

**TIX**Edu

# TITLE IX COORDINATOR TRAINING

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**APRIL, 2022**

PROVIDED BY:  
TIX EDUCATION SPECIALISTS

WWW.TIXEDU.COM  
503-960-8261



# INSTRUCTOR: JACKIE SANDMEYER

Jackie Sandmeyer is the Founder and Principal of TIX Education Specialists. They received their Bachelor of Science from University of Idaho and Juris Doctor at Willamette University of Law. After creating the country's first statewide Title IX training and technical assistance program for colleges and universities, Jackie sought to fill the need for further capacity in training and consultation related to sexual harassment and interpersonal violence nationally. They have worked with colleges and universities, law enforcement,



state agencies, and community based service providers to identify and create some of the nation's leading models in Title IX and student services. From pioneering education based legislation that spread to other states to developing new and emerging school based investigation techniques, Jackie and their team bring this experience and more to TIX and its clients.

**Jackie Sandmeyer, JD**  
founder | principal

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# MOVING BEYOND COMPLIANCE. EMERGING BEST PRACTICES.



## TRAINING

Cutting edge training integrating up to date mandates as well as emerging best practices. Each curriculum tailored to meet your needs.

## CONSULTATION

Customized consultation in all forms including policy audits and review, case consultation, program review, climate surveys and more.

## INVESTIGATION

Let our team of highly trained and experienced investigators help you stay on top of challenging cases and expanding case loads.

# ABOUT: TIX EDUCATION SPECIALISTS

## About TIX Education Specialists

TIX Education Specialists sets itself apart from other training and consultation bodies in that it offers guidance and training on not only what is compliant, but what is known to be best practice and trauma-informed. We don't believe that one model fits all. Instead, TIX brings years of expert experience to identify solutions that serve you and your community best.

## Our Mission - Bridging Compliance & Best Practice

Successful responses by schools take not only compliant policies and strategies, but must also include techniques rooted in emerging best practice. While many firms solely provide schools with what the law requires, TIX Edu goes a step further by ensuring that schools understand what implementation looks like, and how mandates integrate with institutional missions. Schools are tasked with the safety of students as well as creating and fostering an environment for students to reach their fullest potential. Let TIX Edu assist with the hard work of identifying the path to get there.

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# TIX Education Specialists

*"Bridging compliance and best practice."*

## NEED ADDITIONAL HELP?

### WEBINARS

Keep up to date through short training episodes covering emerging topics with live and recorded webinars. Don't be left behind.

### RESOURCES & TOOLKITS

Stop recreating the wheel and take advantage of our templates, one-pagers, toolkits and other resources covering all areas.

### TRAININGS & COURSES

From topic specific certification to courses on larger Title IX and related fields we have curriculum offered both in person and online.

### MEMBERSHIP

Become a member of TIX Edu's network and receive email alerts, resources, networking opportunities, technical assistance and more.



# **DAY 1**



**APRIL 4, 2022**





## OVERVIEW OF Title IX: Understanding The Purpose

An overview of the tenants of Title IX including the purpose of Title IX, how to navigate guidance and resources provided by the USDOE and OCR. A look at how schools can bridge compliance with Title IX with best practices in serving students and staff and building better processes.

### Learning Objectives:

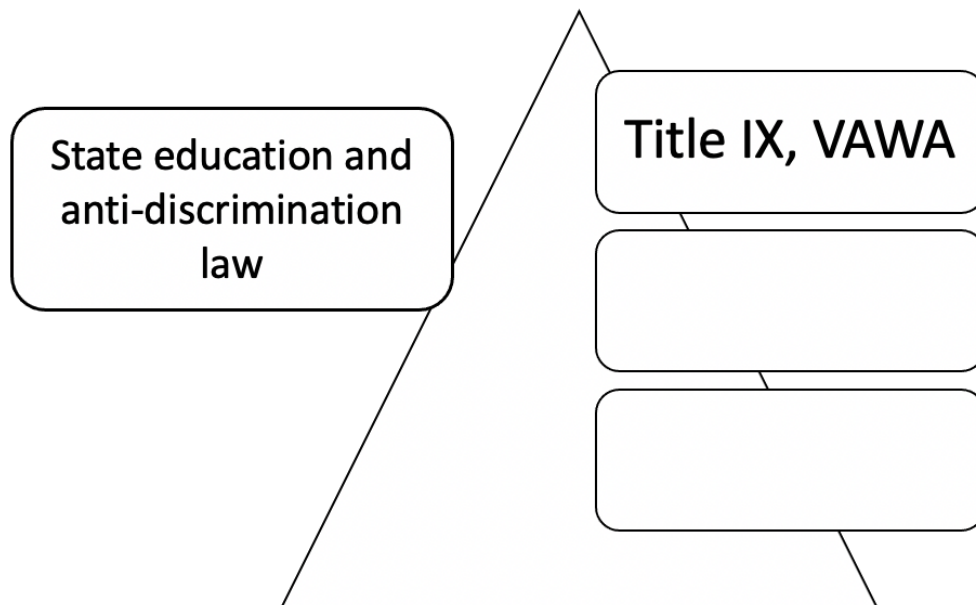
- Develop a clear understanding of requirements of Title IX
- Understand the scope and limitations of Title IX and how that intersects with best practices
- Identify where regulations begin and end and where institutional discretion can guide school's decisions

Title IX encompasses more than just sexual harassment.

**Main areas of Title IX** *\*not an exhaustive list:*

- sexual harassment
- retaliation
- athletics
- single sex educational programs and activities
- gender identity and gender expression
- pregnant and parenting students

**Notes:**

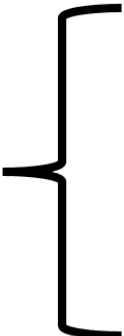




Language and Title IX:

Notes:

Sex based  
discrimination

- 
1. Sexual harassment
  2. Sexual Assault
  3. Domestic Violence
  4. Dating Violence
  5. Stalking

Who does title IX apply to?

**Exemptions:**

**Office for Civil Rights:**

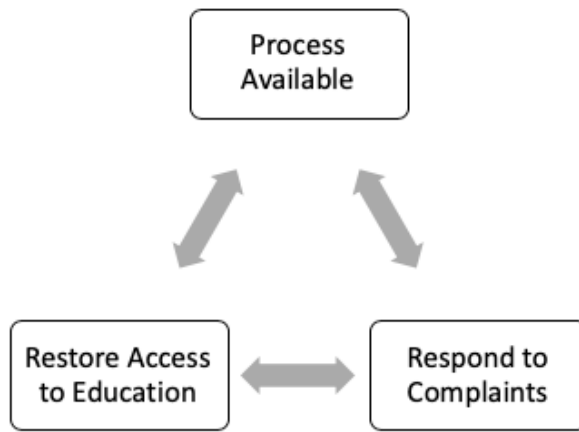
**Current Title IX regulations are NOT retroactive in their application.**

← Did conduct occur before  
or after August 14, 2020? →

**Notes:**

## Institutional discretion:





## Narrowing of Title IX:

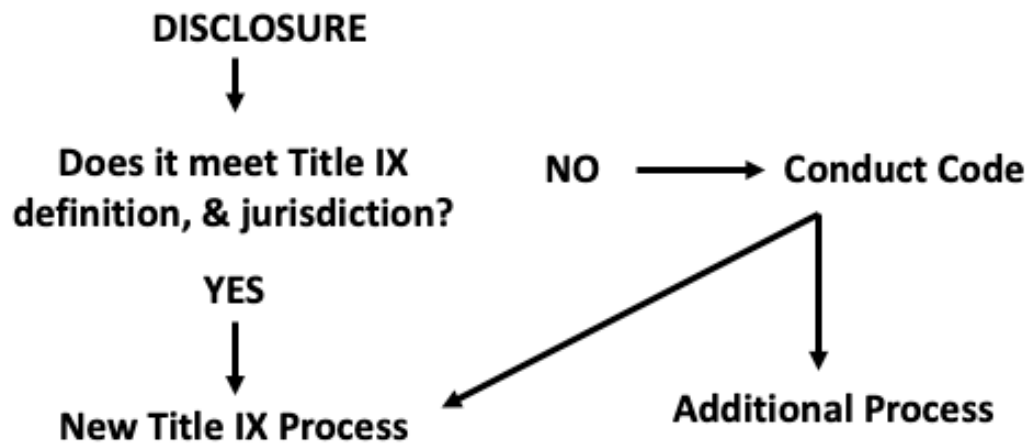
“A recipient with actual knowledge of sexual harassment in an education program or activity of the recipient against a person in the United States to respond promptly in a manner that is not deliberately indifferent, meaning not clearly unreasonable in light of the known circumstances.”



“If the allegations in a formal complaint do NOT meet the definition of sexual harassment, or [jurisdiction], ... the school must dismiss such allegations for purposes of Title IX.... BUT may still address allegations in any manner the school deems appropriate under the school’s own code of conduct.”

1. Does the school want to create policies to respond to “other” types of sexual harassment and sex discrimination?

2. If you capture “other” types of conduct, do you use one process provided by the federal regulations or do you use two?



Basic administrative requirements:

- 1.
- 2.
- 3.

TITLE IX COORDINATOR:

Training Considerations:

**NOTICE OF NON-DISCRIMINATION:**

“[Institution] does not discriminate on the basis of sex in education programs or activities it operates including admissions and employment...”

Notice of non-discrimination:

Grievance procedure:

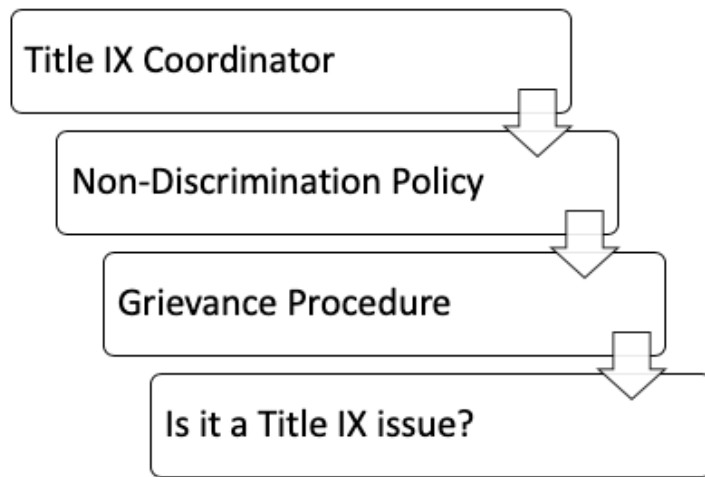
Grievance procedure: *\*not exhaustive list*

- Definitions
- How to file a complaint
- Contact information of Title IX Coordinator
- Process available
- Prohibition of retaliation
- Evidence standard used
- Scope of sanctions
- Appeals process
- Impartial investigations
- Support measures
- Party notice
- Whether informal process offered
- Presumption that respondent not responsible
- Reasonably prompt timeframes
- Range of remedies
- Whether sanctions for providing false information

All non-Title IX mandated policies must be applied equitably to all parties.

Dissemination:





**Notes:**

## INSTITUTIONAL ASSESSMENT: BRIDGING COMPLIANCE AND BEST PRACTICE

### WHAT IS YOUR INSTITUTION'S MISSION WHEN IT COMES TO TITLE IX?

*Students and staff often assume the purpose admission of Title IX on campus based on how the news frames Title IX, what friends and colleagues have said, as well as past experiences with institutional systems. Below write down what your institution's goal is for Title IX response and programs on campus. For example, is prevention an element of your mission? Creating better campus culture? Responding to incidences on campus? Intervening in behavior before it escalates or perpetuates into a pattern of behavior? Creating safe space for students to earn degrees?*

### WHAT INSTITUTIONAL VALUES DO YOU WANT TO SEE INCORPORATED INTO YOUR TITLE IX PROCESS?

*Every institution has a unique mission and set of values that guide the work that it does. These specific values are what draw students and staff to your campus, and can be reflected to those who visit campus or partake in your programs. For example, some campuses focus on small community, diversity and inclusion, religious tenants, experiential based learning, etc. What values does your campus focus on, and how can those be incorporated into your Title IX process? How are they already reflected in your Title IX process? Title IX may be federally mandated, but how we go about meeting those mandates should reflect the campus.*



### WHAT IS YOUR DESIRED OUTCOME FOR EVERY TITLE IX CASE/REPORT?

*How would we describe a case in which we would say that all the Title IX requirements were met AND we served our purpose on campus. What does an ideal outcome in a Title IX case look like? We often seen Title IX issues as a lose-lose situation, and disregard the question of what desired outcomes look like. Regardless of the incident that triggered the process, we have a wealth of control over how next steps and the path forward look for someone. What are ideal outcomes for a Title IX case for all parties involved, for the campus as a whole? What is an ideal experience through the Title IX process?*

