



TITLE IX COORDINATOR TRAINING

Day One | July 24, 2025

I N T R O S



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DISCLAIMER

This presentation shall not constitute legal advice, nor create an attorney-client relationship. This presentation is for informational purposes only.

If you have any specific legal questions or require legal advice for specific situations, please contact or refer to your institutional, general, or outside counsel.



DAY 1 AGENDA

TITLE IX OVERVIEW

- Statutory language & implementing regulations
- Misc: Athletics, pregnancy, & parenting
- Title IX history

TITLE IX 2020 FINAL RULE

- Scope & jurisdiction
- Definitions
- Due process
- Other federal laws

NEW YORK STATE LAW

- 129-B Enough is Enough
- GENDA & SONDA



TITLE IX OVERVIEW & KEY CONCEPTS





The State University
of New York

TITLE IX: HISTORICAL CONTEXT

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance...”





TITLE IX OVERVIEW

APPLICATION

Recipient: any entity which operates an education program or activity and receives federal funding.

Program or Activity: all operations of the college or university

EDUCATION PROGRAM OR ACTIVITY INCLUDES

ACCESS TO COMPARABLE CLASSES & FACILITIES

- Counseling & guidance
 - Employment
- Discrimination in Admissions & Recruitment
- Provide different aid, benefits, or services or provide aid, benefits, or services in a different manner
 - Health insurance
- Deny any person any such aid, benefit, or service

Subject any person to separate or different rules of behavior, sanctions, or other treatment;

- Apply any rule concerning the domicile or residence of a student or applicant, including eligibility for in-state fees and tuition;
- Providing significant assistance to any agency, organization, or person which discriminates on the basis of sex in providing any aid, benefit or service
- Otherwise limit any person in the enjoyment of any right, privilege, advantage, or opportunity.

EXCEPTIONS TO TITLE IX APPLICATIONS (SEPARATION IS PERMITTED HERE)



- Social Fraternity & Sorority Admission (Sec. 106.14)
- Separate but comparable housing, toilet, locker room, & shower facilities by sex. (Sec. 106.32-106.33)
- Contact sports & ability grouping in physical education classes (106.34)
- Separate Athletics teams where selection is based on competitive skill, or the activity is a contact sport (106.41)
- Human Sexuality Classes (106.34)
- Choruses (106.34)



ATHLETICS

- Non-Discrimination
- Scholarship Opportunities
- Equal Opportunity in Athletics:
 - Accommodate interests & abilities of both sexes;
 - Equipment & supplies;
 - Scheduling;
 - Travel & per diem;
 - Coaching & tutoring;
 - Compensation of coaches;
 - Locker rooms, practice, & competition facilities;
 - Medical & training facilities;
 - Housing & dining facilities;
 - Publicity

MARITAL OR PARENTAL STATUS

- Admissions: pre-admission inquiries
- Equal Treatment: concerning parental, family, or marital status may treat students differently by sex.
- Discrimination: because of pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom
- Physician Certification
- Separate sections
- Leave
- Employment Actions
- Employee pregnancy





COMPLAINT PROCEDURES

- Adopt & publish a Notice of Non-Discrimination & grievance procedures for prompt & equitable resolution of student & employee complaints alleging any action prohibited by Title IX.

DESIGNATION OF RESPONSIBLE EMPLOYEE (TIXC)

- Designate at least one employee to coordinate its efforts to comply with & carry out its responsibilities under Title IX (TIXC)
- Includes investigation of any complaint alleging any actions which would be prohibited by Title IX.

TITLE IX COORDINATOR DUTIES:

- Disseminate & implement policies;
- Provide training;
- Receive & handle complaints;
- Oversee an investigation;
- Maintain records;
- Identify trends & areas for improvement;
- Advise on Title IX issues;
- Work with stakeholders across campus.





TITLE IX: HISTORICAL CONTEXT



TITLE IX TIMELINE: 1970'S-1990'S

- **1972:** Title IX Adopted- focus on Athletics & expanding opportunity
- **1975:** Rules implement Title IX & schools have until 1978 to comply
- **1978:** Alexander v. Yale
- **1990's:** Sexual Harassment Liability
 - Franklin v. Gwinnett County Public Schools
 - Davis v. Monroe County Board of Education

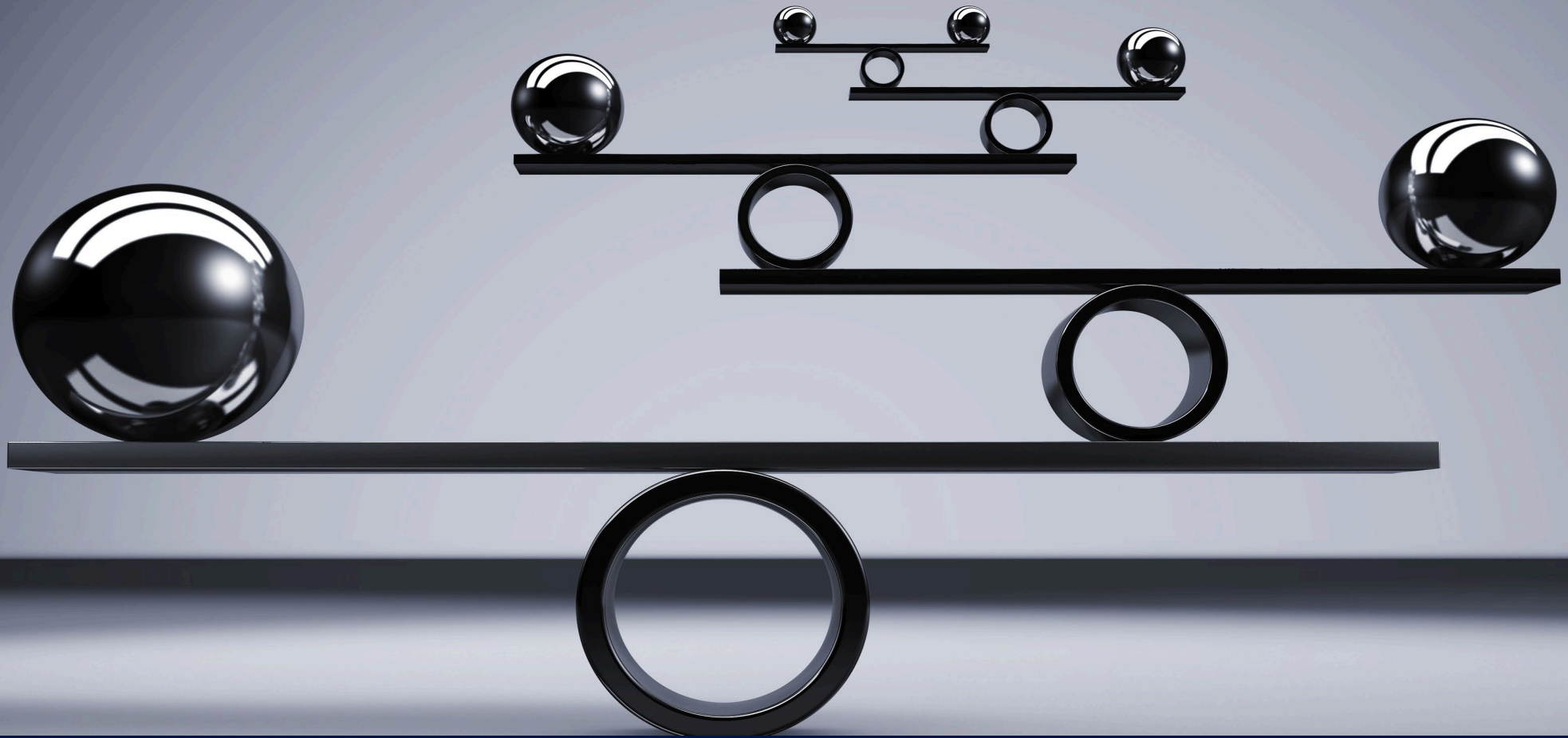


TITLE IX: HISTORICAL CONTEXT



TITLE IX TIMELINE: 2011-PRESENT

- **April 2011:** Obama's Dear Colleague Letter
- **May 2020:** Title IX Final Rule
- **2016-2026:** Shifting Policies Related to Transgender Students
- **August 2024:** Biden-era 2024 Final Rule Implemented
- **January 2025:** Biden-era 2024 Rule is Vacated-return to 2020

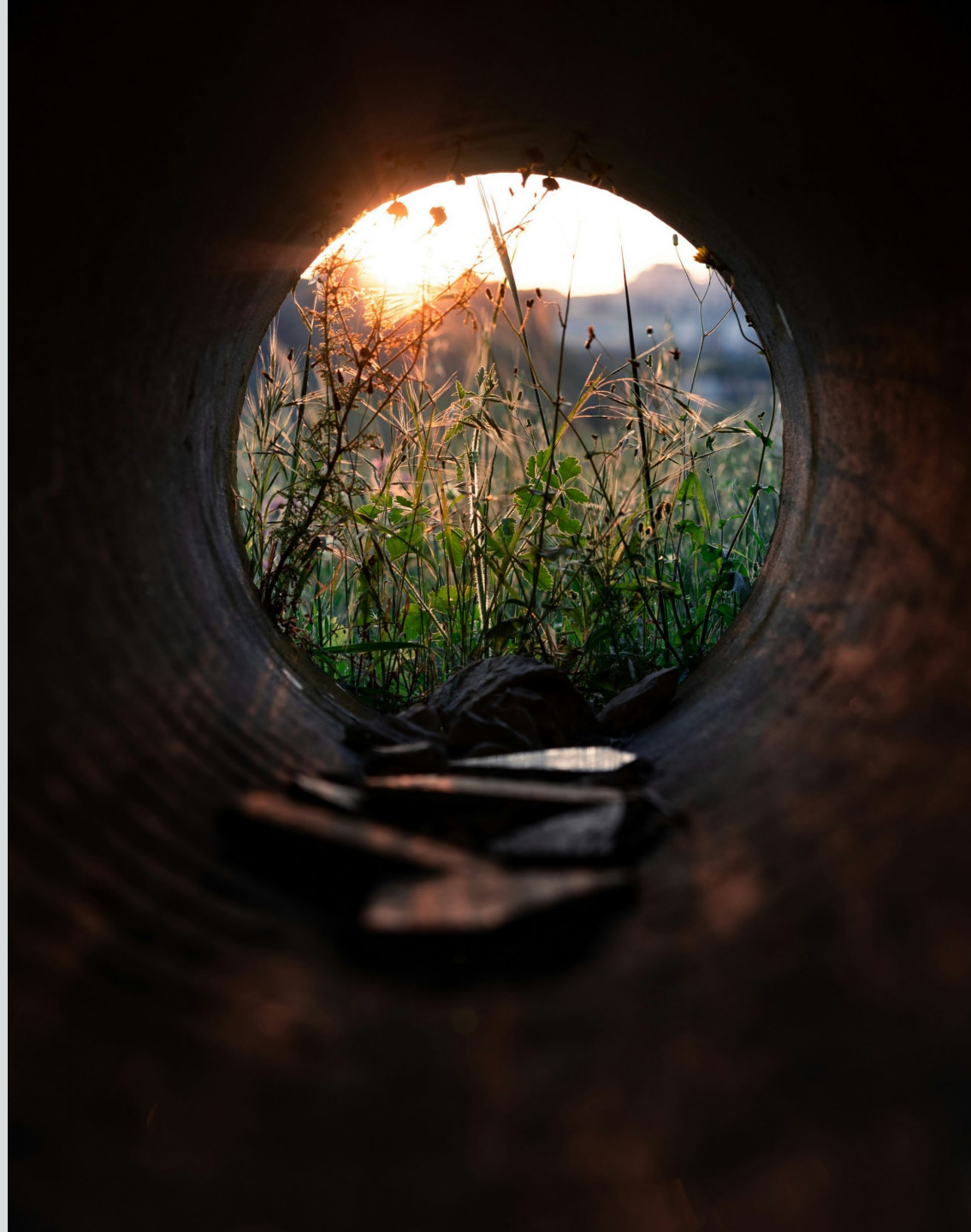


2020 FINAL RULE

Introduction to the Title IX Final Rule

SCOPE OF FINAL RULE

Sexual harassment in an education program or activity of the institution against a person in the United States.



SEXUAL HARASSMENT

Sex-based harassment prohibited by this part (Title IX) is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the bases described in the scope, that is:

1	2	3
QUID PRO QUO HARASSMENT	HOSTILE ENVIRONMENT HARASSMENT	SPECIFIC OFFENSES



QUID PRO QUO HARASSMENT

“An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual’s participation in unwelcome sexual conduct”

QUID PRO QUO HARASSMENT

AN EMPLOYEE OF THE INSTITUTION

This categorization includes, but is not limited to:

- Faculty (full-time & adjunct),
- Administrators,
- Practitioners,
- Coaches,
- Members of institutional leadership (if considered to provide aid, benefit, or service)

ARE STUDENTS INCLUDED IN THIS CATEGORY OF QUID PRO QUO HARASSMENT?

- Generally, no. Students are intended as the beneficiaries of the aid, benefits, or services of the institution's education program or activity.

HOSTILE ENVIRONMENT HARASSMENT

SEVERE AND PERVASIVE

- A single serious incident may be severe but not pervasive, as required.
- Pervasive conduct may create a hostile environment, even if no single occurrence of conduct is severe.
 - Harassment in hallways
 - Graffiti in public areas
 - Harassment during extracurricular education programs or activities.

SUBJECTIVELY AND OBJECTIVELY OFFENSIVE

- Subjective offensiveness of sex-based harassment is necessary to determine hostile environment.
 - Must be supported by evidence
 - Cannot prove hostile environment on its own.
- Objective offensiveness is assessed through the perspective of a reasonable person in the complainant's position.

HOSTILE ENVIRONMENT HARASSMENT: TOTALITY OF THE CIRCUMSTANCES

When a standard is based on the “**totality of the circumstances,**” it means that a determination must be made in consideration of all the facts & all the available information.

Requires consideration of all relevant evidence & the five factors of the fact-specific inquiry.



***“EFFECTIVELY
DENIES”* HOSTILE
ENVIRONMENT
HARASSMENT**

Evidence required to support complainant’s claim that ability to participate in or benefit from education program or activity is “effectively denied” because of alleged conduct.

No specific type of harm required for a hostile environment to exist.

Whether alleged conduct effectively denies a person equal access to an institution’s education program or activity is fact-specific analysis & requires consideration of all relevant evidence.

FACT SPECIFIC INQUIRY: **CONSIDERATION FACTORS**

Whether a hostile environment has been created is a **fact-specific inquiry** that includes consideration of the following **five** factors:

FACTOR 1

The degree to which the conduct affected the complainant's ability to access the institution's education program or activity

FACTOR 2

The type, frequency, & duration of the conduct

FACTOR 3

The parties' ages, roles within the institution's education program or activity, previous interactions, & other factors about each party that may be relevant to evaluating the effects of the conduct



FACT SPECIFIC INQUIRY: **CONSIDERATION FACTORS**

FACTOR 4

The location of the conduct & the context in which the conduct occurred

FACTOR 5

Other sexual harassment in the institution's education program or activity



- The Department crafted the definition of sex-based harassment & the definitions of the four included specific offenses to align with the Clery Act.
- Do not need to be severe or pervasive or subjectively & objectively offensive to constitute sex-based harassment.
- Do not have to satisfy the element of unwelcomeness.
- A hostile environment may need to be addressed even if a specific offense occurs outside of an education program or activity.
- Other sex offenses as defined by State law may meet the definition of hostile environment harassment if they satisfy all elements of the definition.

1. SEXUAL ASSAULT

2. DATING VIOLENCE

3. DOMESTIC VIOLENCE

4. STALKING

SPECIFIC OFFENSES

1. SEXUAL ASSAULT

“An offense classified as a forcible or nonforcible sex offense under the uniform crime reporting (UCR) system of the Federal Bureau of Investigation (FBI).”
20 U.S.C. 1092(f)(6)(A)(v)

Offenses included:

- Rape
- Criminal Sexual Contact
- Incest
- Statutory Rape

HOW DOES YOUR STATE DEFINE CONSENT?



2. DATING VIOLENCE

VIOLENCE COMMITTED BY A PERSON:

- a. Who is or has been in a social relationship of romantic or intimate nature with the victim; **AND**
- b. Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - The length of the relationship;
 - The type of relationship; &
 - The frequency of interaction between the persons involved in the relationship.

3. DOMESTIC VIOLENCE

FELONY OR MISDEMEANOR CRIMES OF VIOLENCE COMMITTED BY

- a current or former spouse or intimate partner of the victim,
- by a person with whom the victim shares a child in common,
- by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or
- by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.



4. STALKING

Engaging in a course of conduct directed at a specific person that would cause a reasonable person:

- a. Fear for the person's safety or the safety of others; or
- b. Suffer substantial emotional distress.

CONSIDERATION FACTORS OF CONDUCT:

- Duration
- Frequency
- Intensity

TO:

- Watching
- Following
- Using a tracking device
- Monitoring online activity
- Unwanted contact
- Property invasion or damage
- Hacking accounts
- Threats
- Violence
- Sabotage
- Attacks

TACTICS USED MAY INCLUDE BUT ARE NOT LIMITED



JURISDICTION



DEFINING EDUCATION PROGRAM AND/OR ACTIVITY

All operations of:

- A college, university or other postsecondary institution, or public system of higher education....

“SUBSTANTIAL CONTROL”



An institution is not responsible for the actions of parties over which it lacks substantial control and are only responsible for alleged discriminatory conduct over both the context and the respondent.

OUTSIDE THE COUNTRY

“NO PERSON *IN THE UNITED STATES* SHALL...”

- Title IX does **not** apply outside of the United States
- Plain language of the statute is clear that Congress did not intend for application outside of the U.S.
- Title IX does **not** apply to study abroad programs and institutions do not have an obligation to address sex discrimination outside of the U.S.

HOWEVER, the 2024 Final Rule further states:

- Institutions *do* have a responsibility to address a hostile environment in its education program or activity in the U.S., even when some conduct alleged to be contributing to the hostile environment occurred outside of the institution’s program or activity or outside of the U.S. (including study abroad).
- Also, institutions may respond under their codes of conduct or other applicable policies pertaining to study abroad.

KNOWLEDGE CHECK & BREAK





DUE PROCESS

THE CONSTITUTION & DUE PROCESS

No state shall “deprive any person of life, liberty, or property, without *due process* of law.”

14th Amendment, Section 1, U.S. Constitution



THE CONSTITUTION: A FOUNDATION FOR DUE PROCESS

The U.S. Constitution sets the legal foundation for due process requirements. Statutes embodying Federal & State laws, rules, and regulations must build upon the due process foundation set by the Constitution.

THE U.S. CONSTITUTION

- Prohibits the deprivation of life, liberty, & property.
- Prohibits the denial to any person of the equal protection of law.

STATUTES

- Laws passed by Congress or a State Legislature.
- Must be followed by institutions receiving federal funding.

RULES & REGULATIONS

- Issued by government agencies to further interpret & explain the law.
- Do not have the force of law but provide insight for enforcement & best practices.

DUE PROCESS: YOUR POLICIES ARE YOUR CONSTITUTION



**ALWAYS START
WITH YOUR TITLE IX
POLICY & YOUR
STUDENT CODE OF
CONDUCT!**

DUE PROCESS: WHEN & HOW MUCH?

LEAST DUE
PROCESS



WARNING

EXPULSION

MOST DUE
PROCESS



OTHER RELEVANT LAWS: CLERY

THE CLERY ACT

- Administrative law focused on ensuring that certain policies & procedures are in place that prevent and respond to instances of domestic violence, dating violence, sexual assault, or stalking (DVSAS).
- Federal consumer protection law that aims to provide transparency around campus crime policy & statistics by imposing certain recording and reporting requirements.
- Applies just to higher education institutions.
- Includes the reporting other crime offenses outside of DVSAS (hate crimes, arrests, referrals for disciplinary action).
- Jurisdiction based on geography.

TITLE IX

- Federal law that prohibits discrimination on the basis of sex in education programs and activities.
- Civil rights law designed to preserve one's civil rights & access to federally funded education free from discrimination on the basis of sex.
- Applies to K-12 & higher education institutions.
- Includes responding to complaints of sexual harassment (which may include DVSAS).
- Jurisdiction based on education program or activity and substantial control.

SIMILARITIES: *CLERY & TITLE IX*

TRAINING requirements

Address & share definitions for specific offenses

- Domestic violence, dating violence, sexual assault, stalking

Provide support for victims

- Clery = Accommodations; Title IX = Supportive Measures

Require fair **and** equitable disciplinary processes

VIOLENCE AGAINST WOMEN ACT (VAWA) AMENDMENTS TO CLERY (2013)

Adds the definitions of specific offenses and includes them as reportable crimes (DVSAS)

- Domestic Violence
- Dating Violence
- Sexual Assault
 - Stalking

Policy statement of the jurisdiction covered by campus security

Data regarding DVSAS incidents along with policy statements outlining campus response to these incidents, including rights & options for survivors

Implement programs to prevent DVSAS incidents while promoting a healthy & respectful campus environment

Published reports must respect survivor's confidential information (PII, accommodations, etc).

Report data on hate crimes - VAWA added crimes based on gender identity & national origin to the list of hate crimes that must be reported.

EMPLOYEES: TITLE IX & TITLE VII

TITLE IX

- Prohibits discrimination “on the basis of” sex.
- Applies to students, employees, & others participating in or attempting to participate in the education programs or activities.
- Hostile Environment: subjectively & objectively offensive & severe and pervasive
- Actual Notice
- Voluntary

TITLE VII

- Prohibits discrimination “because of...sex.”
- Also covers race, color, religion, or national origin.
- Applies to employees
- Hostile Environment: severe or pervasive to alter working conditions & create hostile environment
- Knew or should have known
- Compulsory?

You MUST use your Title IX Grievance Procedure for allegations against employees related to Title IX-



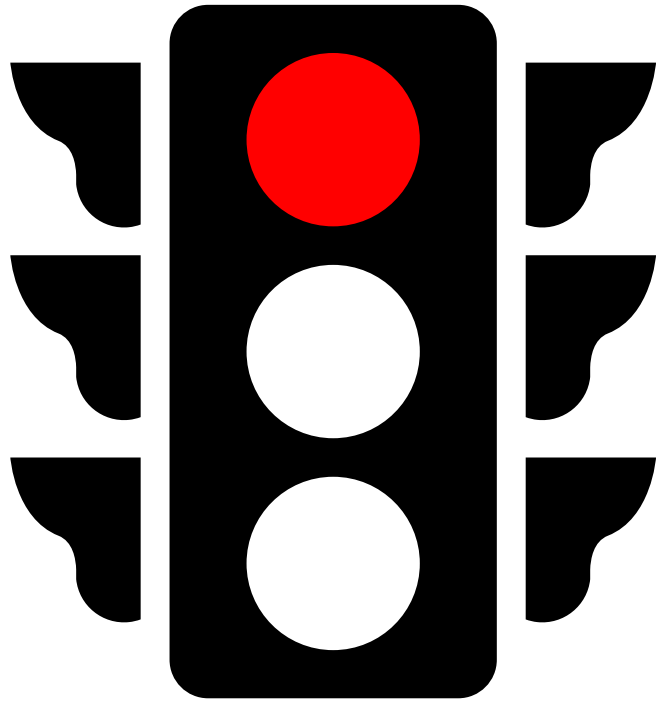
NEW YORK STATE LAW

129-B, SONDA, & GENDA

129-B OF THE NYS EDUCATION LAW

“ENOUGH IS ENOUGH”

- What conduct is covered?
- Who is covered?
- Mandated items?
 - Process
 - Training
 - Surveys & reporting
 - Misc policies: Amnesty, Bill of Rights, Affirmative Consent



- What conduct is covered?
 - Sexual assault, dating violence, domestic violence, & stalking
- Who is covered?
 - Only students
- Geography?
 - Broader than Title IX

129-B PROHIBITED CONDUCT

- Make report to local law enforcement
- Have disclosures taken seriously
- Make procedural decisions without institutional pressure
- Fair, impartial process with opportunity to be heard
- Treated with dignity & respect
- No victim blaming
- Describe incident to fewer people
- No retaliation
- Appeals
- Advisor of choice
- Civil rights

STUDENTS' BILL OF RIGHTS

AFFIRMATIVE CONSENT UNDER 129-B



- Supplements Title IX
- Mandated definition
- For all “sexual activity”
- Affirmative Consent DEFINITION
 - Expressed through words or deeds
 - Always required & may be withdrawn
 - Incapacitation & coercion
- Proving Affirmative Consent

MANDATORY RESPONSE TO REPORTS

- Advise of rights & resources
- Emergency access to TIXC or another trained official
- Options for confidential & private disclosure
- File reports with TIXC or HR
- Support for legal proceedings
- Right to withdraw complaints

Other
measures

No-Contact Order



PROTECTIONS & ACCOMMODATIONS

Order of Protection & Arrest

Other security
or safety
assistance

Interim
suspension

Academic & other
accommodations

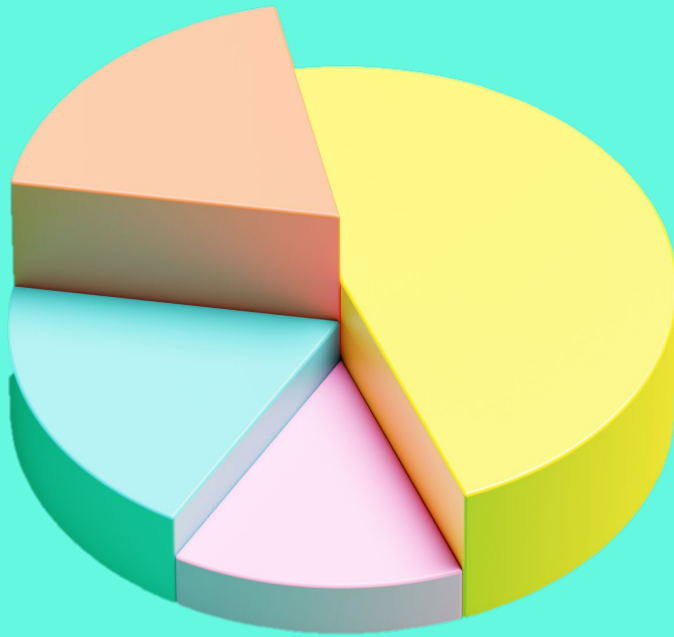
- Notice to Respondent
- Opportunity to offer & review evidence in impartial investigation
- Appeal
- Advisor of choice
- Prompt, impartial, timely, & thorough adjudication with opportunity to present evidence at hearing
- Concurrent with criminal investigation
- Exclude sexual & criminal history
- Privacy
- Transcript notations



ALCOHOL AND/OR DRUG USE AMNESTY

“The health and safety of every student at the [Institution] is of utmost importance ... A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to [Institution’s] officials or law enforcement will not be subject to [Institution’s] code of conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.”

MISC 129-B: CLIMATE SURVEYS, REPORTING & TRAINING



- CAMPUS CLIMATE ASSESSMENTS
 - Every other year
 - Questions related to knowledge, experiences, & bystander attitudes
- REPORTING
 - 10 Years: File copies of rule
 - Annual 129-B certification
 - Annual Aggregate Data Report
 - Data about reports, cases, findings, & sanctions
- TRAINING
 - Specific topics: Definitions, role of TIXC, policies, risk reduction, bystander intervention
 - Targeted audiences: new students, student leaders, athletes



NYS HUMAN RIGHTS LAW

- **NYS EXECUTIVE LAW § 296** – New York State Human Rights Law is broader than federal laws
- In addition to race, color and national origin, NYSHRL includes discrimination based on age, citizenship or immigration status, sexual orientation, gender identity or expression, military status, sex, disability, predisposing genetic characteristics, familial status, marital status or status as a victim of domestic violence.
- Statute of limitations – 3 years

- Sexual orientation discrimination prohibited
 - Employment
 - Housing
 - Public accommodations
 - Education, &
 - The exercise of civil rights
- Gender expression/identity discrimination prohibited
 - Employment
 - Housing
 - Public accommodations
 - And non-religious schools, etc.
- Different standards & requirements than Title IX

SONDA & GENDA

KNOWLEDGE CHECK!



**Days 2 & 3 of Title IX
Coordinator Training**

**7/29
7/31**

Title IX Hearing Board (Decisionmaker) Trainings	8/4, 8/6, 8/8 9/9, 9/11, 9/16 12/2, 12/4, 12/9
Student Conduct Hearing Board (Decisionmaker) Trainings	8/12, 8/13, 8/14 9/18, 9/22, 9/25 11/5, 11/7, 11/12
Title IX Coordinator Training	8/28, 9/2, 9/4 12/11, 12/16, 12/18
Tech-Facilitated Sexual Violence	7/30
Title IX Investigator Training	8/21, 8/22
Advanced Title IX Workshop	8/26
Getting Your Clery Annual Report Ready to Publish	9/8
Identifying & Responding to Stalking	9/19
Investigating Stalking	10/16
Trauma-informed Interview Training	10/20, 10/21
The Neurobiology of Sexual Assault	10/7, 10/8
Coordinating Response to Stalking	11/14
The Cost of Caring - Understanding Your Vicarious Trauma	12/19

**THANK YOU SO MUCH FOR JOINING
US! WE ARE SO GRATEFUL TO ALL OF
OUR MEMBERS JOINING US FOR OUR
TRAININGS.**

**Our upcoming trainings are listed on
this slide, but you can find all our
Live@Distance offerings in our
learning platform.**