

Debunking Title IX

Title IX IS

Federally mandated set policy definitions and procedural responses (K-12, HE and some federally funded agencies like public libraries)
Impartial
Compliant for Federal funding
An investigation process taking on average 60-90 business days
The protection covers issues such as: Sexual harassment (quid pro quo, hostile environment), Sexual assault, Dating Violence, Domestic violence, Stalking, retaliation, Sexual exploitation, Pregnancy, and related conditions
Responsive to objective, not subjective
Changeable with each Presidential Cabinet
Interpretation of federal regulations
Title IX CAN
Listen and interview the complainant and respondent (when warranted)
Consider there are multiple sides to EVERY story
Support both the complainant and respondent with supportive measures
Offer supportive measures to faculty, students, and staff
Create safety plans
Issue No Contact Orders
Conduct Initial Assessment (who, what, when, where, why and how)
Interview students, faculty, and staff
Collect evidence
Emergency removals (when warranted)
Conduct Formal Investigations (after initial assessment)
Outsource to a 3rd party (of Naropa's choice) to conduct investigations and decisions
Apply sanctions
Offer informal resolution
Happen simultaneously with Student Accountability and/or Human Resources policies and procedures

Title IX is NOT

Federal regulations that are set or amendable by Naropa
Advocacy
A perfect system
Student Accountability (has its own process)
A student grievance process outside of sexual harassment
Mental Health Counseling
Necessarily consistent from one US President to another
Law enforcement or a court of law
Title IX CANNOT
Immediately take punitive action against a respondent
Share information about cases
Determine a responsibility from a report
Conduct police investigations
Disregard a student's need for safety (reasonably)
Offer legal advice
Alter student schedules without cause
Remove a student, faculty, or staff member from Naropa University without cause
Disregard rape kits or police reports. These processes can happen simultaneously
Apply sanctions beyond the educational and employment environment if found responsible
Limit a respondent's access to their education or activities unless found responsible [unless 911 removal]
Conduct a formal investigation in all cases

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