



University of Alabama-Birmingham Title IX Session II



Purpose of Today's Training

- ❑ Not legal advice reminder
- ❑ Impact of the election
- ❑ Deeper Dive into Formal Complaints and Notice
- ❑ Role of Deputy Title IX Coordinator
- ❑ Supportive Measures



The Impact of the 2020 Election on Title IX Compliance

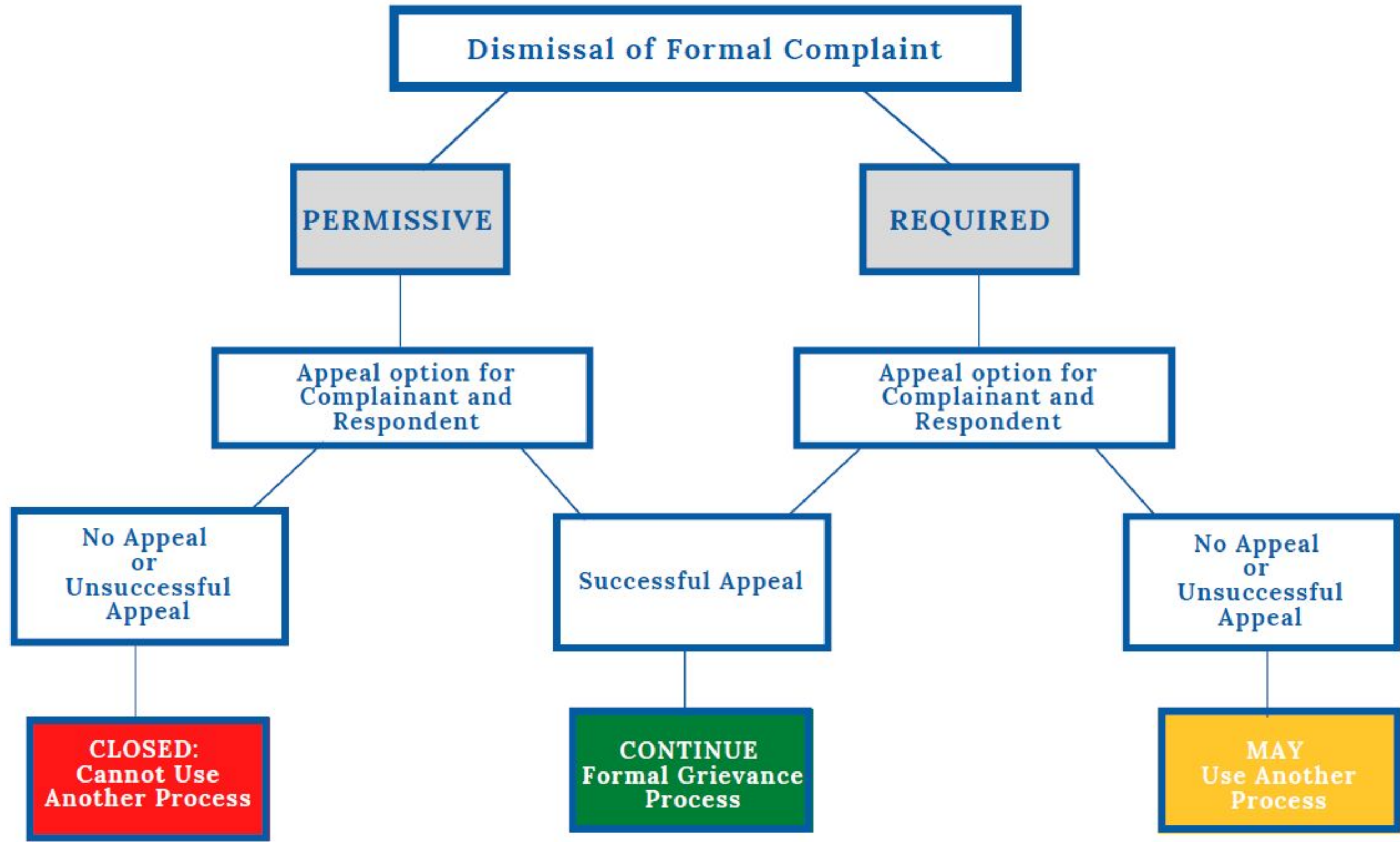


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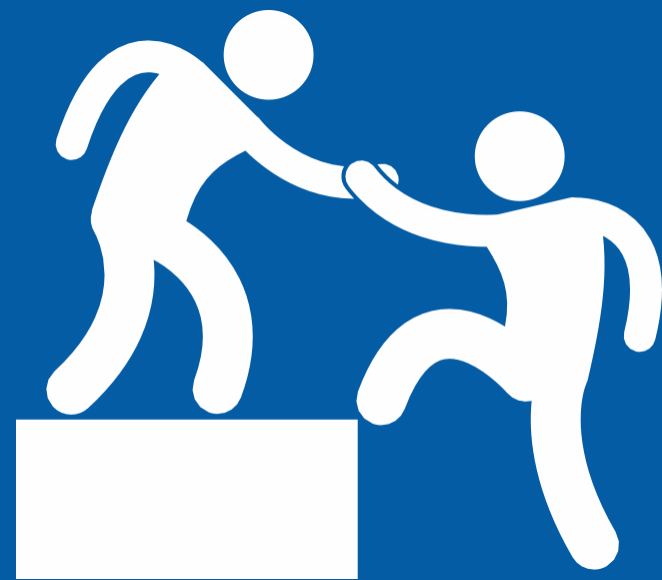


FORMAL TITLE IX GRIEVANCE PROCESS





The Role of Deputy Coordinator



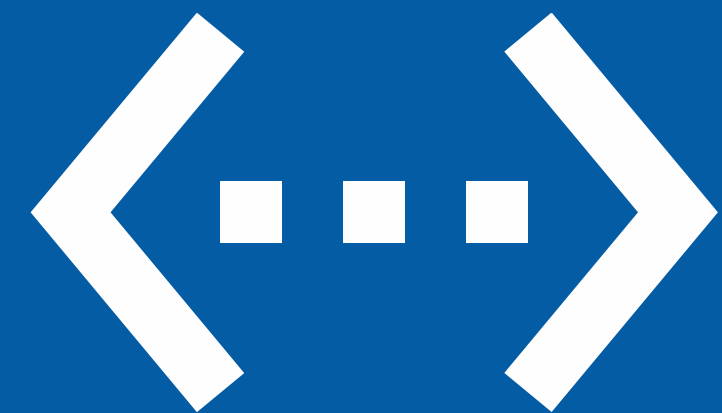
Step in to assist if/when conflict arises Supportive

- measures
- Investigations
- Etc



Co-investigate in Human Resources Investigations when necessary

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Serve as liaison with investigators when there is an investigation related to protected class conduct





SUPPORTIVE

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Significant Focus Under New Regulations

MEASURES

Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the recipient's educational environment, or deter sexual harassment.

- counseling,
- extensions of deadlines or other course-related adjustments,
- modifications of work or class schedules,
- campus escort services, mutual restrictions on contact between the parties,
- changes in work or housing locations,
- leaves of absence,
- increased security and monitoring of certain areas of the campus, and
- other similar measures.
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INSTITUTIONAL
COMPLIANCE SOLUTIONS

Questions?
