

# Title IX and Campus Law Enforcement

**TITLE IX**  
**UNIVERSITY**

PRESENTED BY INSTITUTIONAL COMPLIANCE SOLUTIONS



# About Us

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## OUR MISSION

To provide the best Care and Support for our clients, Community Partners, employees, contractors, collaborators, vendors, and all others who encounter our company.

## GOAL

To assist schools and districts in providing a safe and healthy learning and working environment for students, faculty and staff.

# ICS SPECIALISTS



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# BEFORE WE GET STARTED...

- ✓ Not legal advice
- ✓ Materials
- ✓ Questions
- ✓ Breaks
- ✓ Recording

# Training Goals



**Understand the importance of collaboration**



**Identify key areas for cooperation**



**Develop actionable strategies to build and maintain a strong partnership**

# What challenges do you currently face in working with your campus counterpart?

- Lack of communication
- Confusion over roles/responsibilities
- Limited information sharing
- Differing priorities
- No major challenges

# Why is Collaboration Critical?

## *Legal and Regulatory Requirements*

**Title IX obligations  
vs.  
Clery Act & law  
enforcement  
responsibilities**

**VAWA**  
**(Violence Against Women Act)**  
**and its intersection  
with campus safety**

# Why is Collaboration Critical?

## *Institutional and Community Benefits*



- Enhancing trauma-informed investigations
- Reducing duplication of efforts and conflicting responses
- Educating campus community on distinct roles
- Identifying areas of opportunity
  - Reporting
  - Investigations
  - Compliance
  - Programming
- Strengthening prevention efforts

# Which of the following do you think is the biggest barrier to effective collaboration between Title IX and campus police?

- Confidentiality and information-sharing restrictions
- Differing investigative timelines and processes
- Lack of mutual understanding of roles
- Institutional policies that hinder coordination
- Lack of trust between offices



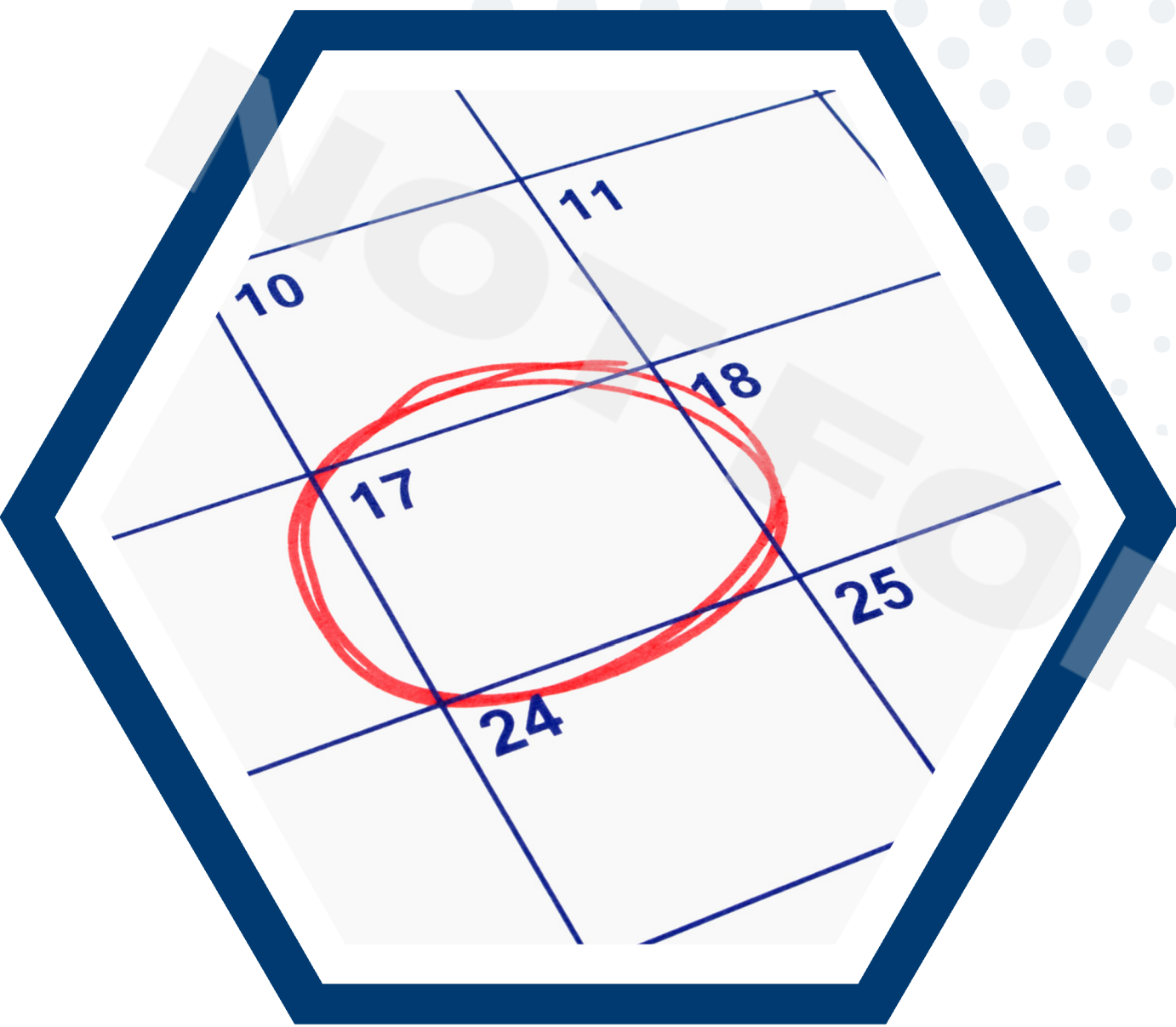


# Barriers to Collaboration

# Barriers to Collaboration

## *Confidentiality and Information Sharing*

- FERPA, Title IX, and law enforcement's need for evidence
- When and how information can (and cannot) be shared
- Information hoarding/territorialism
  - It can go both ways!



# Barriers to Collaboration

## *Differing Processes and Timeframes*

- Administrative Title IX investigations vs. criminal investigations
  - Immediacy
  - Due process
  - Sequencing
- Conflicts between procedural requirements and institutional policies

# Barriers to Collaboration

## *Cultural and Institutional Differences*

- Campus police as law enforcement vs. Title IX as a civil rights process
  - Speaking the same language
  - Training
- Differing approaches to support and due process
- Biases for or against each office
  - Can you identify some of your own biases?



# Barriers to Collaboration

## *Resource Limitations and Institutional Priorities*

- Staffing, training, and budget constraints
- Lack of institutional support for joint initiatives



**Or, maybe you have buy-in, but just don't know where to start!**

NOT A



# Identifying Key Areas for Collaboration



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# Identifying Key Areas for Collaboration

## *Case Coordination and Parallel Processes*

- Differences between Title IX and criminal investigations
  - Educating the campus community
  - Creating streamlined reporting options
- Information sharing: When and how it can (and can't) happen
- Coordinating interviews and evidence collection

# Identifying Key Areas for Collaboration

## *Compliance and Regulatory Reporting*

Annual Security Report

Mandated reporting  
under Title IX

Other state, local, or  
institutional mandates



# Identifying Key Areas for Collaboration

## *Training and Cross-Education*

- ✓ Joint training on trauma-informed approaches
- ✓ Learning your counterpart's process
- ✓ Team-building

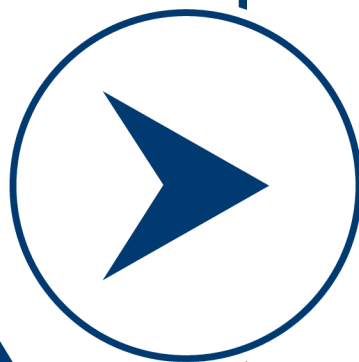
# Identifying Key Areas for Collaboration

## *Prevention and Awareness Efforts*

- Coordinating campus-wide education programs
- Engaging students, faculty, and staff in proactive discussions
- Aligning messaging on rights, reporting, and available resources
- Building engagement and trust with your offices



# Strategies for Building Your Partnership



# Identifying Key Areas for Collaboration

## *Regular Communication and Meetings*

- Establishing formal liaison roles between offices
- Conducting routine case review meetings (while maintaining compliance)
- Sharing resources and aligning policies where possible
- Identifying key dates annually
  - Report due dates
  - Programming opportunities
  - Institutional calendars

# Identifying Key Areas for Collaboration

## *Developing a Memorandum of Understanding (MOU)*



Defining roles, expectations, and  
information-sharing guidelines



Addressing jurisdictional challenges  
(on/off-campus incidents)



Reviewing and updating MOUs regularly

# Sample Memorandum of Understanding

## MEMORANDUM OF UNDERSTANDING (MOU)

Between [Institution Name] Title IX Office & [Institution Name] Campus Police Department

**Effective Date:** [Month, Day, Year]

**Review Date:** [Month, Day, Year]

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### I. Purpose

This Memorandum of Understanding (MOU) establishes a framework for collaboration between the **Title IX Office** and the **Campus Police Department** at [Institution Name]. The goal is to ensure a coordinated and effective response to reports of sexual misconduct, dating and domestic violence, stalking, and other Title IX-related concerns while maintaining compliance with applicable federal and state laws.

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### II. Guiding Principles

Both parties recognize that:

1. **Trauma-Informed Approaches** should guide responses to reported incidents.
2. **Confidentiality & Compliance** with laws such as **FERPA, Title IX, Clery Act, and VAWA** must be upheld.

# Identifying Key Areas for Collaboration

## Building Trust and a Collaborative Culture

- Addressing tensions and common concerns
- Encouraging informal relationship-building
  - Ride-alongs
  - Joint task forces
  - Opportunities for fun
- Fostering a shared commitment to campus safety and institutional integrity
  - Mission statement
  - Shared goals

# Identifying Key Areas for Collaboration

## *Involving the Campus Community*

- Creating opportunities for feedback from your campus constituents
  - Campus climate surveys
  - Student and employee focus groups
  - Programming with student groups and/or peer educators
- Allowing data to tell your institution's story
  - Use reports and statistics to guide decision-making
  - Pay attention to trends and potential areas of risk
- Increasing transparency
  - Update your campus community on efforts, wins, and areas for improvement
  - Be visible!
    - Social media, campus publications, signage
    - "Community policing"

# Steps to Get There



Resist the urge to feel like you have to implement everything at once! Partnerships take time to build. You can take small steps and build in new initiatives on a timeframe that makes sense for your campus and roles.

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