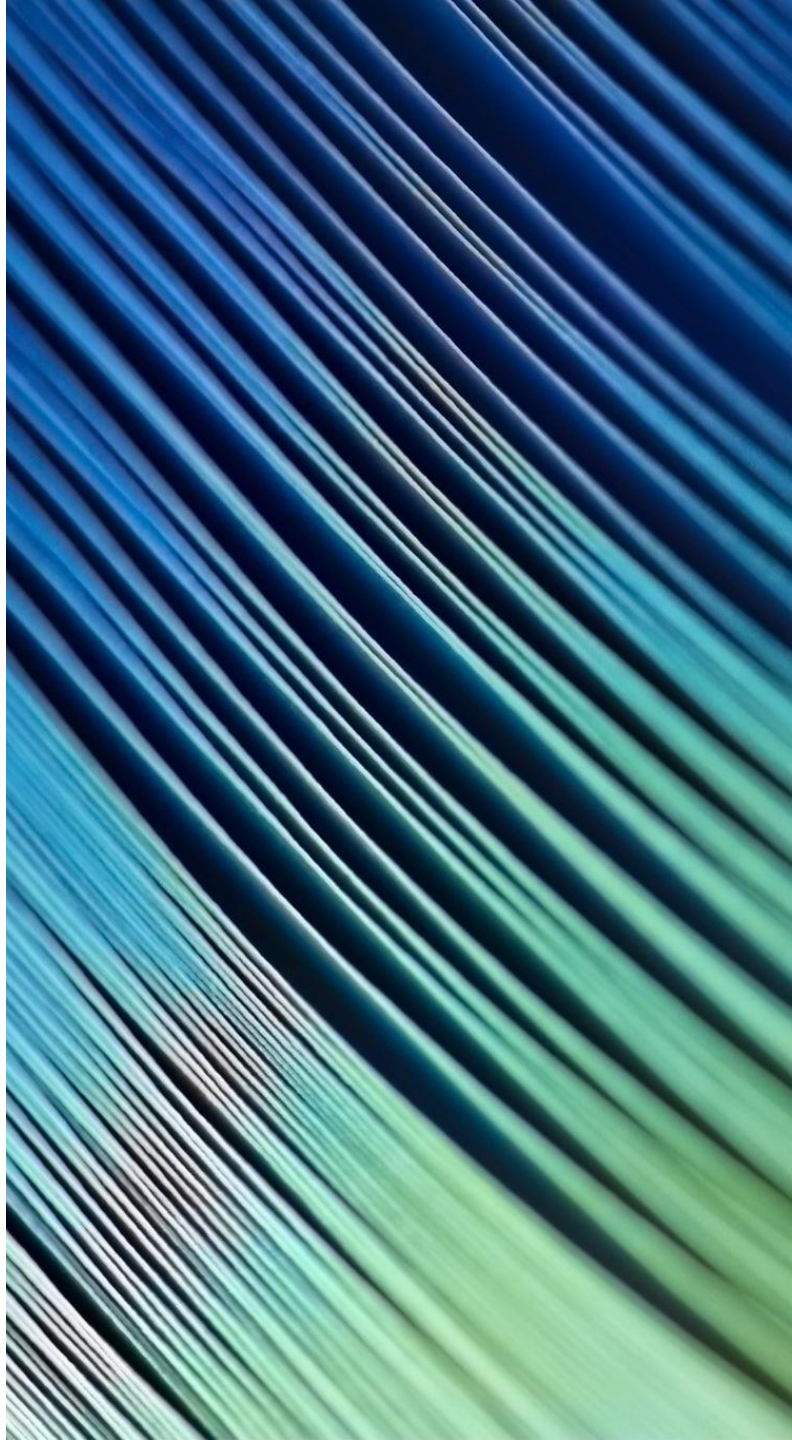
- Role of Title IX Coordinator

- Grievance procedures

- Required reporting under the Clery Act

- Rights and responsibilities of students and employees

- Avoiding bias and conflicts of interest



Title IX Definitions

- 1. Sexual Harassment: Unwelcome conduct of a sexual nature that is severe, pervasive, and objectively offensive, denying equal access to education.
- 2. Quid Pro Quo Harassment: When an employee conditions educational benefits on participation in unwelcome sexual conduct.
- 3. Hostile Environment: Conduct that creates an intimidating or offensive educational environment.
- 4. Consent: A knowing, voluntary, and mutual agreement to engage in specific sexual activity.

Title IX Coordinator

Jane Doe, Title IX Coordinator

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Responsible for overseeing Title IX compliance, receiving reports, ensuring fair process, and coordinating training and education efforts.



Grievance Process



- How to file a complaint



- Provision of supportive measures



- Conducting fair investigations and hearings



- Using the appropriate standard of evidence



- Providing written outcomes and the right to appeal

Roles Under Title IX

Title IX Coordinator: Oversees compliance and manages reports.

Investigator: Conducts thorough and neutral investigations.

Decision-Maker: Reviews evidence and determines responsibility.

Informal Resolution Facilitator: Leads voluntary alternative dispute resolution processes.



Required Training for Title IX Personnel

- - Avoiding bias and conflicts of interest
- - Understanding and applying Title IX definitions and procedures
- - Conducting prompt, fair, and impartial investigations and hearings
- - Ensuring due process for all parties involved

Your Rights and Responsibilities Under Title IX

1. Protection from Retaliation: You are protected when reporting misconduct.

2. Confidential Resources: Support is available without initiating a formal complaint.

3. Reporting Options: Choose between confidential or formal reporting channels.

4. Amnesty Policy: Minor conduct violations may be waived when reporting Title IX concerns.



Clery Act Compliance Essentials

- 1. Campus Security Authorities (CSAs):
Responsible for reporting certain crimes to Title IX or Public Safety.
- 2. Timely Warnings and Emergency Notifications:
 - - Warnings issued for ongoing threats.
 - - Notifications for immediate dangers.
- 3. Annual Security Report (ASR):
 - - Includes 3 years of crime data.
 - - Due every October 1.
 - - Details safety policies and reporting procedures.

VAWA & Campus SaVE Act Overview

The Violence Against Women Reauthorization Act (VAWA) requires institutions to address:

1. Covered Offenses:

- - Dating Violence: Intimate partner violence in a romantic relationship.
- - Domestic Violence: Violence by a current or former spouse or cohabitant.
- - Sexual Assault: Non-consensual sexual contact.
- - Stalking: Repeated behavior causing fear or distress.

2. Institutional Requirements:

- - Provide prevention and awareness programs.
- - Establish clear reporting and disciplinary procedures.
- - Inform survivors of their rights and available resources.

3. Survivor Rights (Provided in Writing):

- - Report to campus or local law enforcement.
- - Access to supportive measures (e.g., no-contact orders).
- - Information on counseling and mental health services.
- - Right to confidentiality within legal limits.