

Title IX and Campus Law Enforcement

TITLE IX
UNIVERSITY

PRESENTED BY INSTITUTIONAL COMPLIANCE SOLUTIONS



About Us

OUR MISSION

To provide the best Care and Support for our clients, Community Partners, employees, contractors, collaborators, vendors, and all others who encounter our company.

GOAL

To assist schools and districts in providing a safe and healthy learning and working environment for students, faculty and staff.

ICS SPECIALISTS



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BEFORE WE GET STARTED...

- ✓ Not legal advice
- ✓ Materials
- ✓ Questions

- ✓ Breaks
- ✓ Recording

Training Goals



Understand the importance of collaboration



Identify key areas for cooperation



Develop actionable strategies to build and maintain a strong partnership

What challenges do you currently face in working with your campus counterpart?

-  Lack of communication
-  Confusion over roles/responsibilities
-  Limited information sharing
-  Differing priorities
-  No major challenges

Why is Collaboration Critical?

Legal and Regulatory Requirements

**Title IX obligations
vs.
Clery Act & law
enforcement
responsibilities**

VAWA
(Violence Against Women Act)
**and its intersection
with campus safety**

Why is Collaboration Critical?

Institutional and Community Benefits



- Enhancing trauma-informed investigations
- Reducing duplication of efforts and conflicting responses
- Educating campus community on distinct roles
- Identifying areas of opportunity
 - Reporting
 - Investigations
 - Compliance
 - Programming
- Strengthening prevention efforts

Which of the following do you think is the biggest barrier to effective collaboration between Title IX and campus police?

- Confidentiality and information-sharing restrictions
- Differing investigative timelines and processes
- Lack of mutual understanding of roles
- Institutional policies that hinder coordination
- Lack of trust between offices





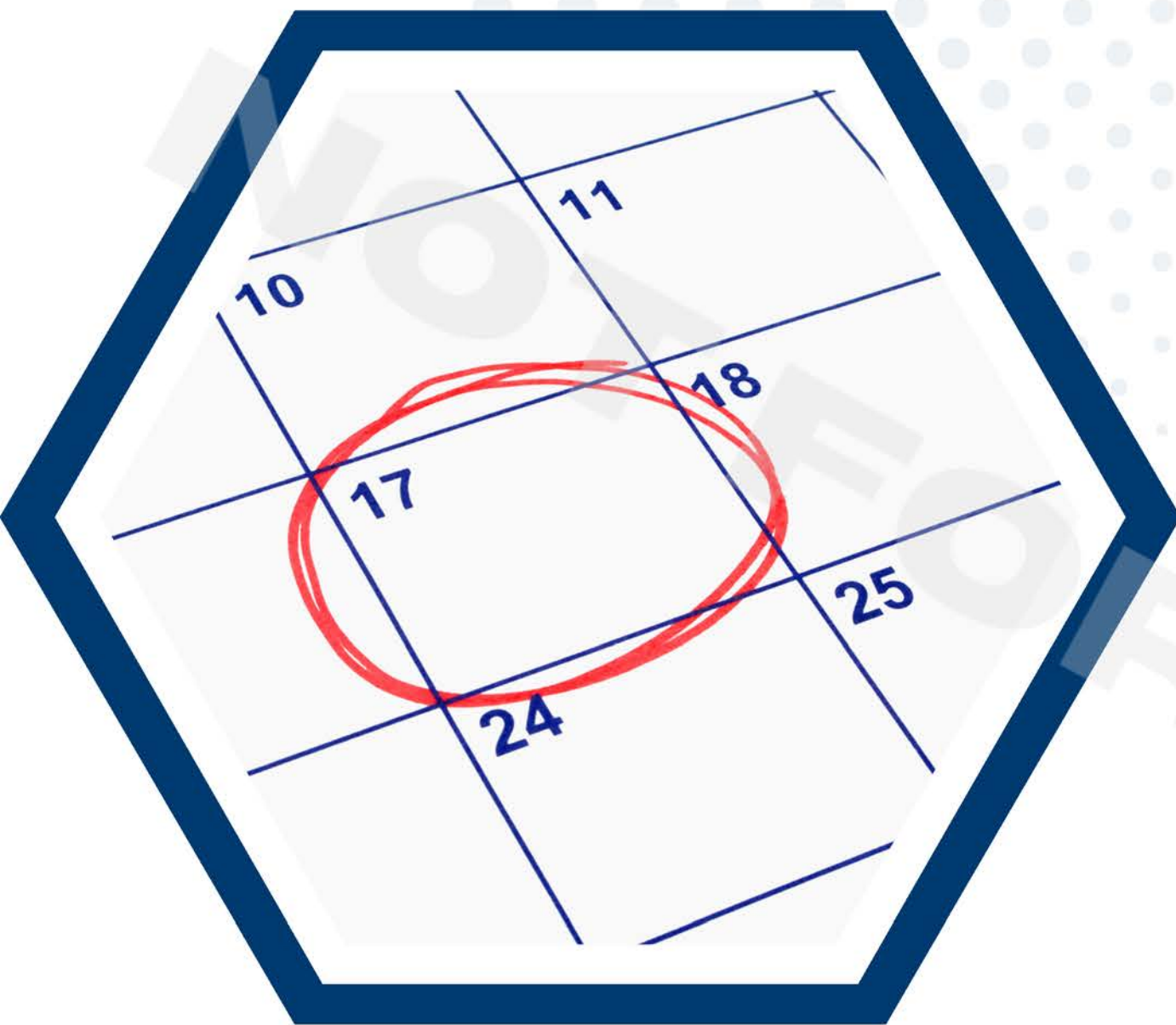
Barriers to Collaboration



Barriers to Collaboration

Confidentiality and Information Sharing

- FERPA, Title IX, and law enforcement's need for evidence
- When and how information can (and cannot) be shared
- Information hoarding/territorialism
 - It can go both ways!



Barriers to Collaboration

Differing Processes and Timeframes

- Administrative Title IX investigations vs. criminal investigations
 - Immediacy
 - Due process
 - Sequencing
- Conflicts between procedural requirements and institutional policies

Barriers to Collaboration

Cultural and Institutional Differences

- Campus police as law enforcement vs. Title IX as a civil rights process
 - Speaking the same language
 - Training
- Differing approaches to support and due process
- Biases for or against each office
 - Can you identify some of your own biases?



Barriers to Collaboration

Resource Limitations and Institutional Priorities

- Staffing, training, and budget constraints
- Lack of institutional support for joint initiatives



Or, maybe you have buy-in, but just don't know where to start!



Identifying Key Areas for Collaboration



Identifying Key Areas for Collaboration

Case Coordination and Parallel Processes

- Differences between Title IX and criminal investigations
 - Educating the campus community
 - Creating streamlined reporting options
- Information sharing: When and how it can (and can't) happen
- Coordinating interviews and evidence collection

Identifying Key Areas for Collaboration

Compliance and Regulatory Reporting



Annual Security Report



Mandated reporting
under Title IX



Other state, local, or
institutional mandates



Identifying Key Areas for Collaboration

Training and Cross-Education

- ✓ Joint training on trauma-informed approaches
- ✓ Learning your counterpart's process
- ✓ Team-building

Identifying Key Areas for Collaboration

Prevention and Awareness Efforts



- Coordinating campus-wide education programs
- Engaging students, faculty, and staff in proactive discussions
- Aligning messaging on rights, reporting, and available resources
- Building engagement and trust with your offices



Strategies for Building Your Partnership

Identifying Key Areas for Collaboration

Regular Communication and Meetings

- Establishing formal liaison roles between offices
- Conducting routine case review meetings (while maintaining compliance)
- Sharing resources and aligning policies where possible
- Identifying key dates annually
 - Report due dates
 - Programming opportunities
 - Institutional calendars

Identifying Key Areas for Collaboration

Developing a Memorandum of Understanding (MOU)



Defining roles, expectations, and information-sharing guidelines



Addressing jurisdictional challenges (on/off-campus incidents)



Reviewing and updating MOUs regularly

Sample Memorandum of Understanding

MEMORANDUM OF UNDERSTANDING (MOU)

Between [Institution Name] Title IX Office & [Institution Name] Campus Police Department

Effective Date: [Month, Day, Year]

Review Date: [Month, Day, Year]

I. Purpose

This Memorandum of Understanding (MOU) establishes a framework for collaboration between the **Title IX Office** and the **Campus Police Department** at [Institution Name]. The goal is to ensure a coordinated and effective response to reports of sexual misconduct, dating and domestic violence, stalking, and other Title IX-related concerns while maintaining compliance with applicable federal and state laws.

II. Guiding Principles

Both parties recognize that:

1. **Trauma-Informed Approaches** should guide responses to reported incidents.
2. **Confidentiality & Compliance** with laws such as **FERPA**, **Title IX**, **Clery Act**, and **VAWA** must be upheld.

Identifying Key Areas for Collaboration

Building Trust and a Collaborative Culture

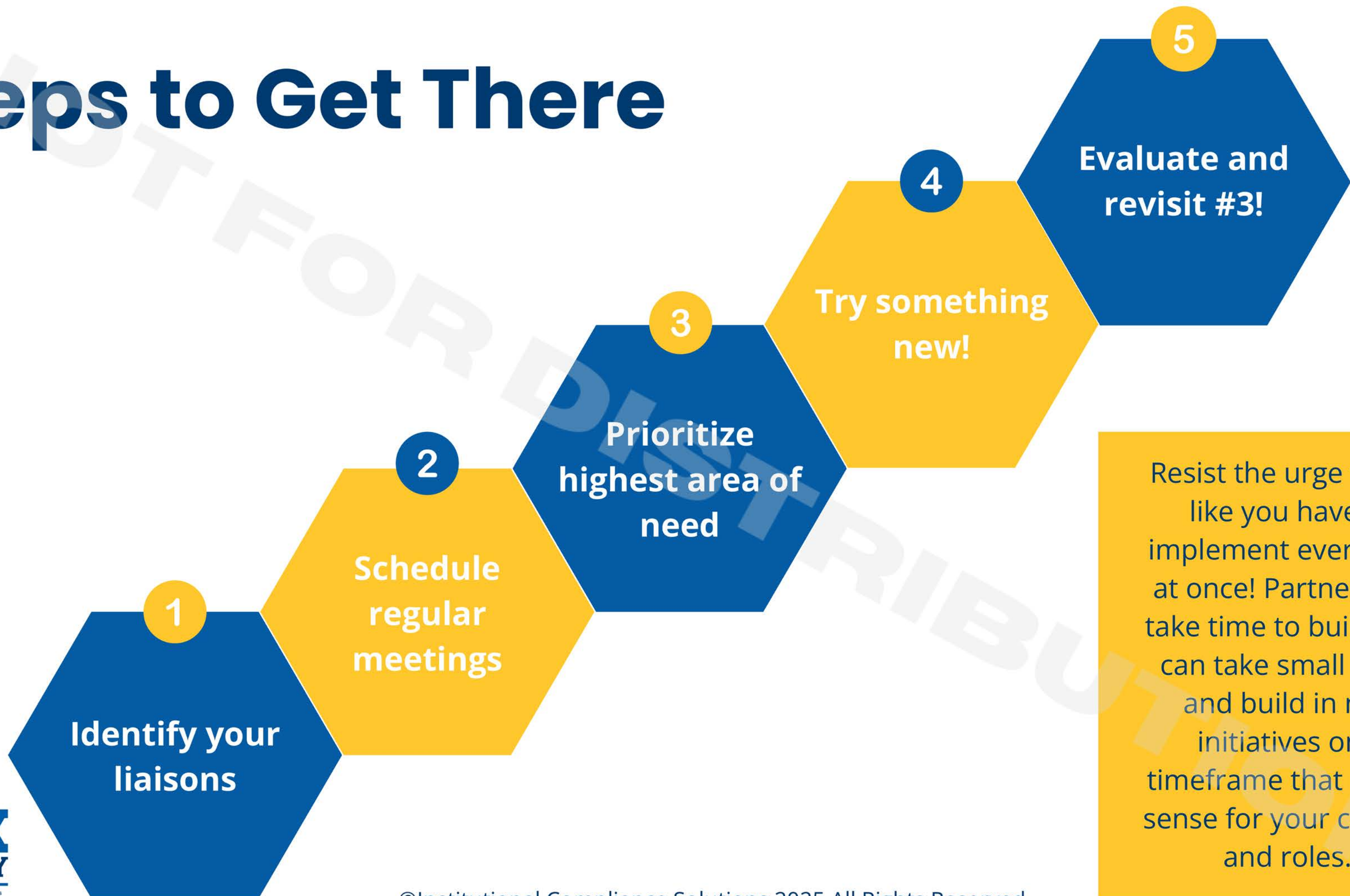
- Addressing tensions and common concerns
- Encouraging informal relationship-building
 - Ride-alongs
 - Joint task forces
 - Opportunities for fun
- Fostering a shared commitment to campus safety and institutional integrity
 - Mission statement
 - Shared goals

Identifying Key Areas for Collaboration

Involving the Campus Community

- Creating opportunities for feedback from your campus constituents
 - Campus climate surveys
 - Student and employee focus groups
 - Programming with student groups and/or peer educators
- Allowing data to tell your institution's story
 - Use reports and statistics to guide decision-making
 - Pay attention to trends and potential areas of risk
- Increasing transparency
 - Update your campus community on efforts, wins, and areas for improvement
 - Be visible!
 - Social media, campus publications, signage
 - "Community policing"

Steps to Get There





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