Intersection of Title IX and Threat Assessment Teams

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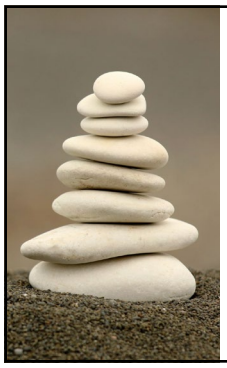

Agenda

- Title IX Regulations
- Figuring Out the Process

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What the Title IX regulations say…

- "(c) Emergency removal. Nothing in this part precludes a recipient from removing a respondent from the recipient's education program or activity on an emergency basis, provided that the recipient undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act."

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Criteria

Rising from the allegations

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Immediate threat to physical health and safety

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Immediate vs. Imminent

Immediate	Poses a threat of instant harm or attack
Imminent	Poses a threat of impending or looming harm or attack

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Risk vs. Threat

Risk	Effect of an occurrence on objectives Focuses on particular incidents and the effects Risk Assessment – Potential event that may occur and its effect
Threat	An intention to cause harm Focuses on the person's intentions and the harm those intentions may cause Threat Assessment – A person of concern's intentions and their ability to carry out the intentions

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Dating Violence/
Domestic Violence?

Stalking?

When do we do it?

Sexual Assault?

Sexual Harassment?

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Title IX Coordinator

Police

Who conducts the analysis?

Human Resources/ Student Affairs

Threat Assessment Team

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REMEMBER!

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Threat Assessment Inquiry

Immediate	Imminent
• Motives and goals • Communications • Attack-related behaviors • Capacity • Other people are concerned • Sees violence as acceptable • Pathway to violence	• Experiencing hopelessness, desperation, and/or despair • Trusting relationship • Consistency • Inappropriate interest • Additional circumstances

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Title IX Coordinator

Who else?

Who decides and notifies?

Human Resources/ Student Affairs

Threat Assessment Team Chair

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Upcoming D. Stafford Virtual Classes

- **Title IX Coordinator** (11:00 AM - 5:00 PM Eastern)
  - February 22 - 26, 2021
  - May 3 - 7, 2021
  - October 4 - 8, 2021
- **Combined Sexual Misconduct and Domestic/Dating Violence and Stalking Investigation** (11:00 AM - 5:00 PM Eastern)
  - April 12 - 16, 2021
  - August 23 - 27, 2021
- **Advanced Investigations** (9:00 AM - 5:00 PM (Eastern Time)
  - March 8 - 12, 2021
  - June 7 - 11, 2021
  - November 8 - 12, 2021

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2021 NACCOP Title IX Webinar
Where We Are, Where We Are Going - An Overview of the Biden Administration's Higher Education Plan

- This session will cover compliance related topics that are currently being discussed by the Biden administration, including Title IX, intersectional issues between Title IX and the Clery Act, institutional funding, student loan forgiveness, and other compliance-related issues.
- **Thursday, April 29, 2021 from 2:00 PM - 3:30 PM (Eastern Time)**
- **Individual Cost:** $49.00 (Member) $99.00 (Non-Member)
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2021 NACCOP Title IX Webinar
Student and Employee Conduct Policies in 2021 and Beyond: Updating for Compliance and the Times

- NACCOP is offering a comprehensive webinar presented by experts with practical experience analyzing and updating student conduct and employee policies and procedures to ensure Title IX and Clery Act compliance, fair and equitable processes, and the ability to manage an evolving higher education landscape.
- **Tuesday, May 13, 2021 from 2:00 PM - 3:30 PM (Eastern Time)**
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