

University of Cincinnati

Office of Equal Opportunity

Title IX Deputy Coordinator Training
April 8, 2024

What We Do

Consultation

Education

Facilitation

Investigation

University Policies

Title IX Sexual
Harassment Policy

Sex- and/or
Gender-based
Misconduct Policy

Title IX Threshold Requirements

- Conduct occurred within education program or activity
- Complainant participating or attempting to participate in education program or activity
- Conduct must have occurred within U.S.
- Alleged misconduct, if true, would constitute Title IX "sexual harassment" under 34 C.F.R. 106.30
 - Sexual assault, dating violence, domestic violence, stalking
 - Quid pro quo sexual harassment
 - Unwelcome conduct so severe and pervasive and objectively offensive that it effectively denies access to a program/activity

Deputy Title IX Coordinator Onboarding

- UC's [Title IX Policy](#) and [Sex/Gender Misconduct Policy](#)
- [Nine Things to Know about Title IX in 89 Seconds](#)
- Office for Civil Rights (OCR) brief [Overview of Title IX](#)
- Department of Education [Title IX Resources](#)
- U.S. Department of Education [2020 Final Rule Fact Sheet](#)
- U.S. Department of Education [2020 Final Rule Overview](#)
- OCR [Pregnancy Guidance](#)
- OCR webinar: [Title IX Regulations Addressing Sexual Harassment](#) (length: 01:11:29)
- Executive Orders:
 - [EO on Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation](#)
 - [EO on Guaranteeing an Educational Environment Free from Discrimination on the Basis of Sex, Including Sexual Orientation or Gender Identity](#)
 - [EO on Advancing Equality for Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Individuals](#)

2022 NPRM Resources

1. The proposed rule is located in the [Federal Register - Title IX](#)
2. [Summary of TIX 2022 NPRM major provisions](#)
3. [2022 NPRM fact sheet](#)
4. [Fact sheet on proposed changes to TIX regs regarding athletic eligibility](#)
5. [2023 NPRM on athletics eligibility](#)

The Title IX Coordinator and Deputy Roles

The Title IX Coordinator

- TIXCO is responsible for coordinating the recipient's responses to all complaints involving possible sex discrimination. This includes monitoring outcomes, identifying & addressing any patterns, and assessing effects on campus climate
- Responsibilities include:
 - Notification obligations
 - Establishing TIX team
 - Training, onboarding, continuing education
 - Policy development and implementation
 - Procedures and processes
 - Accepts, files, consolidates, dismisses formal complaints
 - Oversees grievance process
 - Implements sanctions/remedies
 - Record keeper

TIX Deputies

- Elevated reporting requirement
 - Receiving reports of alleged sex discrimination and directing to OEO
- Ensuring that students/employees within unit are aware of:
 - UC sex/gender-related policies
 - Reporting rights and responsibilities
 - Available resources including supportive measures & confidential reporting options
 - Services offered by OEO - consultation, facilitation, education, investigation
- Attending annual Title IX compliance training facilitated by vendor
- Attending regular Deputy Title IX Coordinator meetings
- Facilitating unit-specific programming/education/outreach

Thank you!

