Office of Gender Equity & Inclusion

University of Cincinnati

Title IX Deputy Coordinator Training
August 24, 2023
What We Do

- Consultation
- Education
- Facilitation
- Investigation

ogei@uc.edu
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 OGEI/CRO
- 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 OGEI/CRO - consultation, facilitation, education, investigation
- Attending annual Title IX compliance training facilitated by third-party vendor
- Attending regular Deputy Title IX Coordinator meetings
- Attending regular Support Services Team (SST) meetings
- Facilitating unit-specific programming/education/outreach
Thank you!

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