



ADRIENNE MURRAY
BETH DEVONSHIRE
D. STAFFORD & ASSOCIATES

1





Today's webinar is being conducted by the National Association of Clergy Compliance Officers and Professionals (NACCOP).

Sponsored by




NACCOP Partners

© 2021 NACCOP

2




Limited permission is granted to each attendee of this class to make training materials available per the requirements outlined in the Title IX Regulations published on May 19, 2020. These materials are copyright of NACCOP. (© 2021 NACCOP. All rights reserved.)

Any distribution or reproduction of part or all of the contents in any form is prohibited other than the following:


- i As required by 34 C.F.R. 106.45(b)(1)(iii) and 106.45(B)(10)(i)(D), this material in its entirety may be posted to the website of the institution in which you were associated with at the time in which you were enrolled in this training. NACCOP gives permission for clients to convert the provided documents as necessary to be ADA-compliant.
- i Public inspection upon request.
- i You may not, except with our express written permission, distribute or commercially exploit the content. Nor may you transmit it or store it in any other website or other form of electronic retrieval system.

© 2021 NACCOP

3



- Diverse student populations
- Non-traditional student population
- Multiple campuses
- Smaller staff (same people doing major tasks)
- Same compliance requirements as more resourced institutions
- Trades programs
- Lots of off-campus internships
- Children on campus for various reasons
 - Dual enrollment
 - K-12 institutions as part of college
 - Lots of non-credit programs with kids



This Photo by Unknown Author is licensed under CC BY-SA 4.0

© 2021 NACCCOP 4


4

Topics for Today's Webinar

- Managing multiple policies
- K-12 school on campus
- Minors on campus as complainants or respondents
- FERPA
- Parental notification and student consent
- Managing Title IX with satellite campuses
- Non-credit programs and internships
- Pregnancy and parenting accommodations

© 2021 NACCCOP 5

5



QUESTION

Non-Title IX Student Conduct

Title IX Employee (Faculty? Staff?)

Non-Title IX but Title VII Employee

Other?

© 2021 NACCCOP 6

6

7

- How many institutional policies and resolution procedures are in place at your institution to respond to sexual harassment, sexual assault, dating violence, domestic violence, and stalking?
- Does Title IX do intake on all referrals and then pass to appropriate office if allegation is non-Title IX?

© 2021 NACCCOP

7

Do you have an elementary, middle or high school on your campus? Is the school under the control of the college? Is it under the jurisdiction of your local jurisdiction?

Does your CC Title IX Coordinator also have oversight for responding to complaints of sexual misconduct at K-12 in addition to the CC?


© 2021 NACCCOP

8

© 2021 NACCCOP

- Is a recipient required to notify a parent or guardian of reported sexual harassment that affects that parent or guardian's student?
- If a minor is the complaining or respondent in a sexual misconduct proceeding, what special considerations should I have in mind?
- I have a dually enrolled high school/college student who is the respondent in a sexual misconduct complaint. Do I follow the K-12 Title IX policy or the CC Title IX policy?

9



When is a person considered a "student" at your community college?



Does a student have to give consent for me to tell the respondent of the allegation?

If the complainant is a dually enrolled student and the CC is leading the investigation, do they need their consent to share information with the K-12?

Must a student give consent for accommodations, supports, measures or interim protective measures?


© 2021 NACCOP 10

10

© 2021 NACCOP 11


11



- i My Community College offers a literacy program to community members on Thursday evenings on campus. It is free, but registration is required. Does Title IX apply?
- j We offer a non-credit fitness program at the local YWCA (yoga, Pilates, strength training). Does Title IX apply if one of our participants is alleged to have sexually harassed another person at the Y? What about another person who is also our participant in the non-credit program?
- k We offer a non-credit language skills program in an area church where our students teach English to non-native English speakers. There is a \$5 fee for each learner that is paid by the Church to our community college. Does Title IX apply?
- l Our nursing students go to a local hospital as part of their program where they attend skills labs and learn patient care. Recently, while engaging in a patient care activity, one of our nursing students alleged that he was sexually assaulted by a patient. Does Title IX apply?
- m Our diesel mechanic students are required to log 20 hours in a placement (area diesel shop) before they can receive their certification. We provide a list of names of places they can request to get their hours but have no role in scheduling them. Recently, one learner complained of sexually explicit jokes, graphics, and sexual harassment against them by employees of the shop they were working in. Does Title IX apply?

© 2021 NACCOP 12


12




Can the school restrict students from participating in labs?
 What are examples of reasonable adjustments?
 Does an institution need to provide a lactation room?
 Can the school require a doctor's note to return?
 Can students submit work they missed because of pregnancy or childbirth?
 Do you have any policies or procedures regarding pregnant or parenting students?

© 2021 NACCOF 13

13





This image by Unknown Author is licensed under CC BY-SA

© 2021 NACCOF 14

14





For more information:
dstaffordandassociates.com

Upcoming D. Stafford Virtual Classes.

Title IX Coordinator (11:00 AM - 5:00 PM Eastern)

- | February 22 - 26, 2021
- | May 3 - 7, 2021
- | October 4 - 8, 2021

Combined Sexual Misconduct and Domestic/Dating Violence and Stalking Investigation (11:00 AM - 5:00 PM Eastern)

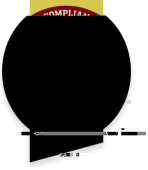
- | April 12 - 16, 2021
- | August 23 - 27, 2021

Advanced Investigations (9:00 AM - 5:00 PM Eastern Time)

- | March 8 - 12, 2021
- | June 7 - 11, 2021
- | November 8 - 12, 2021

© 2021 NACCOF 15

15



- July 21-23, 2021
 - July 20, 2021

- i - Addressing VAWA Policy Statements for Non-Title IX Procedures in the Annual Security Report
- i - Developing Internal Memorandums of Understanding (MOUs) with Key Departments to Facilitate a Higher Level of Institutional Cooperation with Clery Act Compliance
- i - Case Reviews: These sessions include a Case Review where attendees will participate in reviewing a sample incident report narrative to determine the correct classification and count for each report and to practice adding entries to the Daily Crime Log. This session will provide practitioners with an opportunity to apply their knowledge to real-world scenarios.

Register at www.naccop.org

© 2021 NACCCOP 14
