



Association of  
Title IX Administrators

February 27, 2025

# Time with IX: Collaborating with Human Resources

# Today's Presenters



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Strategic Risk  
Management Solutions



Any advice or opinion provided during this training, either privately or to the entire group, is **never** to be construed as legal advice or an assurance of compliance. Always consult with your legal counsel to ensure you are receiving advice that considers existing case law in your jurisdiction, any applicable state or local laws, and evolving federal guidance.

# Roll Call

- Who do we have in attendance?
  - Human Resources Professionals
  - Title IX Coordinators
  - Deputy Title IX Coordinators
- How long have you been in your role?
- Reporting structures for HR and Title IX at your institution



# Evolution of Title IX and HR

- 2011 Dear Colleague Letter
  - Disruption to typical practices and spheres of control
    - HR addressed allegations of employee misconduct
    - Student conduct office addressed allegations of student misconduct
  - Pace of responsive change varied
    - For some recipients, it took years to formalize a Title IX office and discern its jurisdiction
    - Organizational location of Title IX still varies and evolves 14 years later
- 2020 Title IX Regulations
  - Prescriptive Title IX response, including employees
  - Left discretion re: Title IX/HR structure

# Intersections and Considerations

- Regular training, including cross-training
  - Including Title IX regulatory compliance requirements and state employment law requirements
- Investment in relationships across offices
  - Trust re: privacy of employee records
- Union and collective bargaining implications
- Supervisors accepting direction from Title IX re: supportive measures
- Collaboration with HR re: leave policies

# Intersections and Considerations

- Challenging to elevate Title IX cases out of the K-12 building process
  - Especially if Title IX funnels to a district office like HR
- Avoiding using HR processes to resolve Title IX allegations
- Shared staffing
  - Deputy Title IX Coordinators
  - Investigators
  - Decision-makers for employee complaints



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**Questions?**





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## Slide 9

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- DF0** Update to copyright 2025  
Dan Fotoples, 2025-01-22T14:11:39.539
- DF1** Update to 2020 regs posting requirement  
Dan Fotoples, 2025-01-22T14:12:03.927