



The Community Solution
EDUCATION SYSTEM

Title IX Coordinator Training

KHSC-KansasCOM

January 2024



Goals

Title IX Compliance

Familiarize with KHSC Anti-Discrimination,
Anti-Harassment and Title IX Policy

Provide overview of training opportunities

Questions

What is Title IX

- Federal statute that prohibits sex discrimination programs receiving federal Title IV funds
- Sex discrimination:
 - Disparate treatment
 - Disparate impact
 - Quid pro quo
- Sexual harassment

2020 Regulations

- Single investigator model cannot be used
- Jurisdiction more limited
- Sexual harassment definition revision
- Specific grievance process required
- Standard of evidence to be used
- Hearing process with cross examination
- Informal resolution permitted
- Training requirements

Sexual Harassment Defined

Quid pro quo

Hostile environment

- “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.”

Sexual assault

Dating violence

Domestic violence

Stalking



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KHSC Policy

Complies with Title IX

Covers process for Title IX and other “non-Title IX” harassment and discrimination complaints

General Discrimination, Harassment and Retaliation Resolution Process

Title IX – Policy on Sexual Harassment

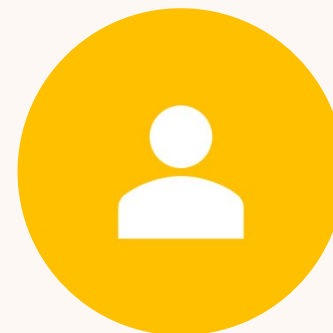
Title IX Policy



REPORT PROCESS



CONFIDENTIAL
RESOURCE



RESPONSIBLE EMPLOYEES
(SEE NEXT SLIDE)

Responsible Employees

- Title IX Coordinator
- Deputy Title IX Coordinator
- University President and CEO
- Dean and Chief Academic Officer
- Director of Admissions
- Director of Student Affairs
- Assistant/Associate Deans
- Department Chairs
- Registrar
- Assistant/Associate Registrars
- Director of Finance/Chief Finance Officer
- Chief Administrative Officer (Human Resources)



Title IX Policy - continued

- **Amnesty**
- **External reporting obligations (Clery, timely warning)**
- **Grievance process**

Grievance Process

Must have formal complaint in order to start process

Required notice and treat parties equitably

Must use same process for respondents who are employees and students

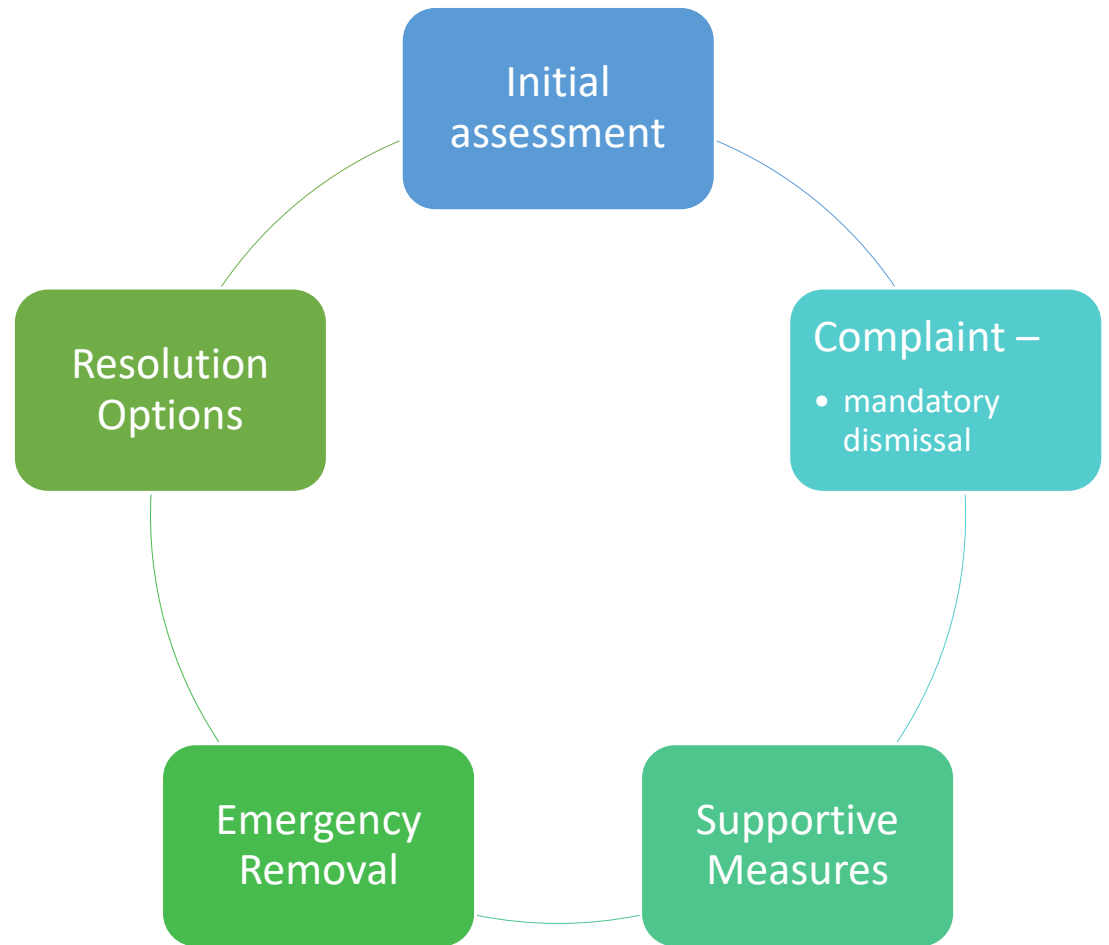
Investigation conducted (evidence and report)

Preponderance of the evidence standard

Reasonably prompt timeframes for phases

List range or list of disciplinary sanctions and remedies

Grievance Process





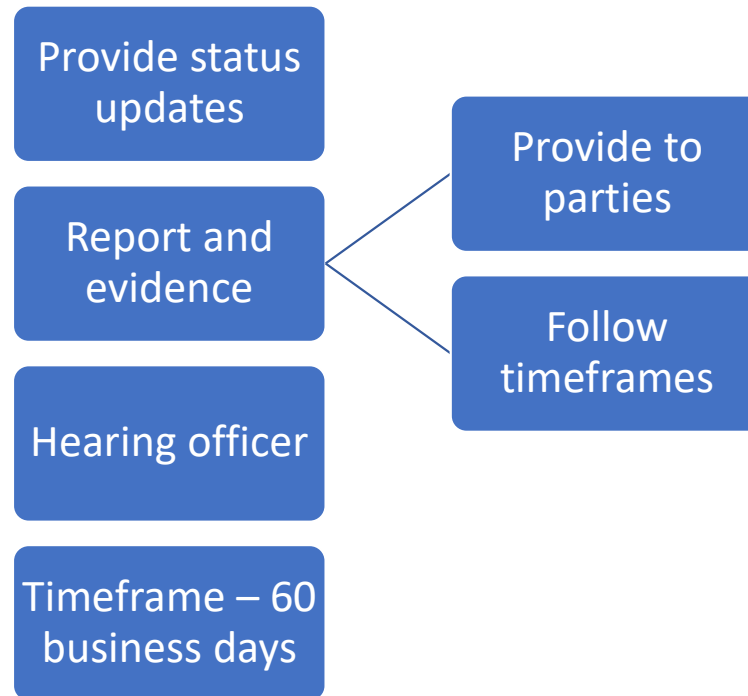
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Investigation

- Written notice
- Conducted by trained investigator
- No bias/conflict of interest
- Right to Title IX Advisor
- Investigation steps outlined



Investigation



Conclusion of investigation

- Preponderance of the evidence standard
- Report
- Evidentiary considerations
- Next step -hearing

Grievance Process – Live Hearing

Hearing Officer to conduct hearing and decide on relevance

Timeframe to conduct hearing

Cannot be conducted by person who conducted the investigation or Title IX Coordinator

Each party must have an advisor who has the right to pose cross-examination questions to the witnesses and parties who testify

Must be recorded

Hearing Officer to issue Final Determination in writing



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Appeal Process

Handled by Appeals Panel

Limited grounds

Timeframe





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Other Title IX issues

Role of Office of Civil Rights

Training

Recordkeeping



Training and Recordkeeping



Required for all Title IX Coordinators, investigators, decision-makers, informal resolution facilitators, and advisors



Post training materials online



Keep records for 7 years

Investigation records

Supportive measures

Documentation for rationale that actions taken were not deliberately indifferent

