



GRAND RIVER | SOLUTIONS



COALITION
FOR COLLEGE COST SAVINGS

2022 Draft Title IX Regulations

A Summary Session for The Coalition
for College Cost Savings

August 25, 2022

About Us

Vision

We exist to help create safe and equitable work and educational environments.

Mission

Bring systemic change to how school districts and institutions of higher education address their Clery Act & Title IX obligations.

Core Values

- Responsive Partnership
- Innovation
- Accountability
- Transformation
- Integrity

Meet Your Facilitators



Joseph Storch

He/Him

Senior Director of Compliance
and Innovation Solutions



Andrea Stagg

She/Her

Director of Consulting Services

REMINDER

Continue to follow
current policies and
procedures consistent
with the 2020 Final Rule
and state law

Overview of Topics

1

Scope Clarity (& Expansion)

2

Definitions

3

Procedural Updates

4

So Much More

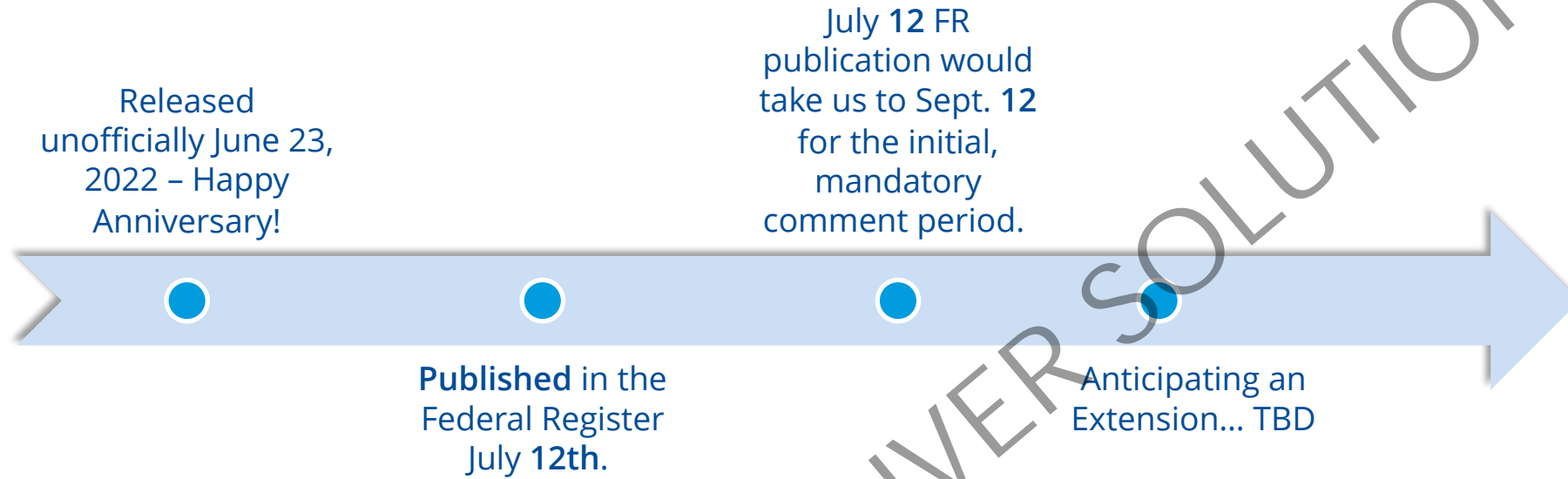


The History of Title IX

A TIMELINE



Background



2020 Final Rule

- Nov. 2018 Publication → May 2020 Final → August 2020 Effective
- 124,000+ Comments

DRAFT REGS
2022

Background

2020 Title IX Final Rule (effective now)

- Narrow geographic scope
- Narrow set of violations
- Narrow concentration (sexual harassment/violence)
- Narrow required reporting and formal process
- More significant process


 DEPARTMENT OF EDUCATION
 U.S. DEPARTMENT OF
 EDUCATION

30026

Federal Register / Vol. 85, No. 97 / Tuesday, May 19, 2020 / Rules and Regulations

DEPARTMENT OF EDUCATION

34 CFR Part 106

[Docket ID ED-2018-OCR-0064]

RIN 1870-AA14

Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance

AGENCY: Office for Civil Rights, Department of Education.

ACTION: Final rule.

SUMMARY: The Secretary of Education amends the regulations implementing Title IX of the Education Amendments of 1972 (Title IX). The final regulations specify how recipients of Federal financial assistance covered by Title IX, including elementary and secondary schools as well as postsecondary institutions, (hereinafter collectively referred to as “recipients” or “schools”), must respond to allegations of sexual harassment consistent with Title IX’s prohibition against sex discrimination. These regulations are intended to effectuate Title IX’s prohibition against sex discrimination by requiring recipients to address sexual harassment as a form of sex discrimination in

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If you use a telecommunications device for the deaf (TDD) or a text telephone (TTY), call the Federal Relay Service (FRS), toll free at 1-800-877-8339.

SUPPLEMENTARY INFORMATION:

Table of Contents

Effective Date

Executive Summary

Purpose of This Regulatory Action

Summary of the Major Provisions of This Regulatory Action

Timing, Comments, and Changes

Adoption and Adaption of the Supreme

Court’s Framework To Address Sexual Harassment

Differences Between Standards in Department Guidance and These Final Regulations

Definition of Sexual Harassment

Actual Knowledge

Deliberate Indifference

Role of Due Process in the Grievance Process

Due Process Principles

Summary of § 106.45

Similarities and Differences Between the § 106.45 Grievance Process and Department Guidance

Public Comment

Analysis of Comments and Changes

Personal Stories

Elementary and Secondary Schools

Formal Complaint

Support for Formal Complaint Definition

No Formal Complaint Required To Report Sexual Harassment

Burden on Complainants To File a Formal Complaint

Anonymous Reporting and Anonymous

Filing of Formal Complaints

Officials Other Than the Title IX

Coordinator Filing a Formal Complaint

Complexity of a Document Labeled

“Formal Complaint”

Parents’ and Guardians’ Rights To File a

Formal Complaint

Methods of Reporting and Methods of

Filing a Formal Complaint

Miscellaneous Concerns About the Formal

Complaint Definition

Postsecondary Institution

Respondent

Sexual Harassment

Overall Support and Opposition for the

§ 106.30 Sexual Harassment Definition

Prong (1) *Quid pro quo*

Prong (2) *Davis* standard

Davis Standard Generally

So Severe

And Pervasive

Objectively Offensive

Effectively Denies Equal Access

Prong (3) Sexual Assault, Dating Violence,

Domestic Violence, Stalking

Gender-Based Harassment

Supportive Measures

Overall Support and Opposition

No-Contact Orders

Background



41390

Federal Register / Vol. 87, No. 132 / Tuesday, July 12, 2022 / Proposed Rules

DEPARTMENT OF EDUCATION

34 CFR Part 106

[Docket ID ED–2021–OCR–0166]

RIN 1870–AA16

Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance

AGENCY: Office for Civil Rights, Department of Education.

ACTION: Notice of proposed rulemaking.

SUMMARY: The U.S. Department of Education (Department) proposes to amend the regulations implementing Title IX of the Education Amendments of 1972 (Title IX). The purpose of the proposed regulations is to better align the Title IX regulatory requirements with Title IX's nondiscrimination mandate, and to clarify the scope and application of Title IX and the obligation of all schools, including elementary schools, secondary schools, postsecondary institutions, and other

convert the PDF to “print-to-PDF” format, or to use some other commonly used searchable text format. Please do not submit the PDF in a scanned format. Using a print-to-PDF format allows the Department to electronically search and copy certain portions of your submissions to assist in the rulemaking process.

- **Federal eRulemaking Portal:** Please go to <http://www.regulations.gov> to submit your comments electronically. Information on using <http://www.regulations.gov>, including instructions for finding a rule on the site and submitting comments, is available on the site under “FAQ.”

Note: The Department's policy is to generally make comments received from members of the public available for public viewing on the Federal eRulemaking Portal at <http://www.regulations.gov>. Therefore, commenters should include in their comments only information about themselves that they wish to make publicly available. Commenters should not include in their comments any information that identifies other individuals or that permits readers to

Executive Summary

Purpose of This Regulatory Action

The Department's review of the current regulations and of information received during and pursuant to a week-long public hearing as well as stakeholder listening sessions and meetings suggest that the current regulations do not best fulfill the requirement of Title IX of the Education Amendments of 1972 (Title IX) that schools and institutions that receive Federal financial assistance eliminate discrimination on the basis of sex in their education programs or activities. The Department therefore proposes that the current regulations should be amended to provide greater clarity regarding the scope of sex discrimination, including recipients' obligations not to discriminate based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity. Further, the Department proposes that the current regulations could better account for the variety of education

2022 Proposed Title IX Rule

- Significant changes
- Some significant things not changed
- If application abroad comes back, it will come back *wider*

(Proposed) Expanded Scope

- Sex-Based Harassment (Proposed § 106.2) includes Discrimination on the Basis of Sex (Proposed § 106.10)

SEX-BASED HARASSMENT

- Quid pro quo
- Hostile environment: "Severe **or** pervasive"
- Specific Offenses, including sexual assault, dating violence, domestic violence, and stalking

DISCRIMINATION ON THE BASIS OF SEX

- Discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

(Proposed) Expanded Responsibility



LGBTQI+

- “sex stereotypes, sex characteristics,... sexual orientation, and gender identity.”
- separate rule making for athletic eligibility standards



Responding and Notification

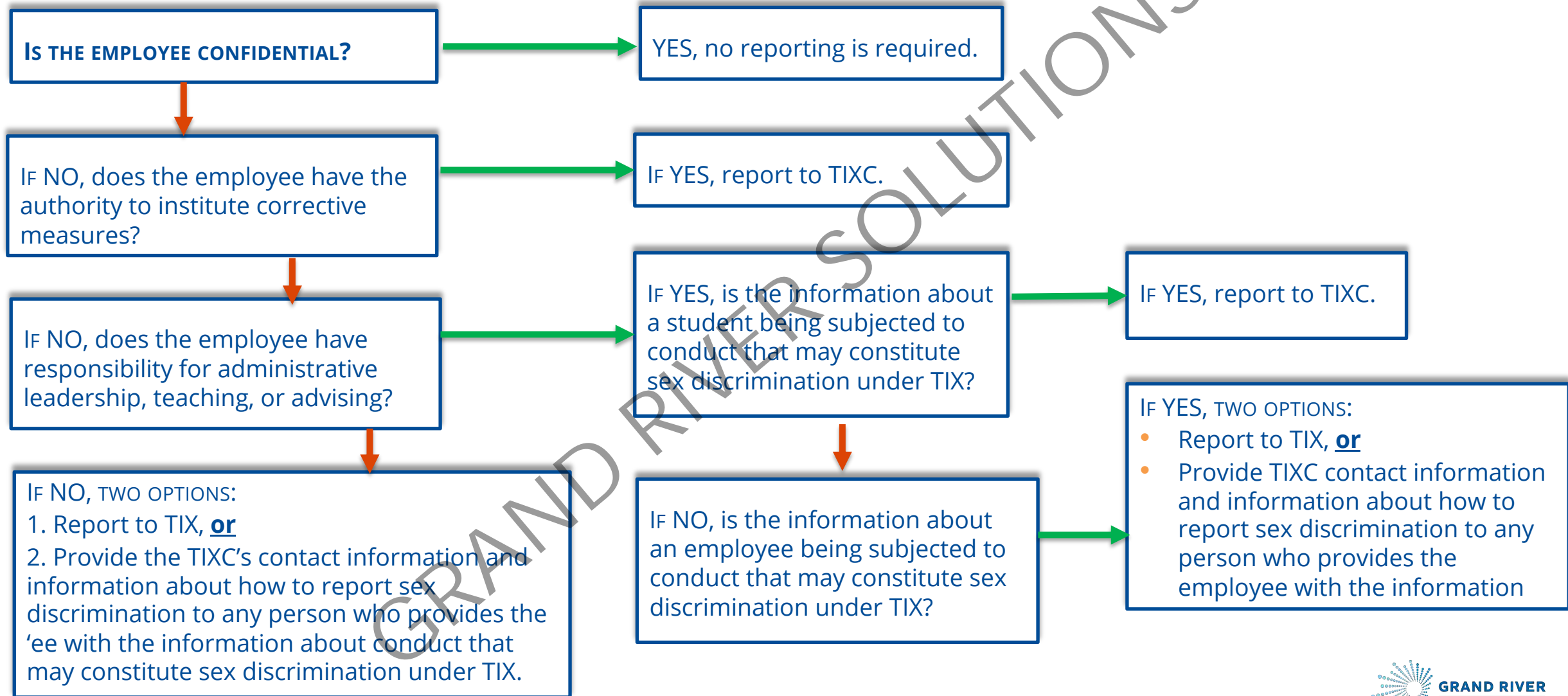
"actual knowledge"

- "[R]equire a recipient to take a prompt and effective action to end any prohibited sex discrimination that has occurred in its education program or activity, to prevent its recurrence, and remedy its effects."
(Proposed § 106.44(a))
- Supportive measures

Employees required to notify the TIXC (proposed § 106.44) are those who are **not** confidential, and:

- have responsibility for administrative leadership, teaching, or advising
- have authority to institute corrective measures
- All other employees who are not confidential employees*

Does an employee have to take any action because of what they learned about conduct that may constitute sex discrimination under TIX to the TIXC?



Geography and Jurisdiction

- Expanded scope
(Proposed § 106.11)
- ~~"in the United States"~~
(Current § 106.44(a))



"It also requires a recipient to respond to a hostile environment based on sex within its education program or activity in the United States, **even if sex-based conduct contributing to the hostile environment occurred outside the recipient's education program or activity or outside the United States.**" (Proposed § 106.11)

Geography and Jurisdiction

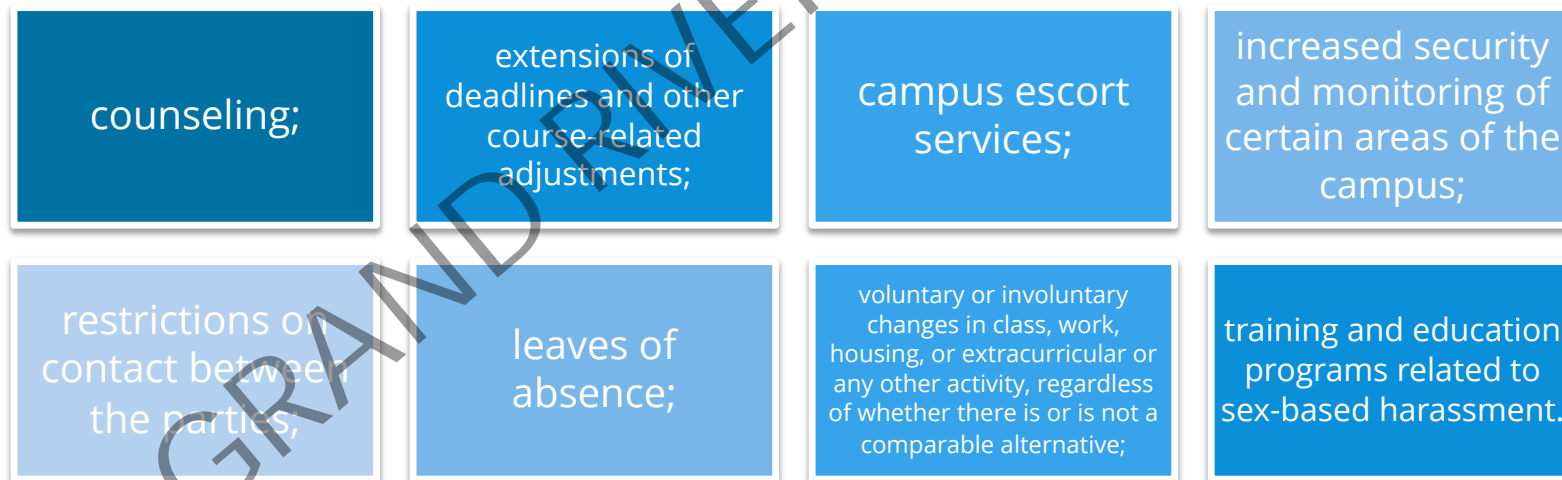
- Expanded scope
(Proposed § 106.11)
- “in the United States”
(Current § 106.44(a))

Long Term Concept

- Which matters more:
 - Where the incident happened?
 - Where (and whether) the person is excluded/limited from their education program or activity?

Supportive Measures

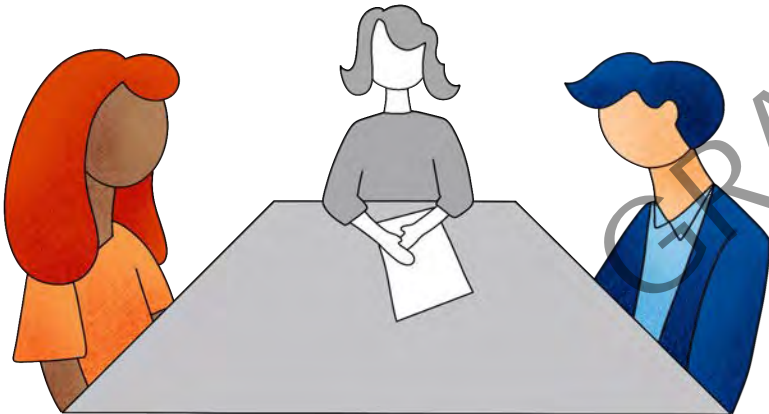
- Definition expanded from the 2020 Final Rule
- “Upon being notified of conduct that **may** constitute sex discrimination under Title IX, a Title IX Coordinator must offer supportive measures, as appropriate, to the complainant or respondent to the extent necessary to restore or preserve that party’s access to the recipient’s education program or activity” (Proposed § 106.44(g))
- Supportive measures may include but are not limited to:



Informal Resolution

When may
informal
resolution begin?

Other changes?



INFORMAL
RESOLUTION

Formal Resolution

PROCEDURES

Investigations,
Hearings, and the
Single-Investigator
Model

Cross-
examination?

Credibility analysis;
“Process for
evaluating
allegations and
assessing
credibility” (Proposed
§ 106.45(f)(1))

Standard of
evidence; The
preponderance of
the evidence
standard of proof,
unless* (Proposed §
106.45(h)(1))

Training

- SPECIFIC OBLIGATIONS TO TRAIN

Employees: Scope and obligations; responsible employee duties; pregnant/parenting

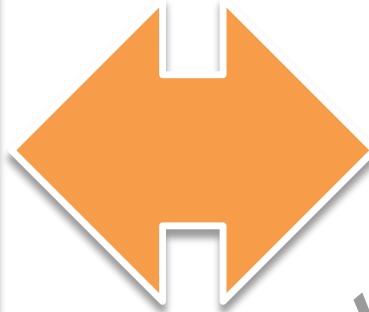
Investigators, decisionmakers, and other persons who are responsible for implementing the recipient's grievance procedures or have the authority to modify or terminate supportive measures

Facilitators of informal resolutions

TIXC and designees

Notice and COMMENT

The 60-day comment period began July 12 when the proposed rule was published in the Federal Register.



DATES: Comments must be received on or before [INSERT DATE 60 DAYS AFTER DATE OF PUBLICATION IN THE FEDERAL REGISTER].

ADDRESSES: Comments must be submitted via the Federal eRulemaking Portal at <http://www.regulations.gov>. However, if you require an accommodation or cannot otherwise submit your comments via <http://www.regulations.gov>, please contact the program contact person listed under FOR FURTHER INFORMATION CONTACT. The Department will not

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