



South Orange County Community College District

# District-Wide Title IX Training

Overview of Title IX Process  
Office of Human Resources

# District Policies

**BP/AR 3430**

Unlawful Harassment and  
Discrimination Prevention and  
Complaints

**BP/AR 3433**

Sexual Harassment Prevention  
and Complaints Under **Title IX**

**BP/AR 3540**

Sexual and Other Related  
Assaults on Campus in Campus  
Programs

**BP/AR 3055**

Institutional Code of Conduct

# Assessing a Sexual Harassment Report

## Initial Assessment

- Does report warrant referral to campus police department?
- What immediate interim measures need to be imposed?
- What are the allegations?
- What BP/ARs are implicated?
- Consider overlap with other college departments/areas

## Intake

- Outreach to complainant (**colleges conduct student outreach first**)
- Gather information
- Gather requested resolution
- Discuss interim measures/supportive measures

# Assessing a Sexual Harassment Report

## Case Assessment

- What is the applicable BP/AR?
- Is informal resolution appropriate?
- Have complainant and respondent been given an overview of the investigation process?
- Have notices been issued?

## Investigation

- Is investigator free from conflict and/or bias?
- Are the complainant and respondent receiving regular updates?

# Assessing a Sexual Harassment Report

## Hearing (Title IX)

- Purpose is to reach both factual findings and policy findings
- Requires cross-examination of parties
- Appeal rights for both complainant and respondent

## Corrective Action

- Disciplinary actions or sanctions
- Remedial measures
- Are there any trends? Targeted training opportunities?

# IS IT TITLE IX?

## Checklist

- Did the reported conduct take place in the United States?
- Did the reported conduct take place in a District education program or activity? Do we exercise substantial control over the context in which the events happened? Including on-campus and off-campus property and buildings the District owns or controls
- Are the complainant and respondent connected with the college?
- Do the facts as alleged constitute Title IX sexual harassment?  
*Analysis needed by Title IX Officer or Coordinator*

**If all boxes checked, this is a Title IX case and should be processed under BP/AR 3433**

# Additional Considerations

- New Title IX regulations are in the works...stay tuned!
- Off-campus reports of sexual harassment and sexual violence must still be addressed by the colleges
- Anonymous reports warrant review and action, as appropriate
- Ensure that the appropriate stakeholders are notified and involved throughout the Title IX process
- Documentation is key
- Maintain confidentiality and balance the requests of the complainant with the severity of the report

# Education and Prevention for Students

## Current Requirement

Provide preventative education and make victim resources (including victim services info) available in new student orientation programs and in training for student athletes and coaches.

## New Requirement As of **9/1/2024**

Colleges must **annually** train their students on sexual violence and sexual harassment within 6 months of the beginning of the academic year (AB 2683)





# Contact Us

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# Questions??