



Pepperdine University



Title IX Training for Title IX Coordinators

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Co-founder and Managing Attorney

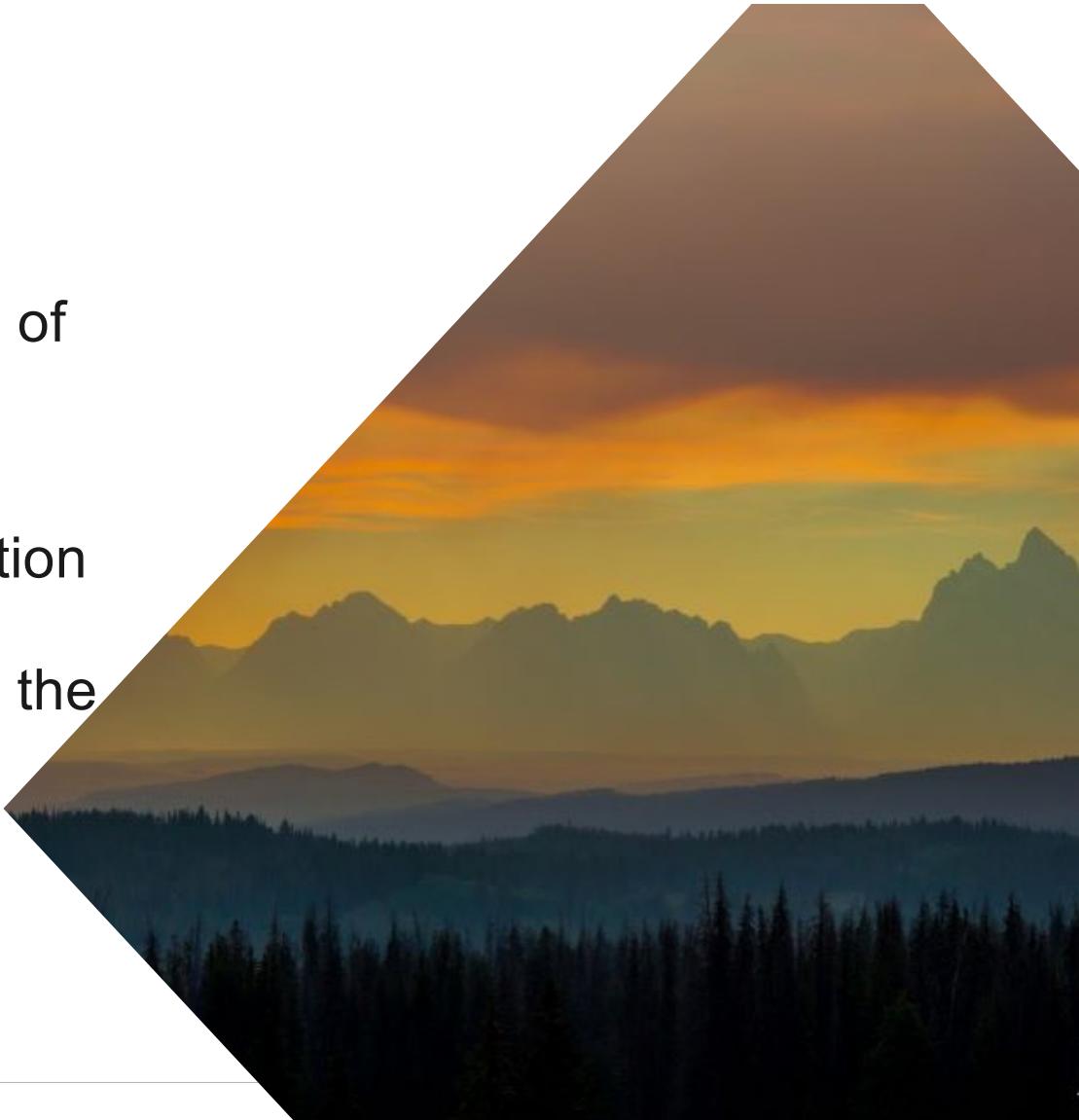
Natasha advises institutions of higher education on a broad range of legal matters, including labor and employment law, Title IX, and compliance issues. She regularly presents training sessions to administrators and faculty around the country on higher education issues.

Natasha is a past member of the National Association of College & University Attorneys (NACUA) Board of Directors and frequently speaks for NACUA, the Council of Independent Colleges (CIC), and other higher education associations.



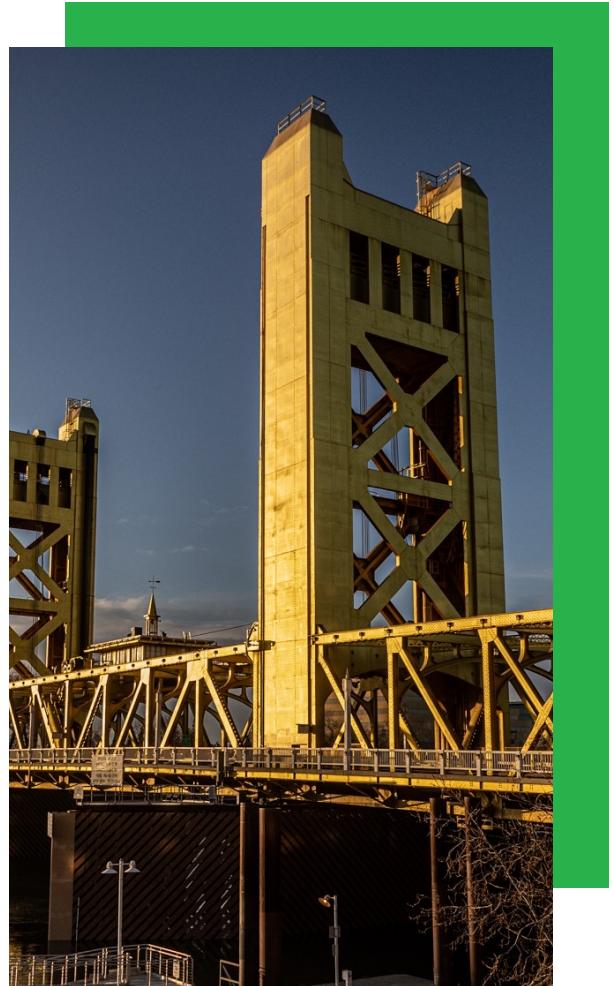
Agenda

- Role of the TIXC and Scope of Responsibilities
- Record-keeping documentation
- Training of those involved in the process and responsible employees



Legal Disclaimer

This presentation is not legal advice, and you should consult with your own counsel if you have specific legal questions.



Role and Scope

- Responsible ensuring that all of the University's education programs and activities are free of discrimination and harassment based on sex, pregnancy and related conditions, and related retaliation.
- Admissions
- Employment
- Athletics - EADA
- Scholarships – Pooling and Matching



Role & Scope

- Can delegate to deputies
- Intersects with Clery obligations.
- Have the ultimate responsibility for compliance with Title IX





Harassment, Discrimination, Retaliation

- Intake
- Supportive measures and resources
- Filing a Formal Complaint if warranted
- Assessment of dismissal
- Assessment of informal resolution
- Assignment and oversight of investigators
- Assignment and oversight of hearing officers



Harassment, Discrimination, Retaliation

- Appeals
- Training
- Record-keeping
- Assessment of patterns and hot spots
- Monitoring sanctions for consistency
- Working with advisors, support persons, counselors, external agencies that provide victims resources

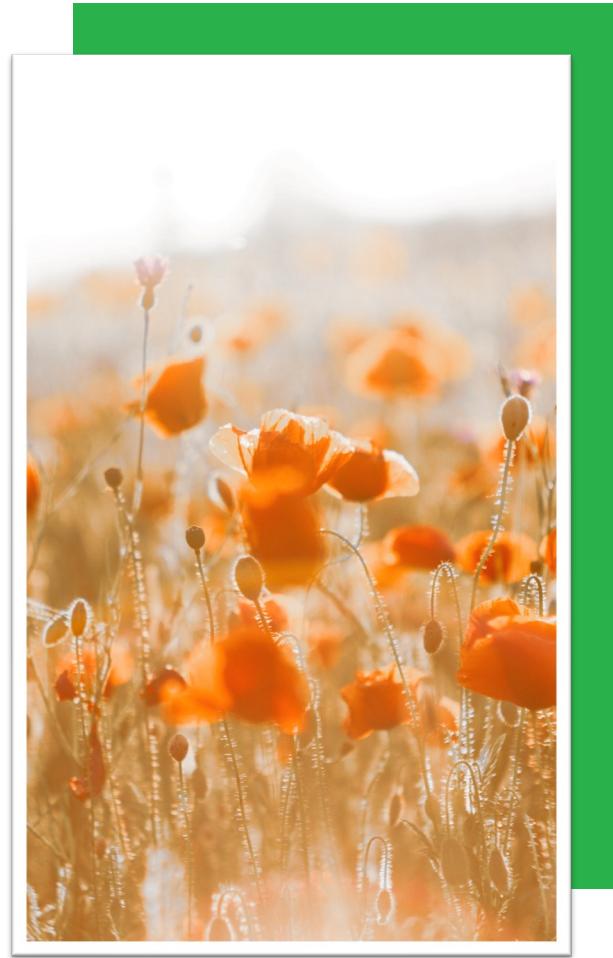


Pregnancy and Related Conditions

- Resources
- Accommodations and academic support options
- Lactation spaces (employees)
- Graduate student policy

Athletics

- Participation opportunities
- Benefits and privileges
- Liaison with SWA
- Preparation of EADA





Scholarships

- Have to be fairly administered without regard to sex.
- Can have pooling and matching.
- Financial aid office reports.



Educational Programming

- Cannot be exclusive on the basis of sex
 - Fraternities/sororities have an explicit exception
 - Residence halls have an explicit exception under Title IX
- Equal opportunity to access any programming or benefits

Documentation Obligations

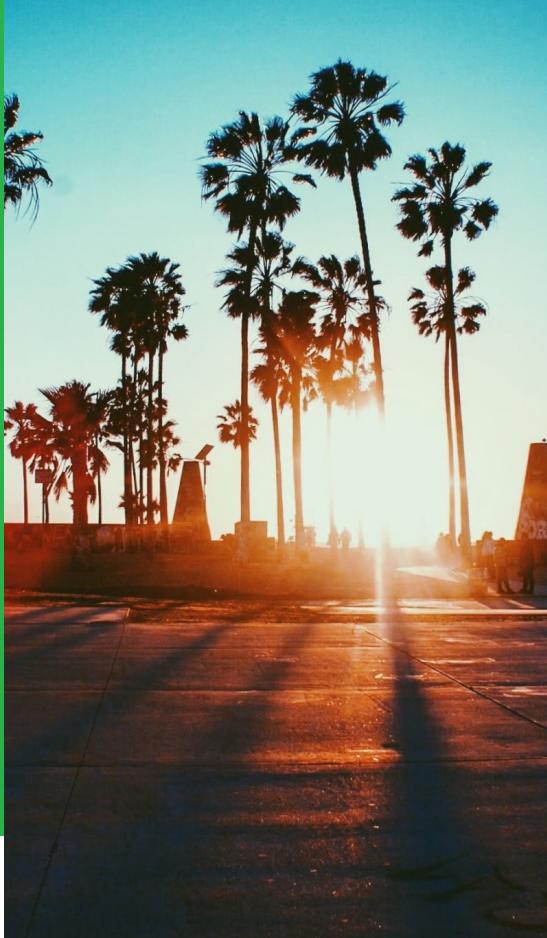
- You are the person who is ultimately responsible for any necessary documentation.
- Systems, templates, forms, recurring reminders.
- All decision-making should be documented and stored in an accessible manner.



Training Obligations

- You are the person responsible for ensuring that people are trained.
- Maintain documentation of attendance or create a system for maintaining.
- Post all relevant Title IX training materials.





Takeaways

- Ultimately responsible for all education programs and activities.
- Can delegate to those with subject matter expertise.
- Need systems and reporting mechanisms.



Questions?





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Clients and colleagues can
schedule a call or
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THANK YOU

