

# Title IX, The Clery Act, and VAWA Compliance Training



Helms  
College

# Training Overview

This training includes:

- Title IX definitions and policy

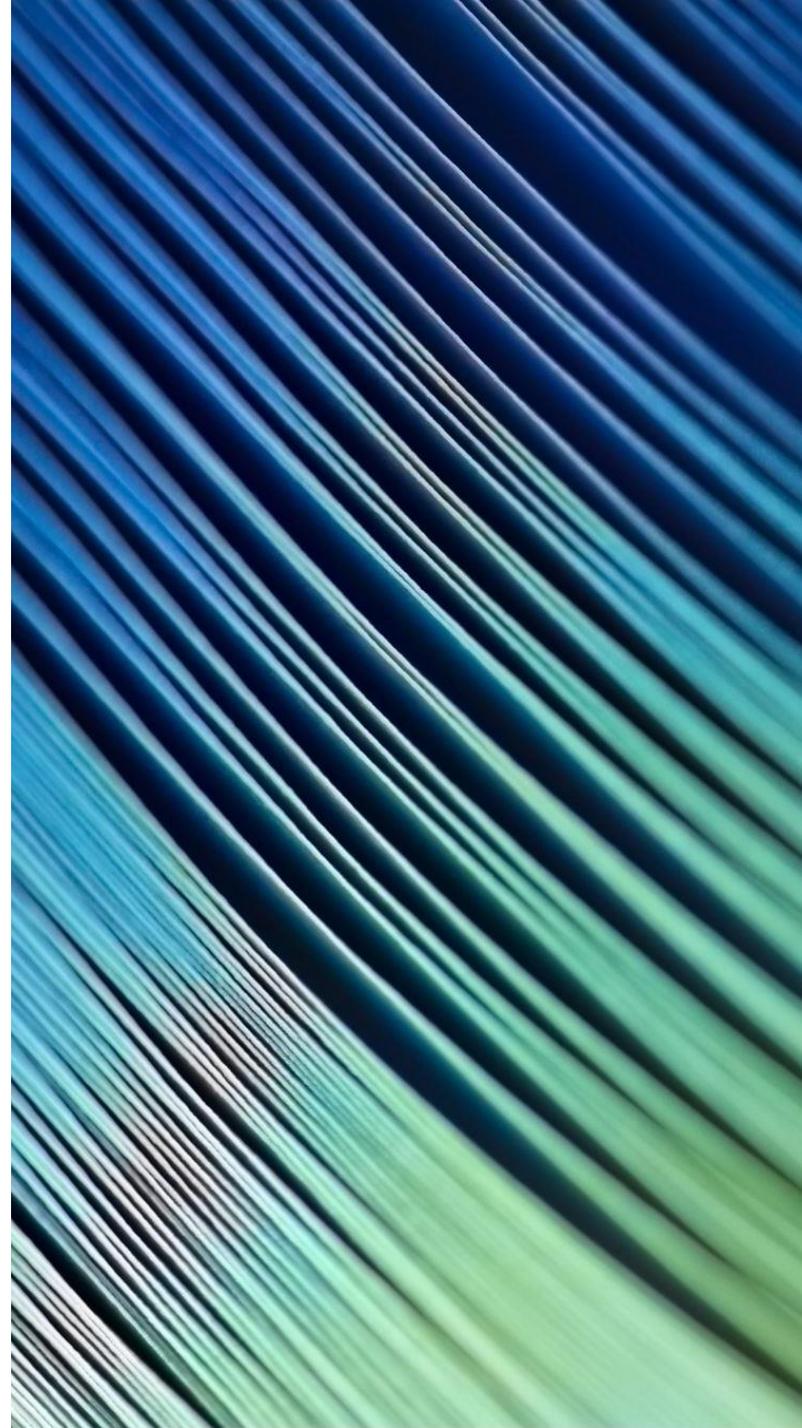
- Role of Title IX Coordinator

- 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

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Jane Doe, Title IX Coordinator

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Office 204

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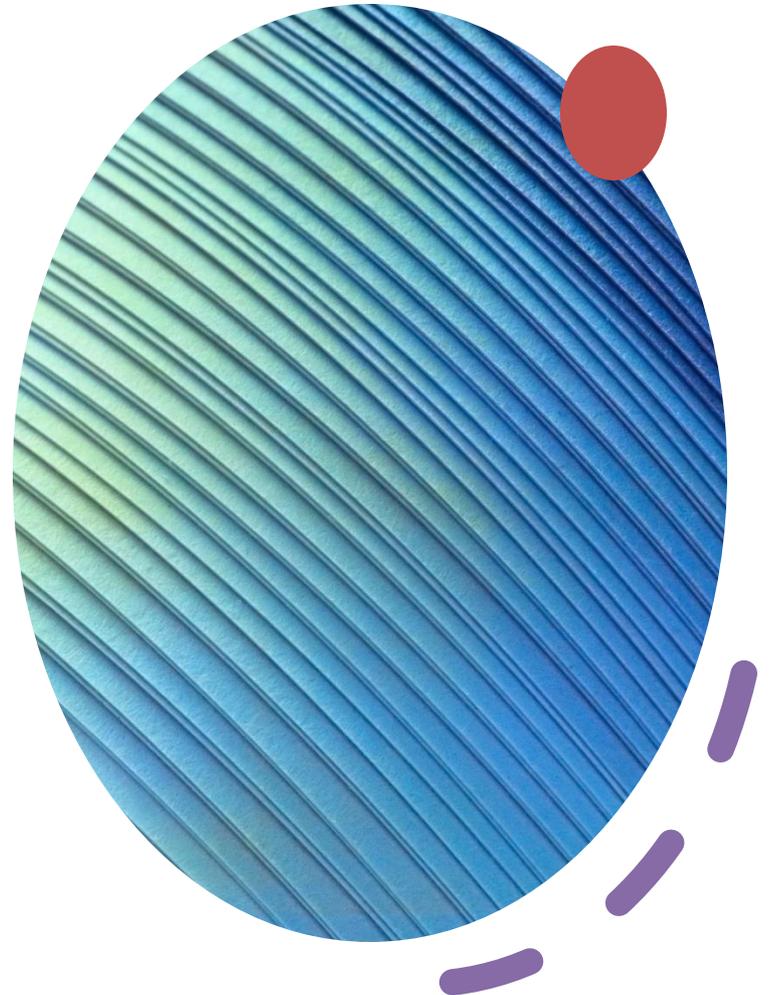
Phone: (555) 123-4567

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Email: [jane.doe@email.edu](mailto:jane.doe@email.edu)

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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

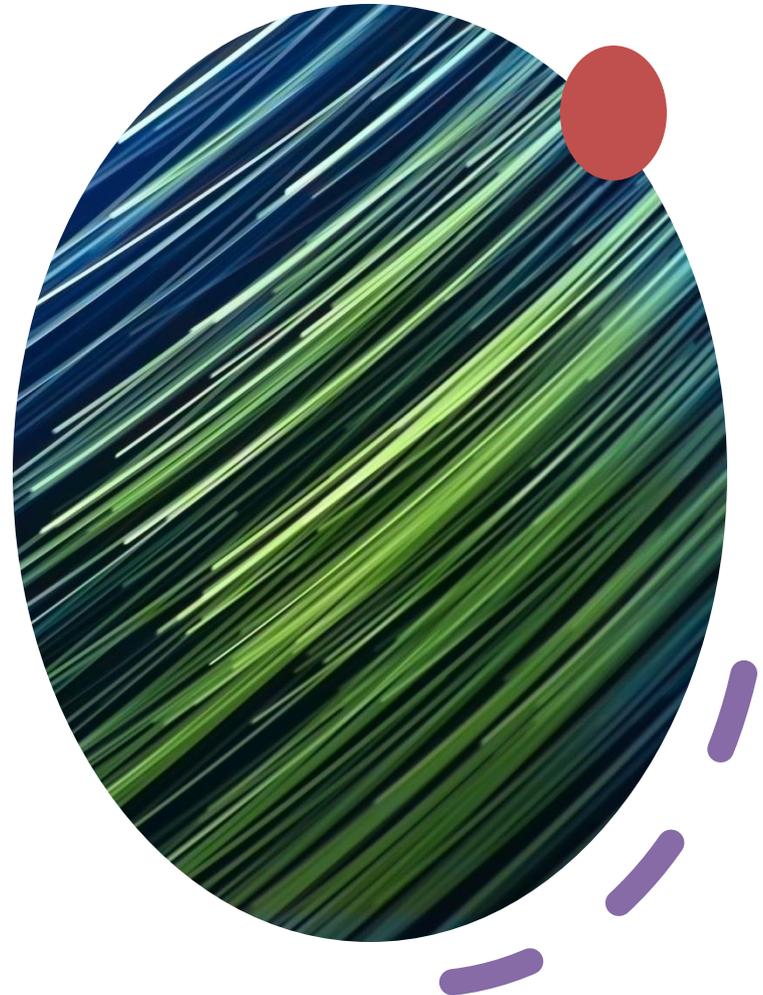
# Your Rights and Responsibilities Under Title IX

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.