

# 2020 Title IX Regulations: Policy Implications and Practical Application

Presented by:

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**2020 Title IX Regulations:**  
**Policy Implications and Practical Applications**

*Online Course Agenda for 2 Day Version*

This course runs from 10:00am to 5:00pm EDT each day.

There will be a half-hour break for lunch from 12:45pm to 1:15pm.

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Ms. Stafford was the Chief of Police at The George Washington University in Washington, DC from 1992-2010. During her distinguished 26 year career in the law enforcement and security industry, she worked in Campus Law Enforcement for 23 years at Bucknell University, Butler University, and most recently, at the George Washington University, where she served as Chief of Police of a 176 member police department for 18 years. Chief Stafford retired from active law enforcement on May 5,

Bucknell University. Chief Stafford is a Certified Litigation Specialist.

As a police chief, she is a much sought after speaker, consultant, educator, expert witness, and instructor on campus security, campus safety and law enforcement related issues and on compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act) and the security and safety requirements of the HEOA.

Chief Stafford has won numerous accolades for her 26 years of service in the law enforcement field. She has received the honor of her ongoing contributions to improving the law enforcement profession. In 2004, Stafford was honored by the European Association for Campus Security for her expertise and achievements in campus security. Campus Safety Magazine awarded her their 1<sup>st</sup> Annual Campus Safety Director of the Year Award for 2006. In June 2008, Chief Stafford was presented with the Distinguished Young Alumni Award by her alma mater, Mansfield University in Pennsylvania.

She has been a member of the International Association of Campus Law Enforcement Administrators (IACLEA) since 1990 and she served on the Board of Directors from 2000-2005. She served as the Chair of the IACLEA Accreditation Commission from 2005-2008 and she served as the 45<sup>th</sup> President of the International Association of Campus Law Enforcement Administrators in 2003-2004, she was the first female to hold that office.

Chief Stafford has been a keynote speaker and has conducted presentations on the Clery Act for various organizations, including IACLEA, NACUBO, American Council on Education (ACE); the Stetson Law Conference, Security on Campus Inc, and other video/teleconference training companies.

She was a member of the IACLEA Government Relations Committee from 1995 to 2010 and was the Committee Chair from 1998 to 2000. Chief Stafford has testified at several congressional hearings, one at the request of the U.S. House of Representatives in July of 1997 and two at the request of the U.S. Senate in March of 1998 and July of 2015. Chief Stafford was selected to represent IACLEA as the primary negotiator during the 1999 and 2009 Negotiated Rule Making processes sponsored by the Department of







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Beth Devonshire, Esq., has been an Associate with DSA since 2012 and she became a full-time consultant in August of 2018. She was the Associate Dean of Students at UMass Boston from November 2016 to July 2018. In that role, Beth administered the student conduct system, chaired





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Adrienne Meador Murray began her career in municipal law enforcement as a civilian employee with the City of Richmond Police Department (Virginia). She graduated from the Virginia Commonwealth University Police Training Academy and began her career as a sworn police officer for the University of Richmond (UR) Police Department (Virginia). At UR, Murray progressed through the ranks from a night shift patrol officer to Operations Lieutenant (overseeing criminal investigations, crime prevention and patrol) over the span of a decade before becoming the Chief of Police at Davidson College in North Carolina. Most recently, Murray served as Chief of Police at Trinity Washington University (in Washington, D.C.). In January 2014, Murray joined the National Association of Clergy Compliance Officers & Professionals (NACCOP) and D. Stafford & Associates where she currently serves as







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Ann Todd, Esq is a seasoned civil rights investigator in higher education for D. Stafford & Associates (DSA). Ms. Todd is a graduate of Davidson




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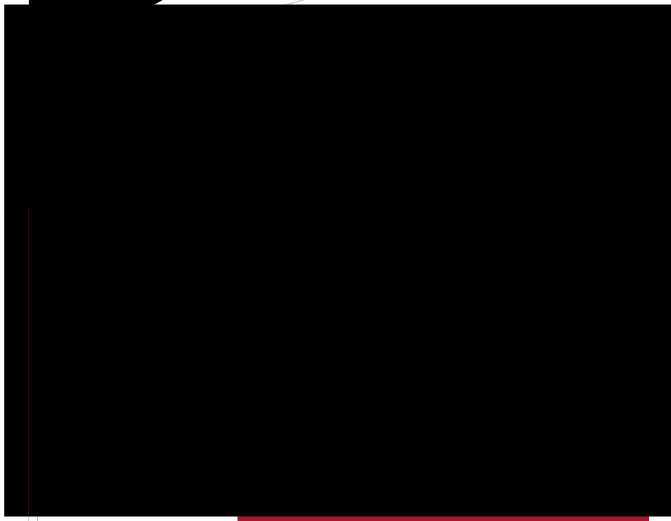




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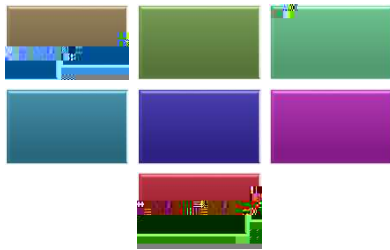


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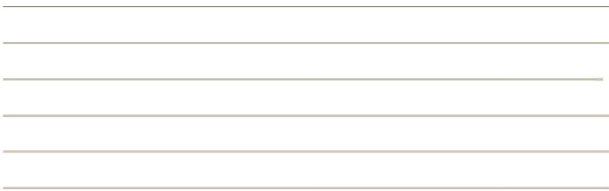


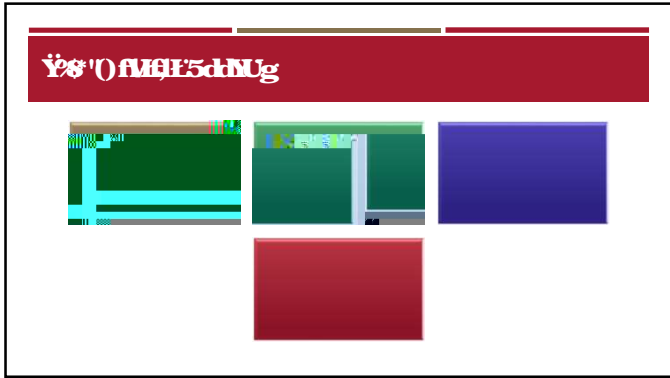
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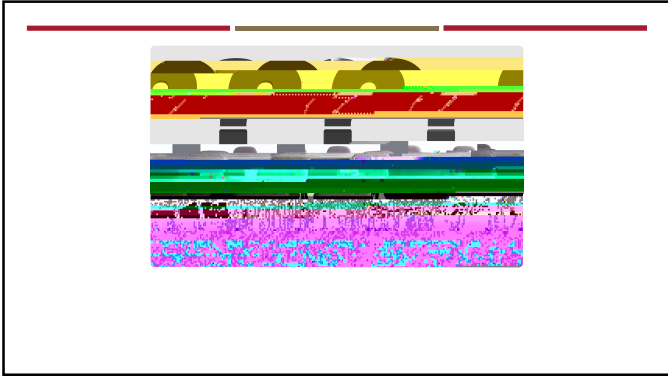
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## Key Requirements of the Olay Act



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## **Three Part Test**

- 2 Is the crime a Clery Act crime?**
- 3 Did the crime occur on or within the institution's reportable**

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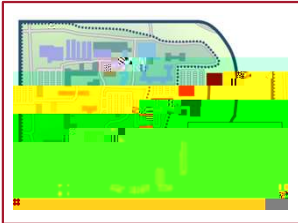
## Unfounded Crimes

An institution may not validate or subsequently remove a reported crime from its crime statistics based on a decision by a court, county jury, prosecutor or other similar non-campus official.

An institution may validate or subsequently remove a reported crime from its crime statistics in the case situation where:

sworn or commissioned law enforcement personnel have fully investigated the reported crime and

based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore "unfounded."



**On Campus  
Residential Facilities**

**Non campus building or  
property**

**Public Property**



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**VAWA Procedural  
Requirements**

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***"How and to whom the alleged offense should be reported"***

- List any person or organization that can assist the victim
- Include institutional resources as well as community organizations
- Include specific contact information
  - Rape crisis centers
  - Coalitions against domestic violence



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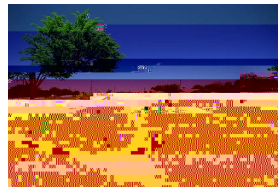
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***"Options about the involvement of law enforcement and campus authorities"***

- Notification of the victim is optional
- Notify proper law enforcement authorities, including on campus and local police
- Be assisted by campus authorities in notifying law enforcement authorities if the victim so chooses, and
- Decline to notify such authorities!



The Beverly Hills Hotel School photo © 2010 SPENCER & ASSOCIATES

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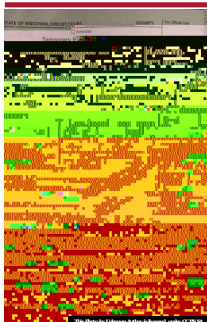
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***"Rights of victims for orders of protection, 'no contact' orders or similar lawful orders.."***

- Do you issue them on campus?
- What options are in your jurisdiction?
- How do you file (at your institution or externally)?
- What is your responsibility to comply with/enforce orders?



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***"How the institution will protect the confidentiality of victims and other necessary parties"***



Publicly available recordkeeping has no personally identifying information about the victim (not required for respondent, but best practice in most cases)

Accommodations and protective measures are confidential (to the extent they can be without impairing the ability to provide them)

***"Existing services available for victims both within the institution and in the community"***

- Counseling
- Health
- Mental Health
- Victim Advocacy
- Legal Assistance
- Visa and Immigration Assistance
- Student Financial Aid
- Other services available for victims

Support

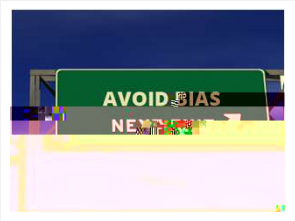
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**“Completed within reasonably prompt timeframes designated by the institution’s policy”**

**Allow for the extension of timeframes**

## Requirements for Officials



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## Requirements for Officials

Training must be described in ASR

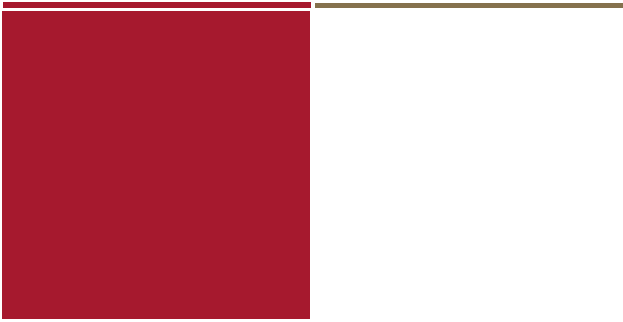
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Should include (at a minimum):

- Relevant evidence and how it should be used

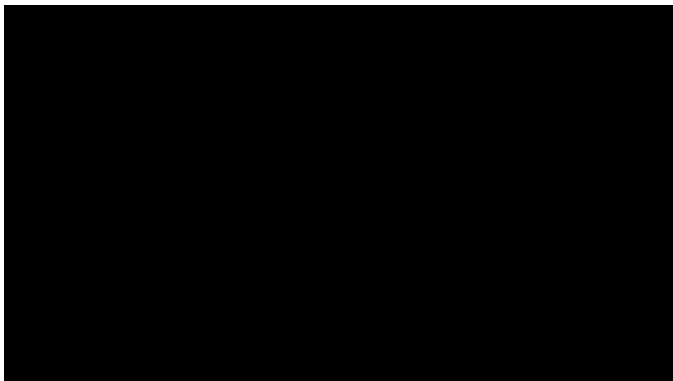
- Proper interview techniques

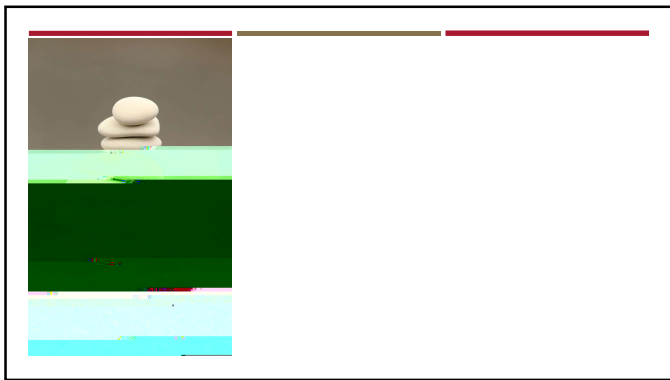
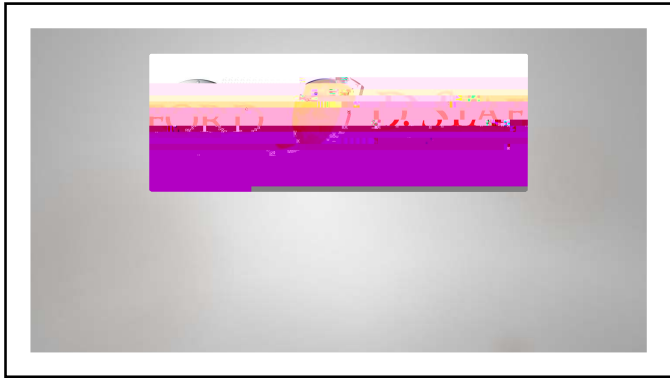
- Basic procedural rules for conducting a proceeding









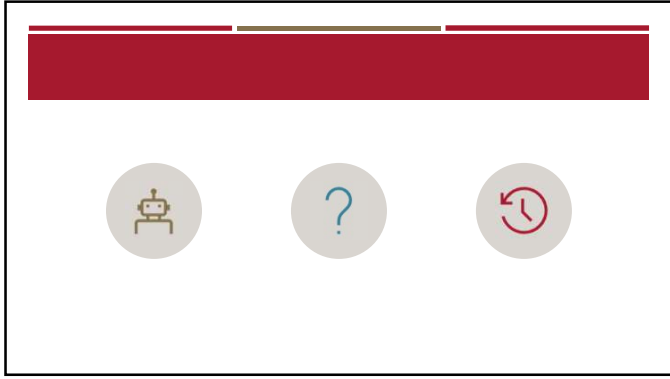


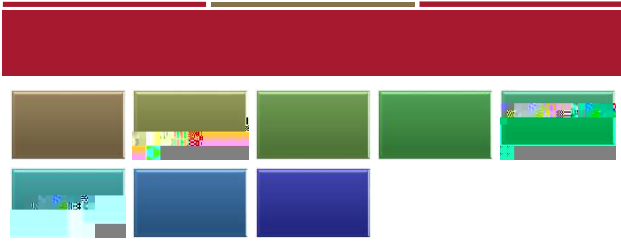
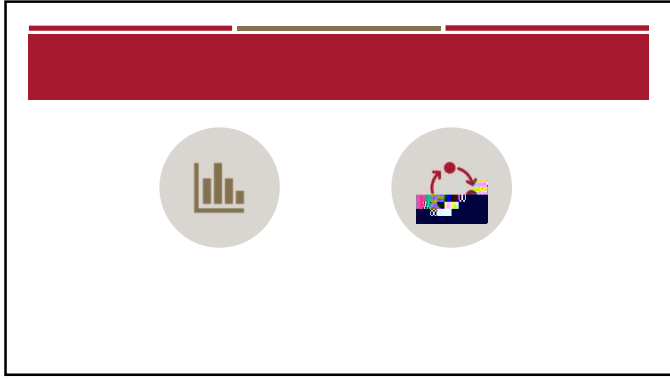
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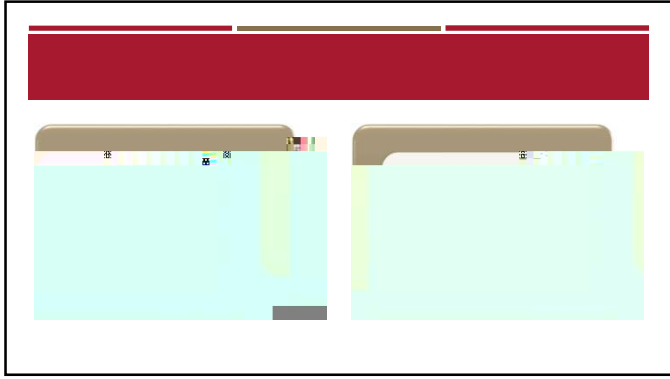
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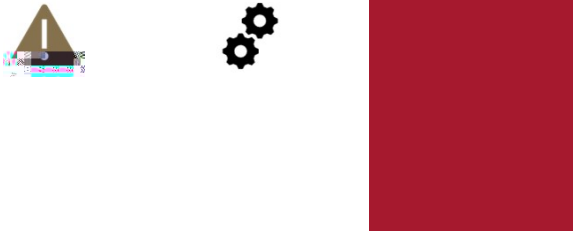
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Topics	Assignment	Questions
<ol style="list-style-type: none"> <li>1 Hostile Environment+</li> <li>2 Intersection of Title IX policy with employee/ student code processes</li> <li>3 Title IX personnel</li> <li>4 Investigators</li> <li>5 Live hearings</li> <li>6 Advisors</li> </ol>	<ol style="list-style-type: none"> <li>1 Identify the issues, challenges, and opportunities associated with the new regulations</li> <li>2 What are the major changes that will need to occur at your institution?</li> <li>3 What is in place at your institution that will assist in implementation?</li> </ol>	<p>You can send questions to the chat while you work, and we will discuss them in the reporting out phase.</p>

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 <b>HOSTILE ENVIRONMENT</b>	 <b>EMPLOYEE/STUDENT PROCESSES</b>	 <b>TITLE IX PERSONNEL</b>
 <b>INVESTIGATORS</b>	 <b>LIVE HEARINGS</b>	 <b>ADVISORS</b>

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# QUESTIONS



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