1. Introductions – Name, Role at TCSPP, Why Title IX?
2. TCSPP’s Anti-Discrimination, Anti-Harassment, and Title IX Policy
3. The Role of the Advisor
4. Upcoming Training
5. Questions
Title IX Team at TC SPP

Jennifer Stripe Portillo
Dean, Student Success
Title IX Coordinator

Dr. Lauren Friedman
Director, Student Success
Deputy Title IX Coordinator

Title IX Support Staff

Title IX Advisors

OGC
If Title IX does not have jurisdiction, TCSPP can still assist the student via the general Anti-Discrimination and Anti-Harassment section of the policy.
Under Title IX, sexual harassment is conduct on the basis of sex that satisfies one or more of the following:

- Quid Pro Quo
- Unwelcome conduct that is severe, pervasive, AND objectively offensive that it effectively denies a person equal access to TCSPP's education program or activity
- Sexual assault, dating violence, domestic violence, or stalking

If the misconduct does not meet the definition of sexual harassment under Title IX, TCSPP can still assist the student via the general Anti-Discrimination and Anti-Harassment section of the policy.
Policy Summary

Sexual Harassment Reported to "Official with Authority"

Supportive Measures

NO Formal Complaint Signed by Complainant

Title IX Coordinator Agrees Supportive Measures Only

Informal Resolution
Can Occur at Any Time Following Formal Complaint and Prior to a Finding of Responsibility

Formal Complaint Signed by Complainant

Title IX Coordinator Signs Formal Complaint

Notice of Allegations

Investigation

Hearing

Appeal

*A Formal Complaint MUST be dismissed if it does NOT meet definition of Sexual Harassment, occur in education program or activity, or in the U.S.

*A Formal Complaint MAY be dismissed at request of Complainant, if Respondent no longer at institution or institution is prevented from gathering evidence.
What is the role of the Title IX Advisor?

- Support Party throughout Title IX Investigation
- Advise Party on Policy and Process
- Provide Support and Conduct Cross Examination During Hearing
Support throughout Title IX Investigation

• If requested, be present at the party’s investigation interview
• Help the party prepare for the interview
• Serve as a supportive presence for the party
• May not speak on behalf of the party
• May consult during the interview as long as the process is not disrupted
Advise on Policy and Process

- Policy and process will be explained to party by Title IX Investigator
- If party has additional questions, they may reach out to you
- Refer party to Title IX Team and direct them to the policy
Cross-Examination and Support at Hearing

- Help party prepare for hearing
- Attend hearing with party
- Cross-examine opposing party
- Parties are not permitted to directly cross-examine each other or any witnesses
- May consult during the hearing as long as the process is not disrupted
You will receive additional training through ICS.
Questions?
Thank You for Attending!

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