



Association of  
Title IX Administrators

# Time with IX: State of the Field Survey

Friday, January 14, 2022

3:00PM – 4:30PM ET

# TODAY'S PRESENTERS

**Meg Cael, M.A.O.M**



**Mandy Hambleton, M.S**



**Brett A. Sokolow, J.D.**





## **This program is being recorded and will be provided to all attendees within seven business days.**

- **Please Keep your Microphone **Muted** Throughout the Meeting**
  - On your video screen you should see a mute/unmute button
  - When muted you will see your microphone appear in red on your video screen
  - You can choose to have your video on or off throughout the meeting
- **To Ask a Question Please Use the “Raise Hand” Feature**
  - Click on “participants” at the bottom of your screen. A participant box will appear and at the bottom you will click “raise hand”
  - Keep your hand raised and we will call upon you to speak. Please remember to unmute your microphone to ask your question and mute again when you finish speaking
  - If you click raise hand by accident or if your question is answered, you can click the button again to lower your hand
  - If you would like to ask a question anonymously, you can send that to the moderator in a private chat.
- **Chat Feature**
  - Please reserve the chat feature for more informal communication, not content-based questions. You can chat here with other attendees and ATIXA staff! You can choose to chat privately with other attendees as well. We will also post links in the chat for resources discussed during the event



# Register Today!



## **What?**

In-Person Title IX Training & Certification Event with over 20 course options



## **When?**

January 24-28, 2022



## **Where?**

Hilton Orlando Lake Buena Vista  
Orlando, FL



## **More Details?**

<https://www.atixa.org/events/orlando-2022/>



## Upcoming Trainings and Events

### January

24-28 | In-Person Training and Certification Courses in Orlando, Florida

### February

8 | Title IX Hearing Advisors

8 | K-12 Coordinator Two: Advanced

9-10 | Civil Rights Investigator Three: Sexual Harassment Case Processing & Resolution

10 | Title IX Hearing Chairs

11 | Time with IX: Navigating the Sexual Harassment Definitions in the K-12 Setting

15-16 | Title IX Coordinator Three: Compliance and Case Management

17 | K-12 504/ADA Coordinator

18 | Title IX Hearing Officer & Decision-Maker: Interactive Mock Hearing

23 | K-12 Athletics

24 | K-12 Investigation Report Writing

### March

1, 8, 15 | Title IX Coordinator One: Foundations

2, 9, 16 | Civil Rights Investigator One: Foundations

3, 10, 17 | Title IX Hearing Officer & Decision-Maker

# ATIXA MEMBERSHIP

## ATIXA offers three membership levels: Super, Institutional, and Individual.

ATIXA exists to help the field of Title IX with access to tools that advance gender equity, motivate change, and implement best practices. Furthermore, its members receive up to the minute consultation and value in the many benefits provided below.

- Member Listserv
- Member-only Resource Library
- 20-Minutes-to...Trained access
- Discount on Training and Events
- Weekly Newsletter
- Member List
- 2020 Regulations Resources
- Member Webinars

**To learn more, visit [atixa.org/join](https://atixa.org/join)**

### Why Join ATIXA?



Nationwide network of  
top industry experts and  
Title IX colleagues



Commitment to advancing  
gender equity within  
schools and colleges



Real-time takeaways on  
compliance



Investment in professional  
development



Unparalleled Title IX  
expertise





Association of  
Title IX Administrators

# 2021 State of the Field Survey

Understanding the Survey Data & Impact on Our Work

# SURVEY DATA: CREATING THE SURVEY

1

Created by ATIXA Advisory Board, TNG Partners & Consultants

2

Survey included 122 Questions

3

Included Effects from the COVID-19 Pandemic

4

Launched May 2021

5

K-12 Schools and Districts Included

6

624 Respondents



# SURVEY QUESTION CATEGORIES

Survey  
Demographics

Job Title Specific  
Characteristics

Title IX Funding &  
Budget

Prevention,  
Training, & Victim  
Advocacy

Title IX Processes

Systems, Policies,  
& Procedures

Climate Surveys,  
Annual Reports, &  
2020 Regulations

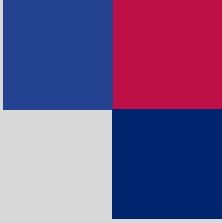
COVID-19



# 2021 SURVEY INFOGRAPHIC



[www.atixa.org/atixas-state-of-the-field-survey/](http://www.atixa.org/atixas-state-of-the-field-survey/)



# **SURVEY RESPONDENT DEMOGRAPHICS**

# GENERAL SURVEY RESPONSES

- Higher Education Institutions
  - K-12 Schools and Districts
  - Organizations
  - Law Firms
- 80% of respondents were from Higher Education institutions
    - 35% 4-year public
    - 25% 4-year private
    - 25% community college
    - 5% technical college
    - <1% for-profit/misc.
  - 15% of respondents were from K-12 schools and districts
    - 96% public schools
    - 4% private schools
  - 4% of respondents identified as from an organization





# ORGANIZATION-IDENTIFIED BREAKDOWN

## TYPE OF ORGANIZATION

- 29% government
- 21% consulting firm
- 14% non-profit organization
- 14% non-profit association
- 7% each for:
  - Law firm
  - Advocacy organization
  - Investigation organization

## CLIENT POPULATION

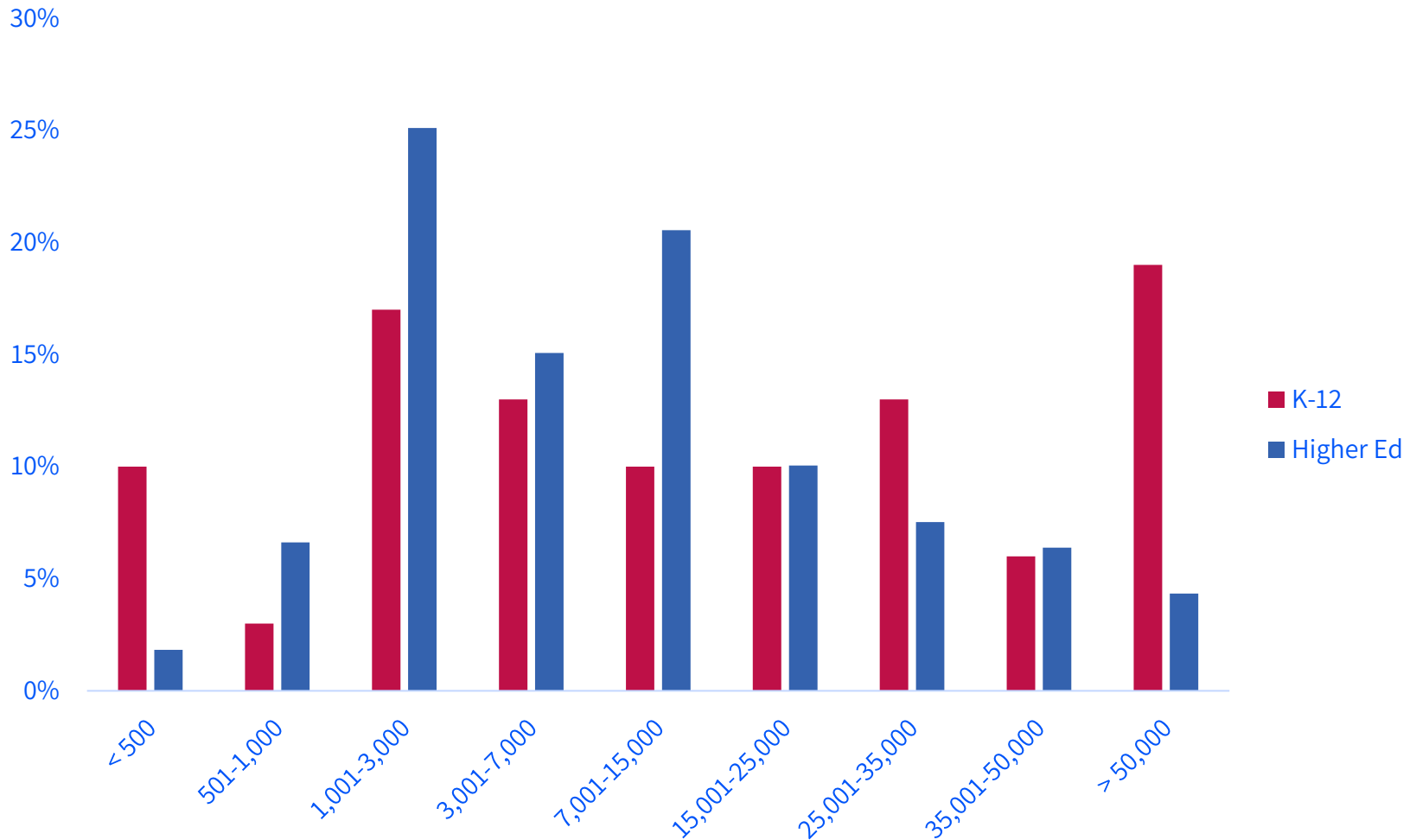
- 50% national
- 33% state-specific
- 8% regional
- 8% international

## SERVICES PROVIDED

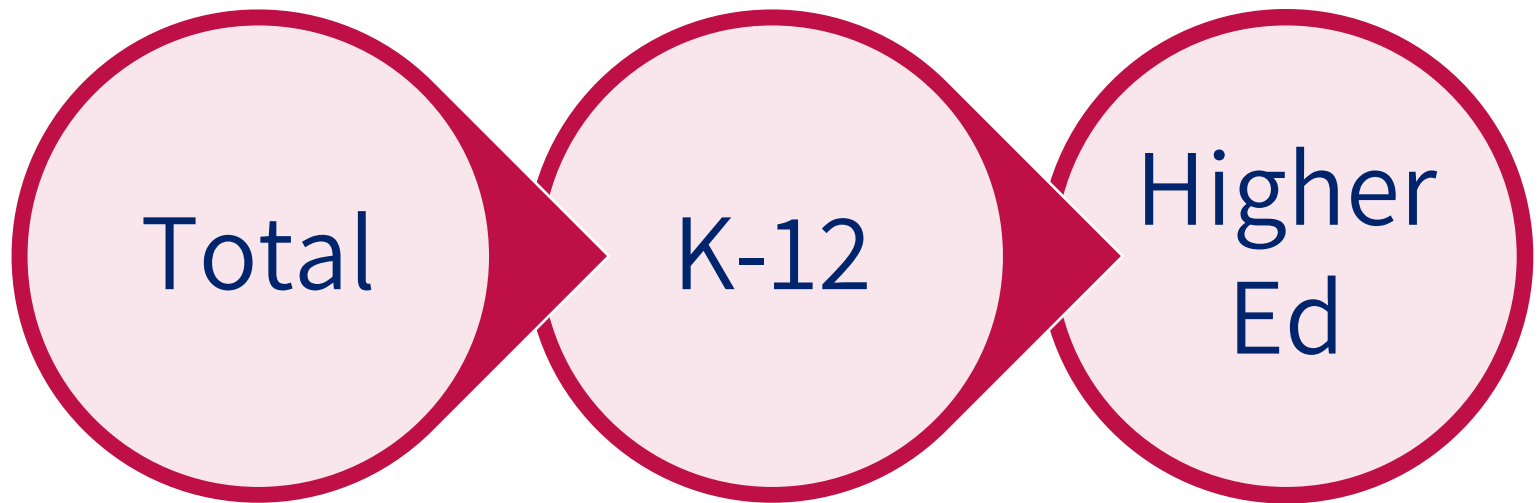
- 92% collaborate with institutions
- 58% Title IX-related consulting
- 55% Title IX-related services
- 9% respondent services

# STUDENT ENROLLMENT: HIGHER EDUCATION & K-12

As of May 2021



# PRIMARY METHOD STUDENTS ATTENDED CLASS PRIOR TO THE COVID-19 PANDEMIC

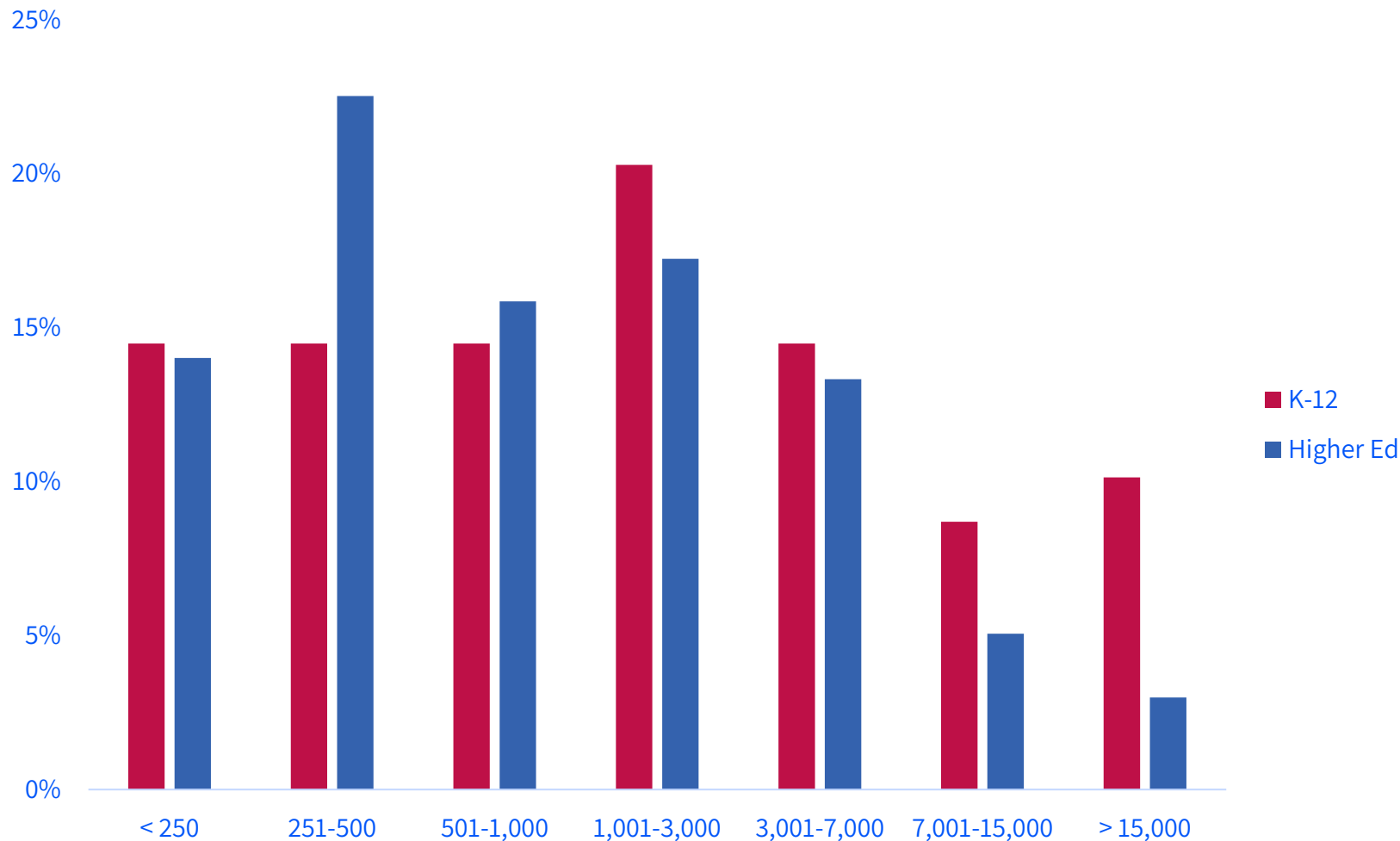


- In-person (70%)
- Online (4%)
- Hybrid model (27%)

- In-person (68%)
- Online (4%)
- Hybrid model (28%)

- In-person (69%)
- Online (4%)
- Hybrid model (27%)

# NUMBER OF EMPLOYEES HIGHER EDUCATION & K-12







# **JOB TITLE SPECIFIC CHARACTERISTICS**

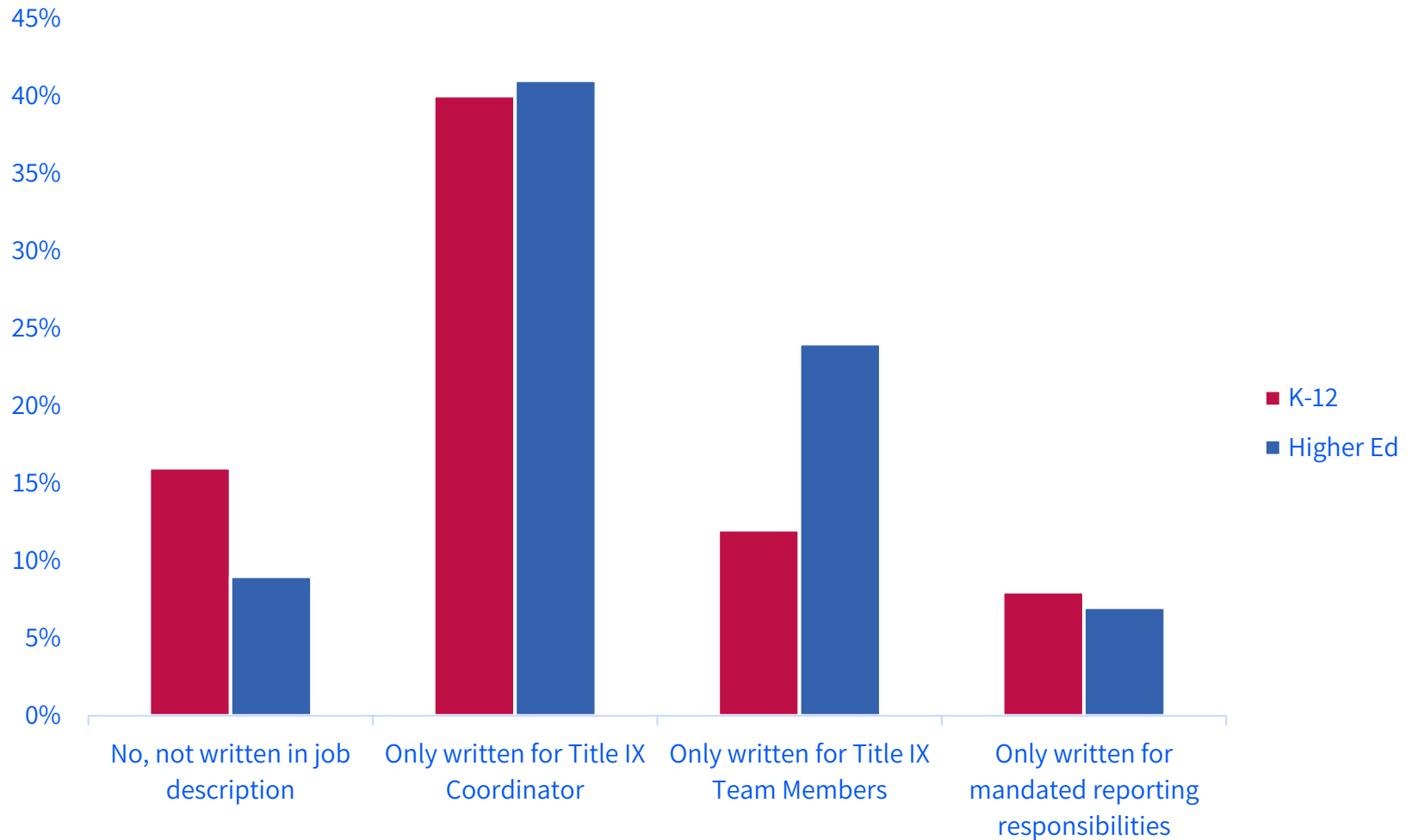
Title IX Coordinators

Title IX Investigators

Title IX Deputy Coordinators

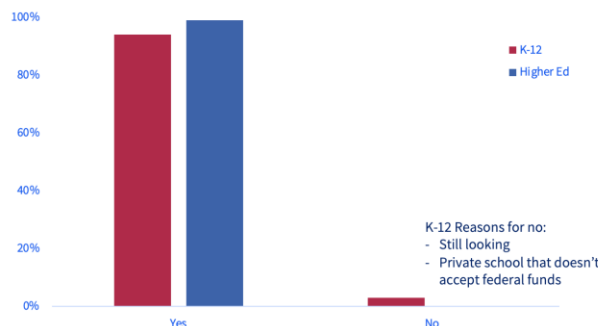
Title IX Hearing Advisors

# ARE YOUR TITLE IX RESPONSIBILITIES INCORPORATED INTO WRITTEN JOB DESCRIPTIONS? HIGHER EDUCATION & K-12



# TITLE IX COORDINATORS

## Designated TIXC?



## Gender Identity

- 72% women
- 21% men
- 2% not specified
- 1% does not identify with gender binary
- <1% transgender

## Identifies as:

Senior-level (47%)

Mid-level (33%)

Cabinet-level (12%)

Lower mid-level (2%)

Faculty (< 1%)

## Ethnicity

- 68% White
- 15% Black/African American
- 7% Latino/Hispanic
- 7% Not Specified
- 2% Multi-Ethnic
- 2% Asian Pacific Islander/Native American
- <1% Middle Eastern

## Directly Reports to:

President/Superintendent (37%)

Student Affairs (17%)

Human Resources (11%)

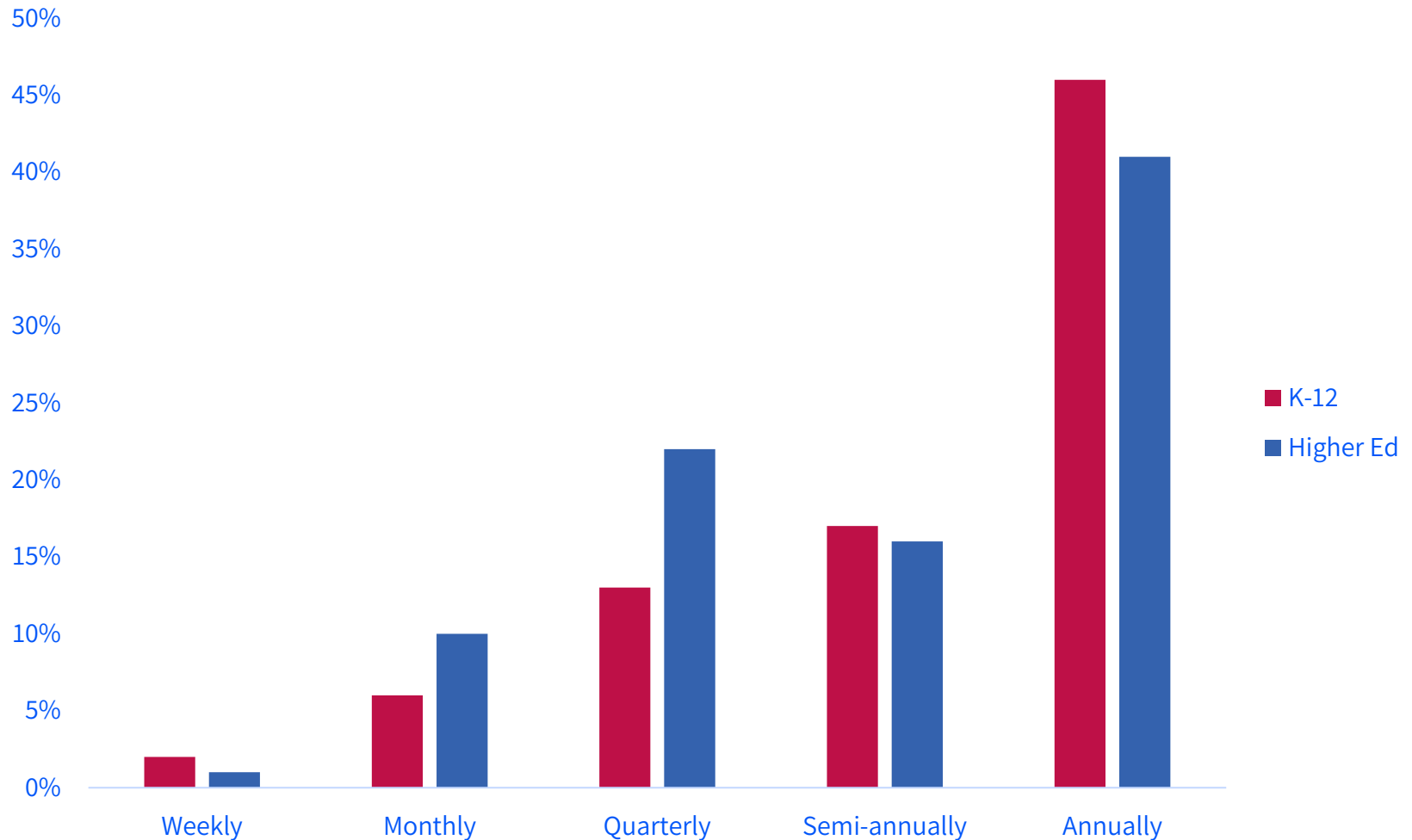
Equity & Inclusion (9%)

Academic Dean/Provost (9%)

## Highest Degree

- 40% masters degree
- 18% doctoral degree
- 9% bachelors degree
- 5% JD/equivalent

# TITLE IX COORDINATOR TRAINING FREQUENCY HIGHER EDUCATION & K-12



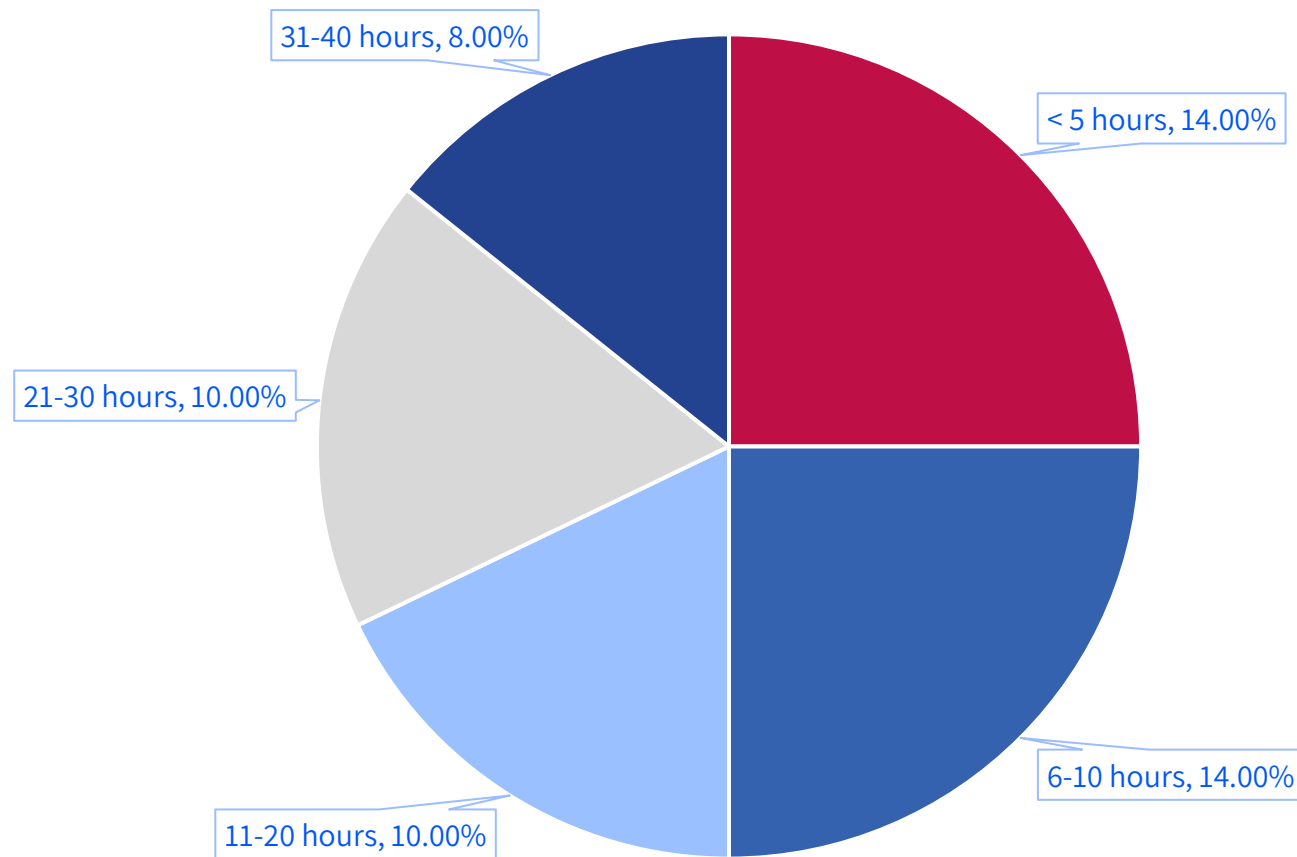


# FULL-TIME TITLE IX COORDINATOR SALARY: A THREE-SURVEY COMPARISON



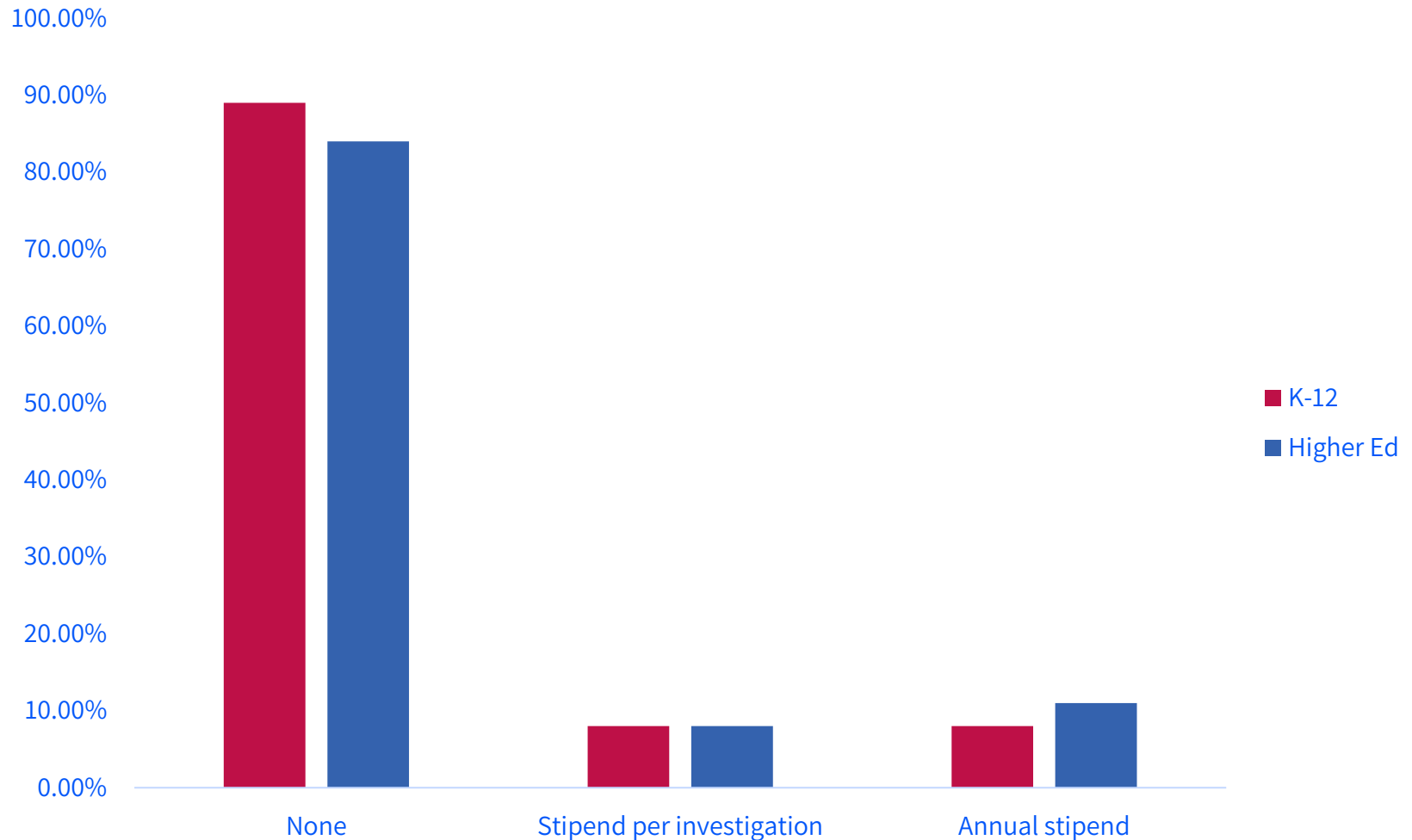
*Please note: No data on salary available in 2015 & 2018 on salary categories: \$150-200k or > \$200k.*

# TITLE IX COORDINATOR: IF YOUR TIME IS SHARED, HOW MANY HOURS PER WEEK ARE SPENT ON TITLE IX?



# STIPEND FOR INSTITUTIONS WITHOUT FULL-TIME COORDINATORS

## HIGHER EDUCATION & K-12



# TITLE IX COORDINATOR

## Support From Others:

- 85% Legal Counsel/Dept
- 56% Title IX Team/Committee
- 41% Administrative Assistant

## Location of the Title IX Coordinator:

- 27% Student Services/Affairs
- 20% Human Resources
- 18% Equal Opportunity/DEI
- 12% Dedicated Office
- 7% President's Office
- 3% Finance
- 3% Compliance
- 2% Academic Compliance
- 1% Superintendent



# ADDITIONAL TITLE IX COORDINATOR RESPONSIBILITIES

## ADA/Section 504

**HE**

28% have ADA/Section 504 Responsibilities

**K12**

23% have ADA/Section 504 Responsibilities

## Clery Act/VAWA 304

**HE**

60% are partially responsible for Clery Act/VAWA 304 compliance

**HE**

13% are fully responsible for Clery Act/VAWA 304 compliance

# TITLE IX COORDINATOR: TOP 10 RESPONSIBILITIES

- Compliance with Title IX (89%)
- Supervision (84%)
- Training (80%)
- Policy development (76%)
- Procedure development (74%)
- Case management, record keeping, and investigation oversight (71%)
- Intake (69%)
- Compliance with state non-discrimination laws (62%)
- Response (61%)
- Prevention (57%)

# INTERNAL INVESTIGATORS

**52%**  
Contracted Staff

**27%**  
Full-Time  
Investigators

**26%**  
Title IX  
Coordinator

**22%**  
Faculty

**17%**  
School-Based  
Administrators

**11%**  
Campus Law  
Enforcement/  
Safety

5% Other internal investigators  
1% Social Workers/Guidance Counselors

# EXTERNAL INVESTIGATORS

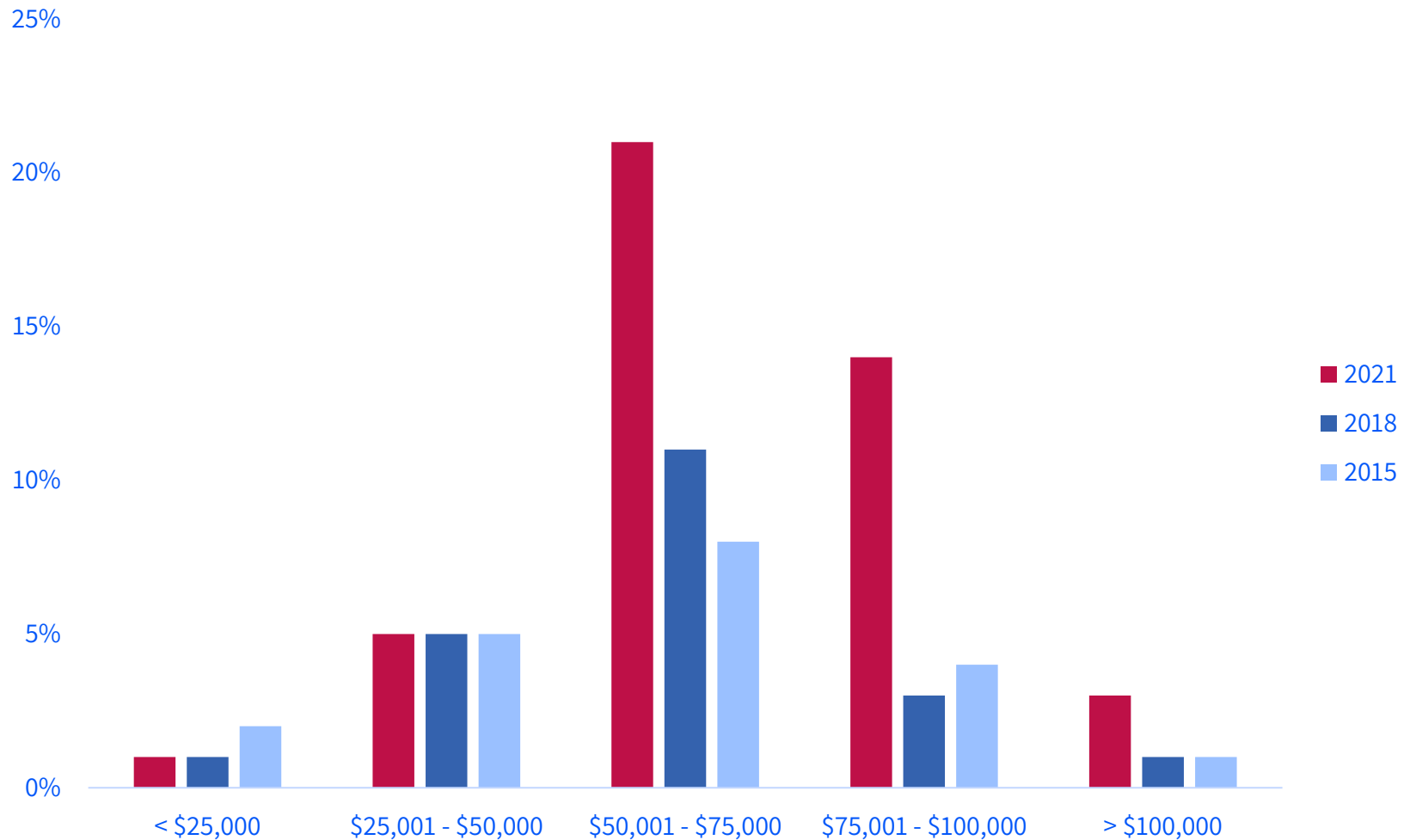
**26%**  
Attorneys

**10%**  
Consultants

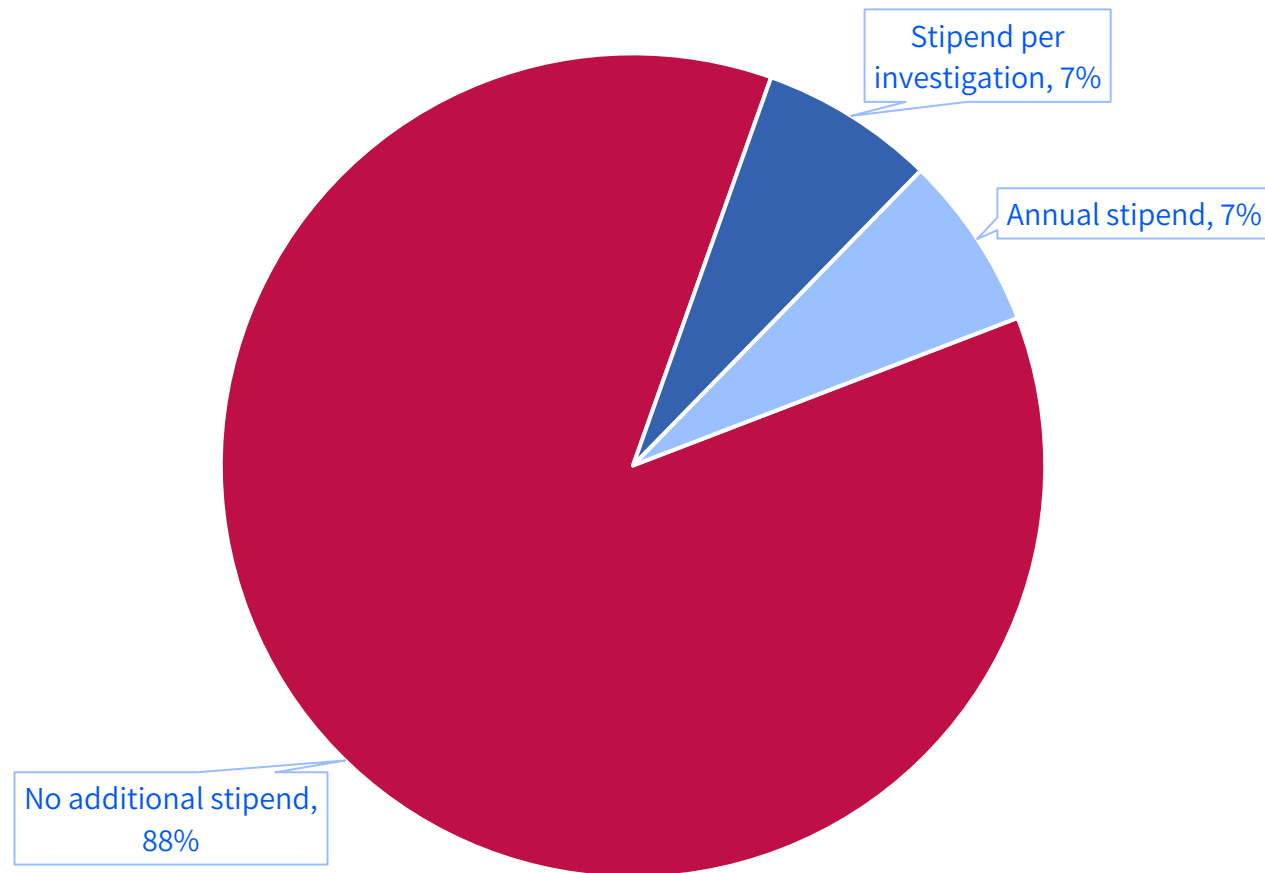
**7%**  
Non-Attorney  
Investigator

**4%**  
Retired Law  
Enforcement

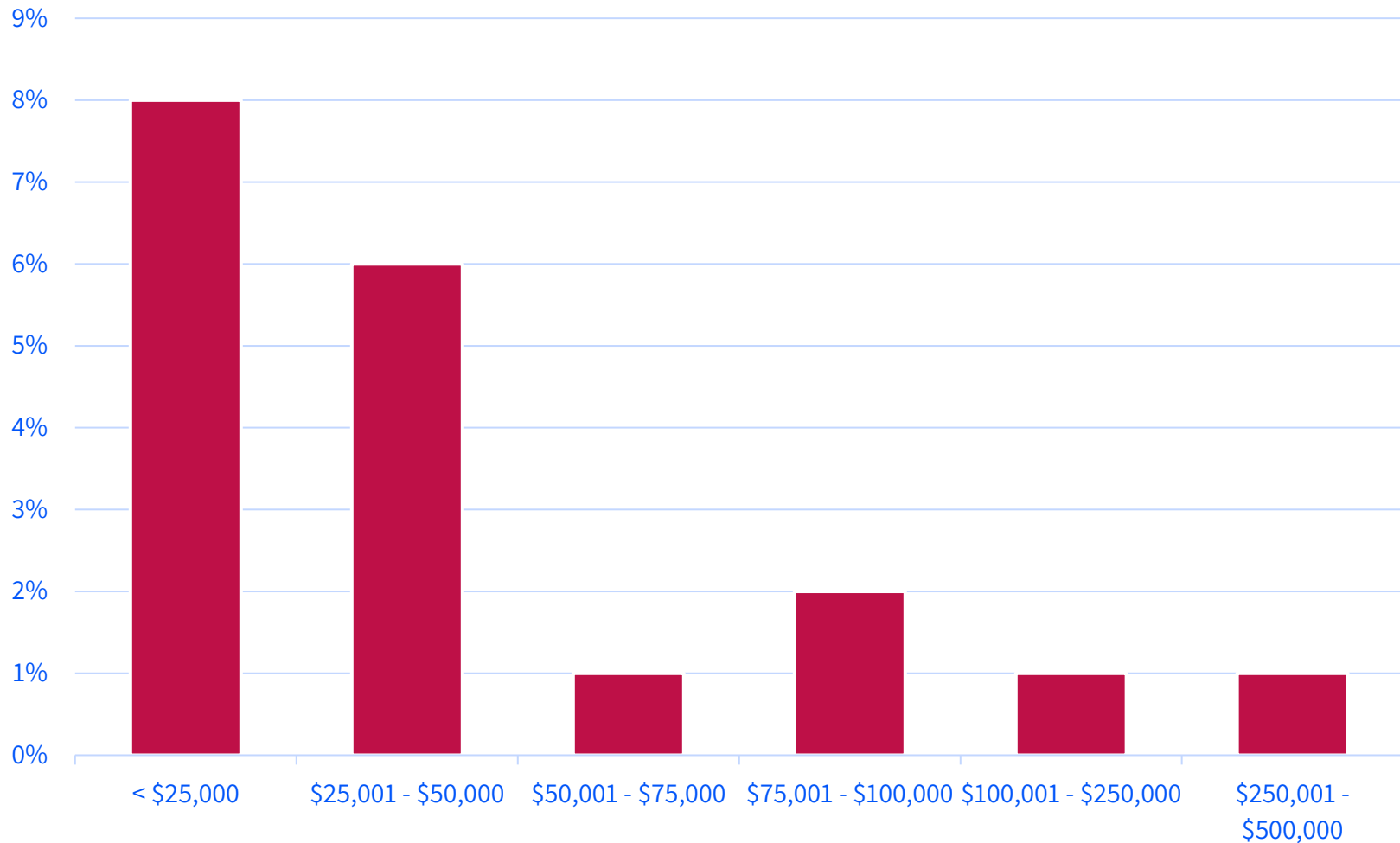
# INVESTIGATOR SALARY: A THREE-SURVEY COMPARISON



# STIPEND PROVIDED TO PART-TIME INVESTIGATORS



# EXTERNAL INVESTIGATOR'S ANNUAL SALARY





# INVESTIGATOR(S) DIRECTLY REPORT TO:

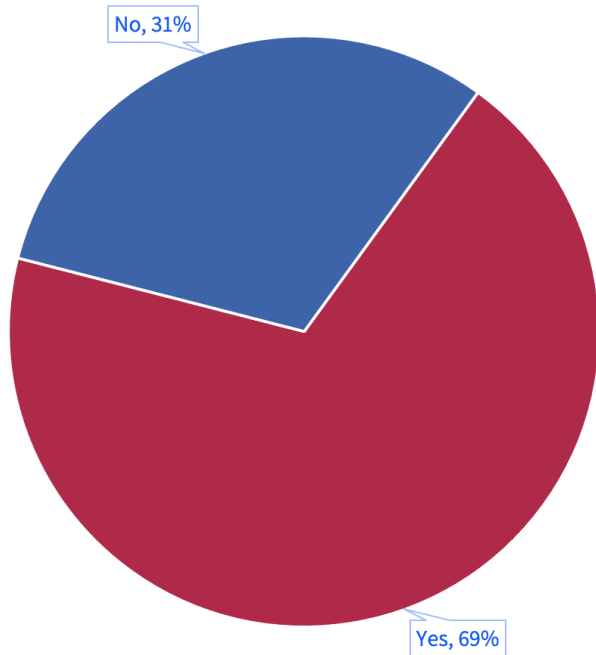
- 80% Title IX Coordinator
- 11% Title IX Deputy Coordinator
- 6% Cabinet Level/District Level Position
- 4% Legal Counsel
- 4% Superintendent/Head of School
- 3% Director of Equity & Inclusion

## INVESTIGATOR TOP ADDITIONAL ROLES:

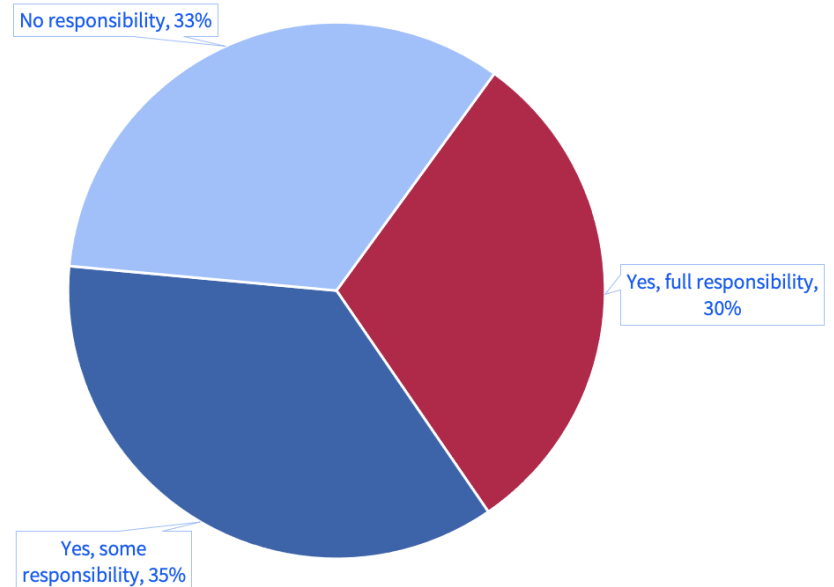
| 29% Human Resources                | 19% Faculty/Teacher                 |
|------------------------------------|-------------------------------------|
| 17% Diversity/Equity/Inclusion/EEO | 16% Title IX Coordinator            |
| 14% Director of Student Affairs    | 13% Dean of Student Affairs         |
| 8% ADA/Disability Coordinator      | 6% Academic Affairs/Dean            |
| 3% Principal/Assistant Principal   | 3% VP/Chancellor in Student Affairs |

# DEPUTY TITLE IX COORDINATOR

Does your Institution have Deputy TIXC?



Do your Deputy TIXCs have Responsibility for Conducting Investigations?



2% chose N/A

# TITLE IX ADVISORS

## Is Your Coverage for Hearing Advisors Sufficient?

### **Higher Education**

42% Not Sufficient

31% Somewhat Sufficient

27% Sufficient

### **K-12 Schools & Districts**

20% Not Sufficient

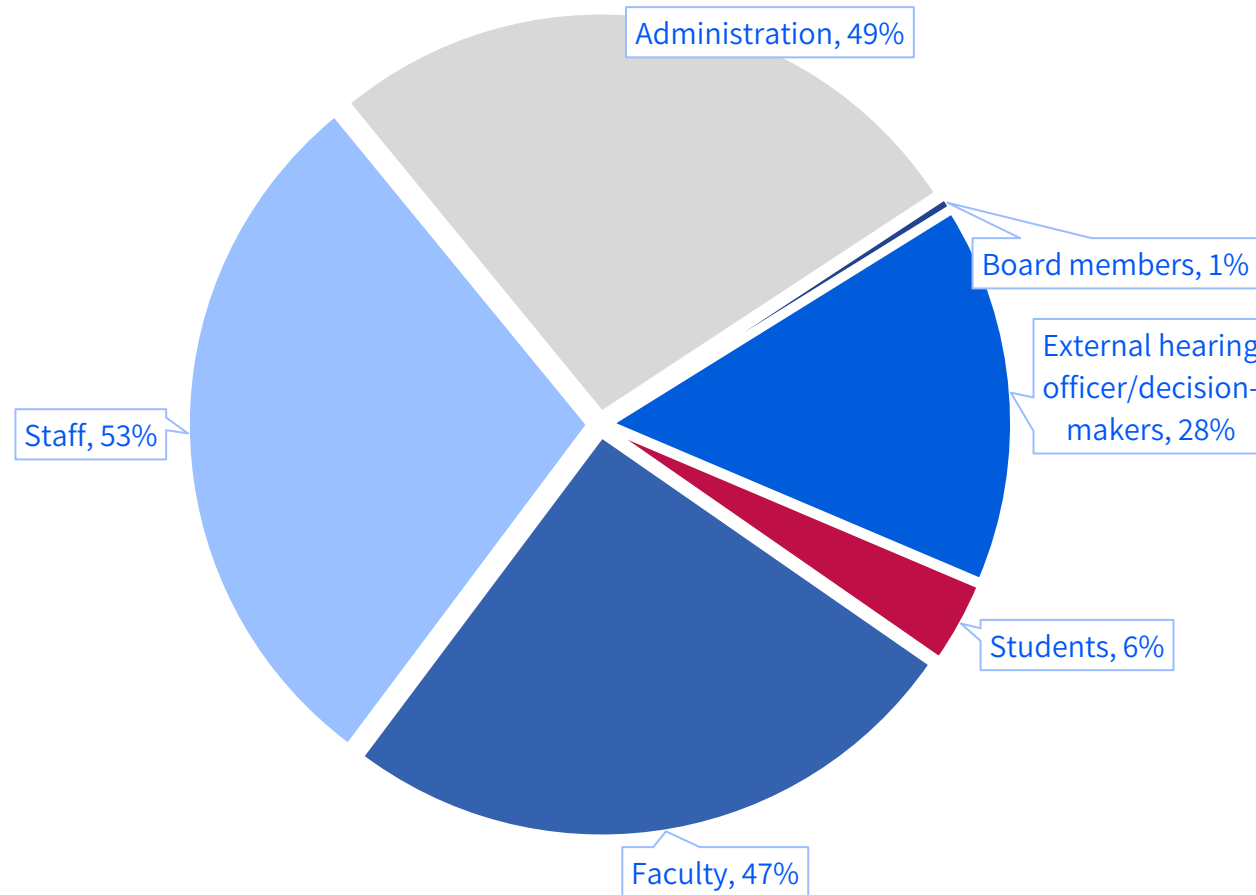
20% Somewhat Sufficient

60% Sufficient

## How Do You Verify Training for External Hearing Advisors?

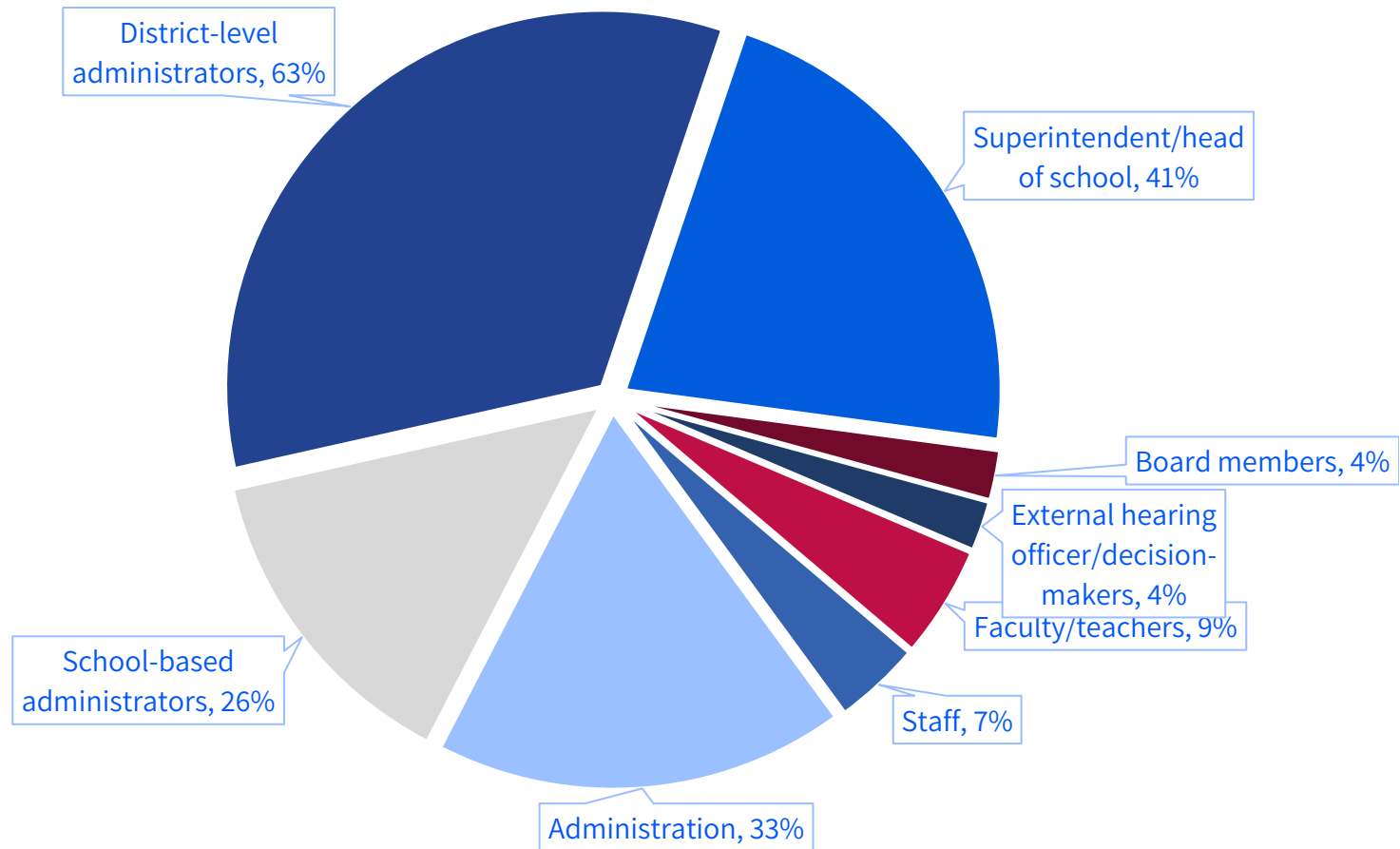
- 33% Rely on experience/past credentialing
- 25% Obtain proof of training
- 19% Retrain with external training resources
- 14% Retrain with internal training resources
- 9% Do not check

# WHO IS ELIGIBLE TO SERVE AS DECISION-MAKER? HIGHER EDUCATION ONLY

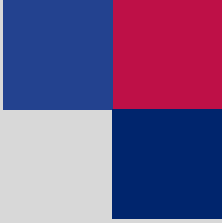


*Respondents could choose more than 1 option*

# WHO IS ELIGIBLE TO SERVE AS DECISION-MAKER? K-12 ONLY

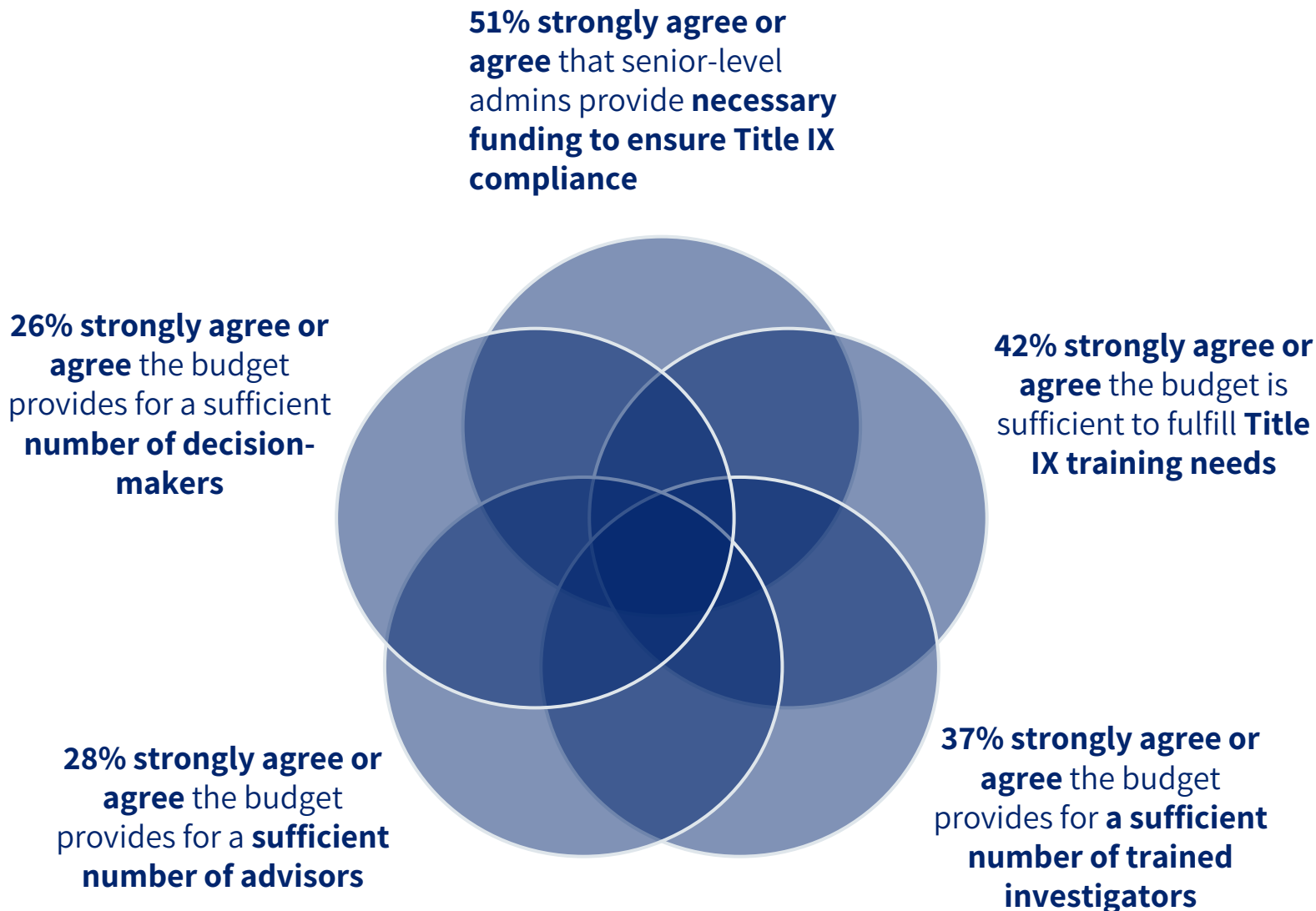


*Respondents could choose more than 1 option*

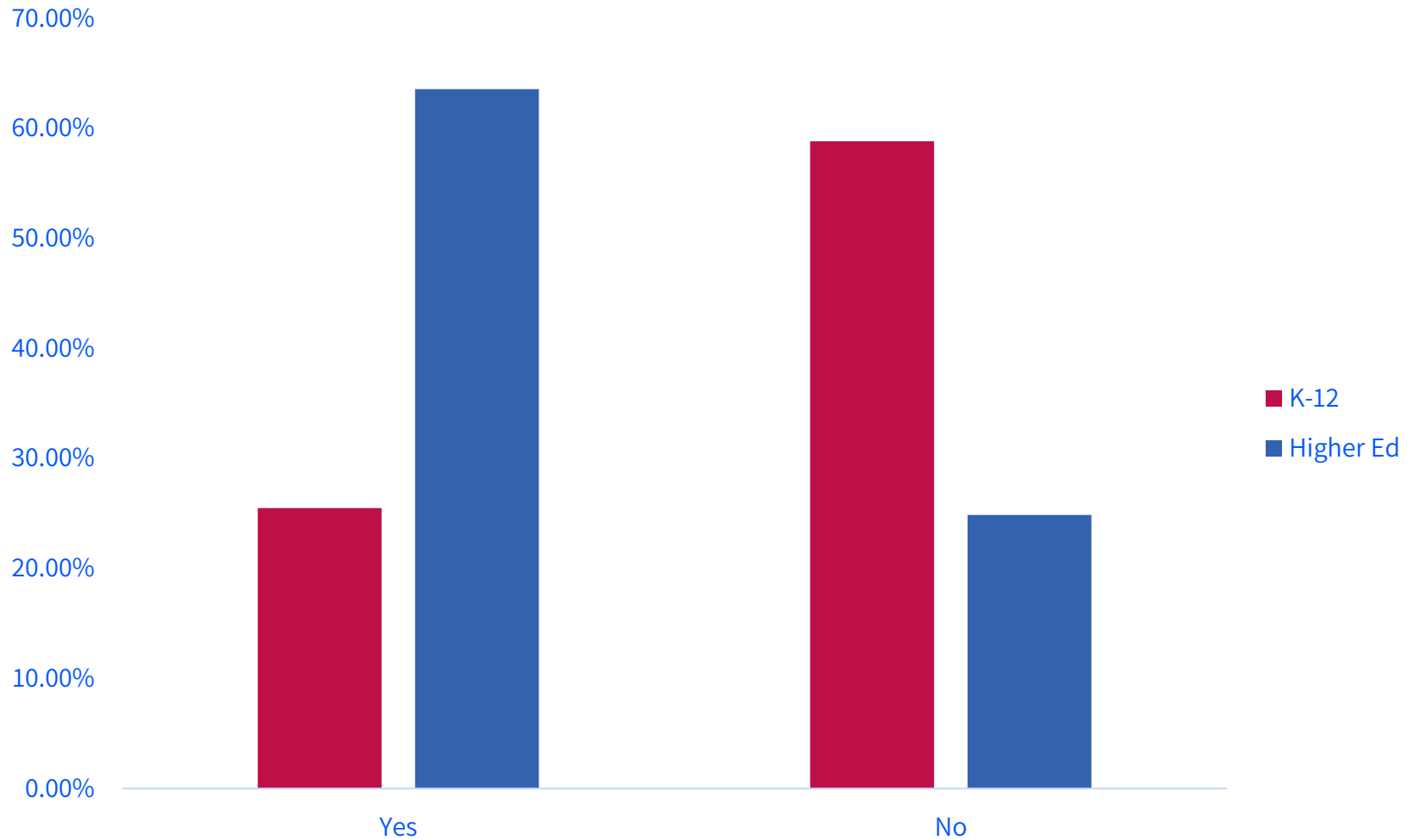


# **TITLE IX FUNDING & BUDGET**

# BUDGET SUFFICIENCY

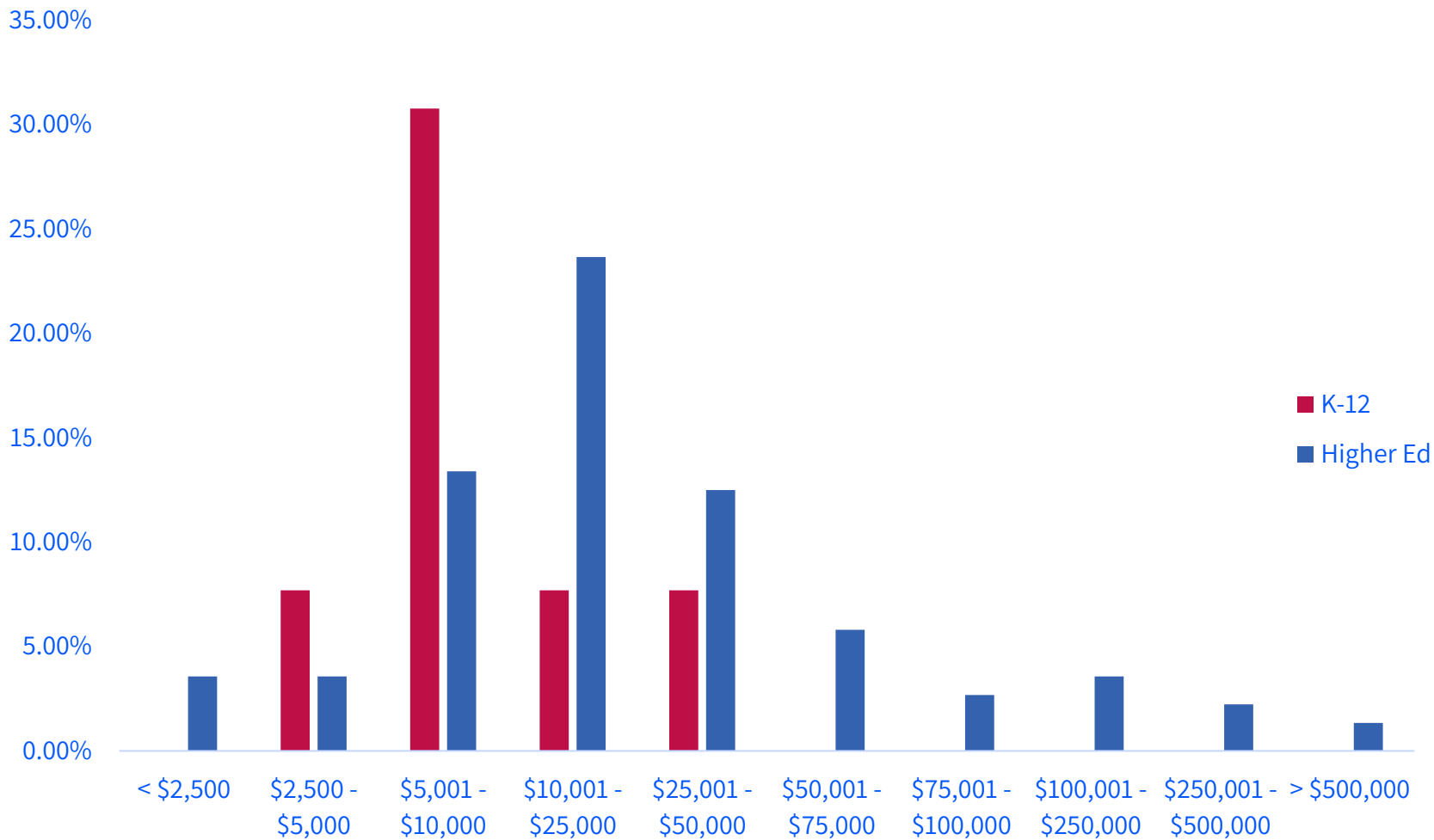


# DO YOU HAVE A BUDGET ASSOCIATED WITH TITLE IX COMPLIANCE EFFORTS?



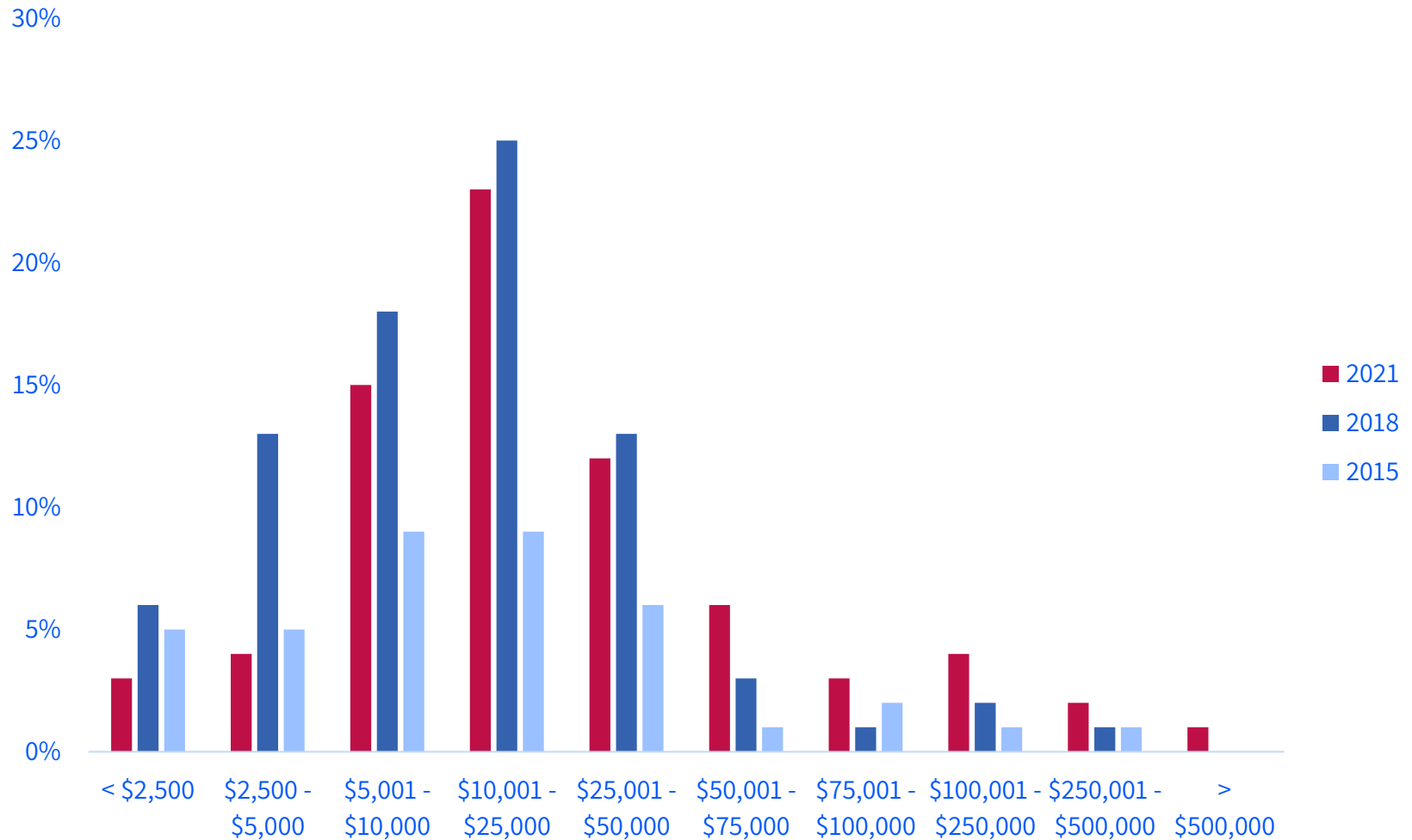


# 2021 SURVEY BUDGET SIZE HIGHER EDUCATION & K-12



# BUDGET SIZE

## A THREE-SURVEY COMPARISON



# TITLE BUDGET COVERAGE

**94%**

Training for Title IX  
Team

**75%**

Professional  
Development Travel

**75%**

Training for Internal  
Employees

**75%**

Professional  
Association  
Membership

**64%**

Prevention  
Education Efforts

**41%**

Case Management  
Software

**36%**

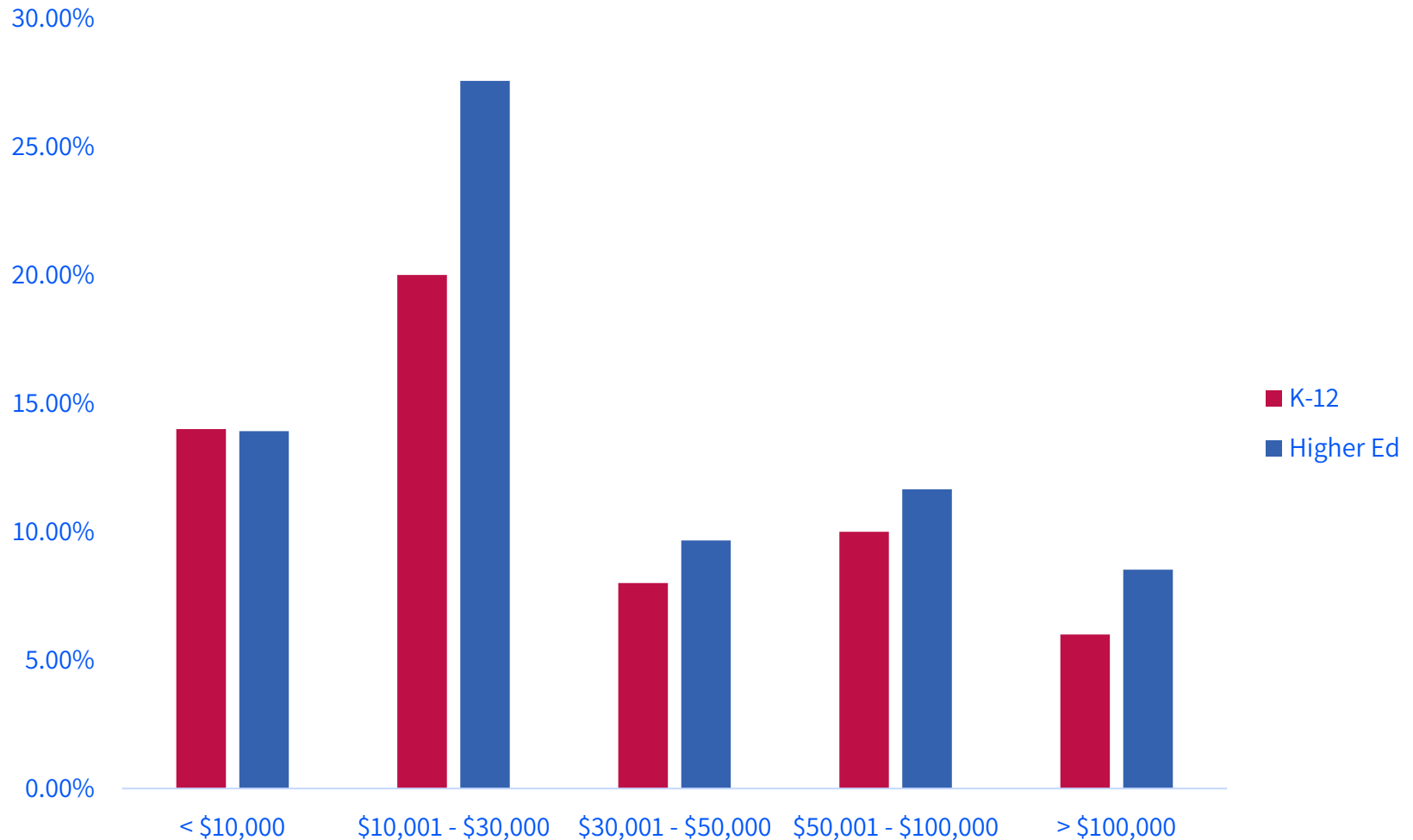
Transcription  
Services

**31%**

External Title IX  
Contracted Staff

*Respondents could choose more than 1 answer*

# ADDITIONAL BUDGET NEEDED TO FULFILL TITLE IX RESPONSIBILITIES: HIGHER EDUCATION & K-12



# WHAT RESOURCES DO YOU NEED TO AID IN YOUR COMPLIANCE EFFORTS?



Financial  
Resources (52%)



Staffing (29%)

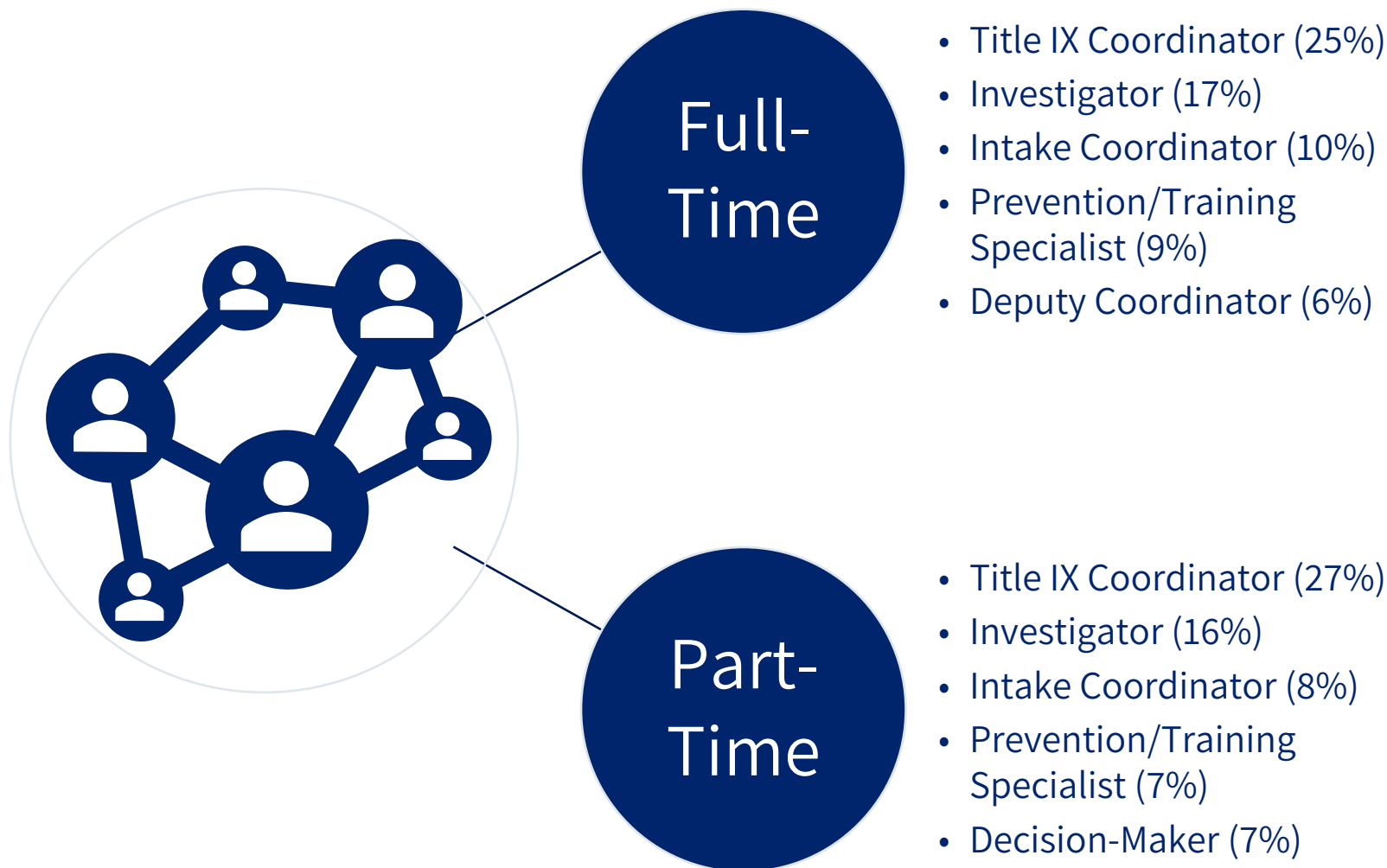


Training (24%)



Time (24%)

# RESPONDENT SELF-IDENTIFICATION OF TITLE IX ROLE: HIGHER EDUCATION



# RESPONDENT SELF-IDENTIFICATION OF TITLE IX ROLE : K-12

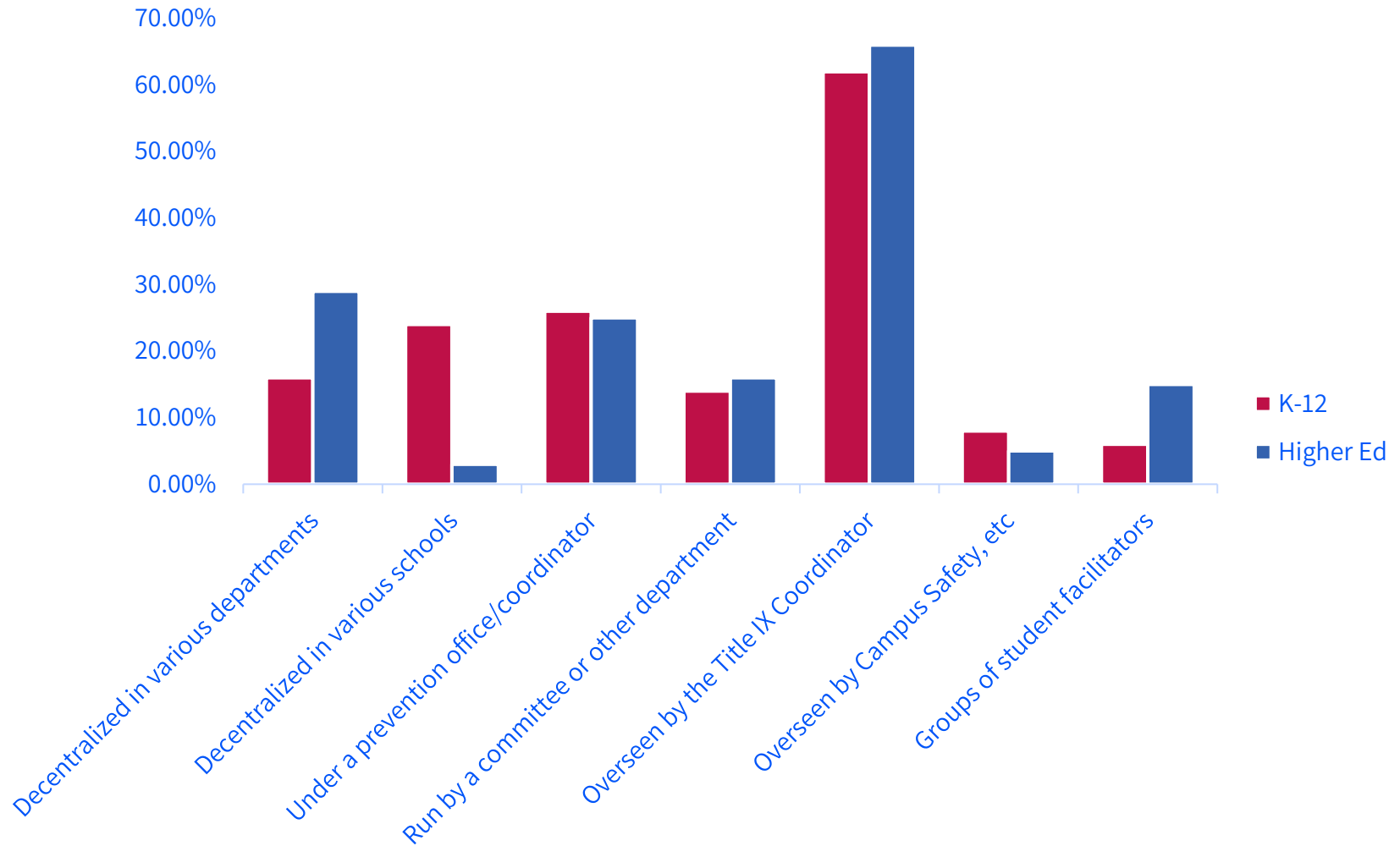




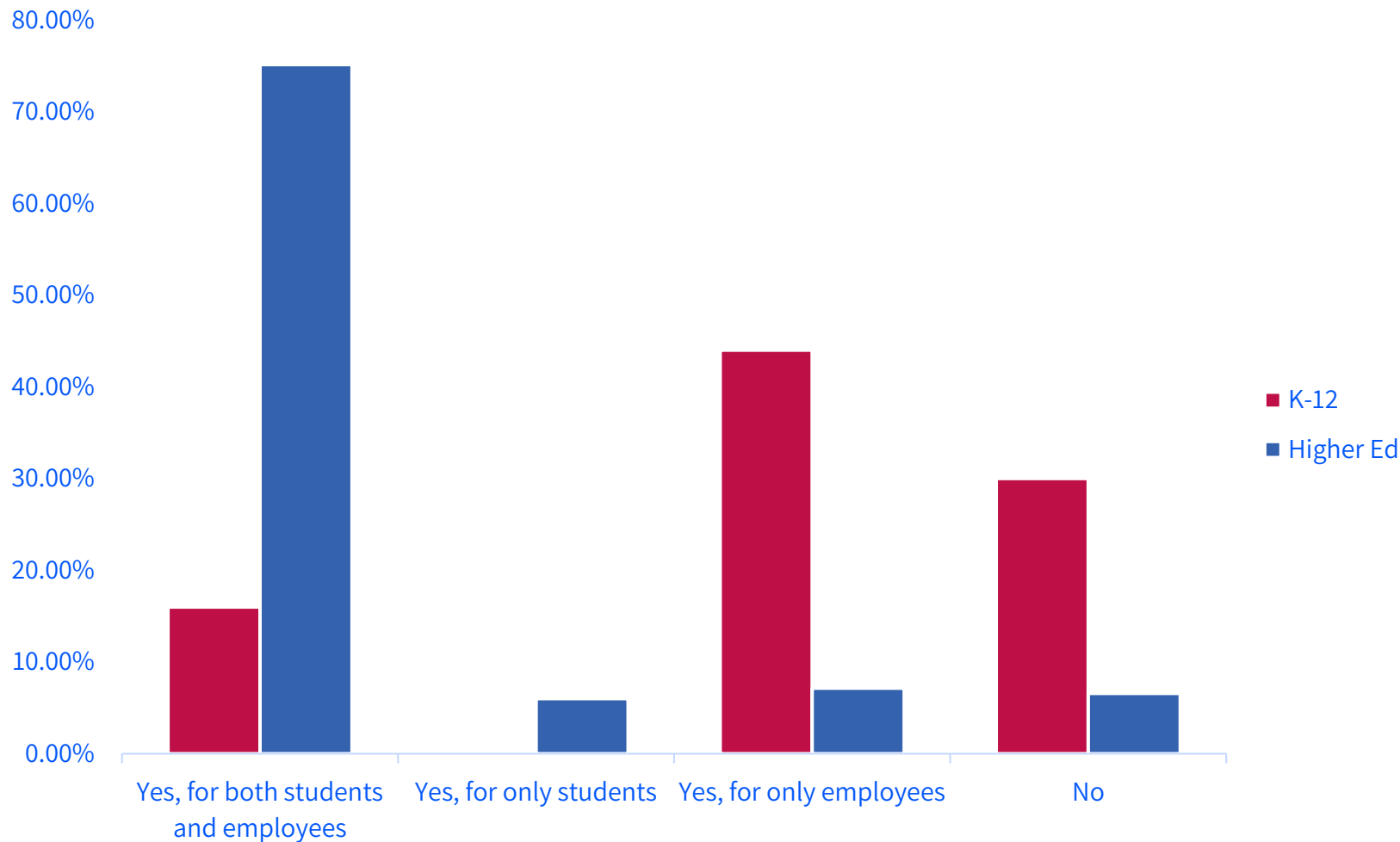
# **PREVENTION, TRAINING, & VICTIM ADVOCACY**



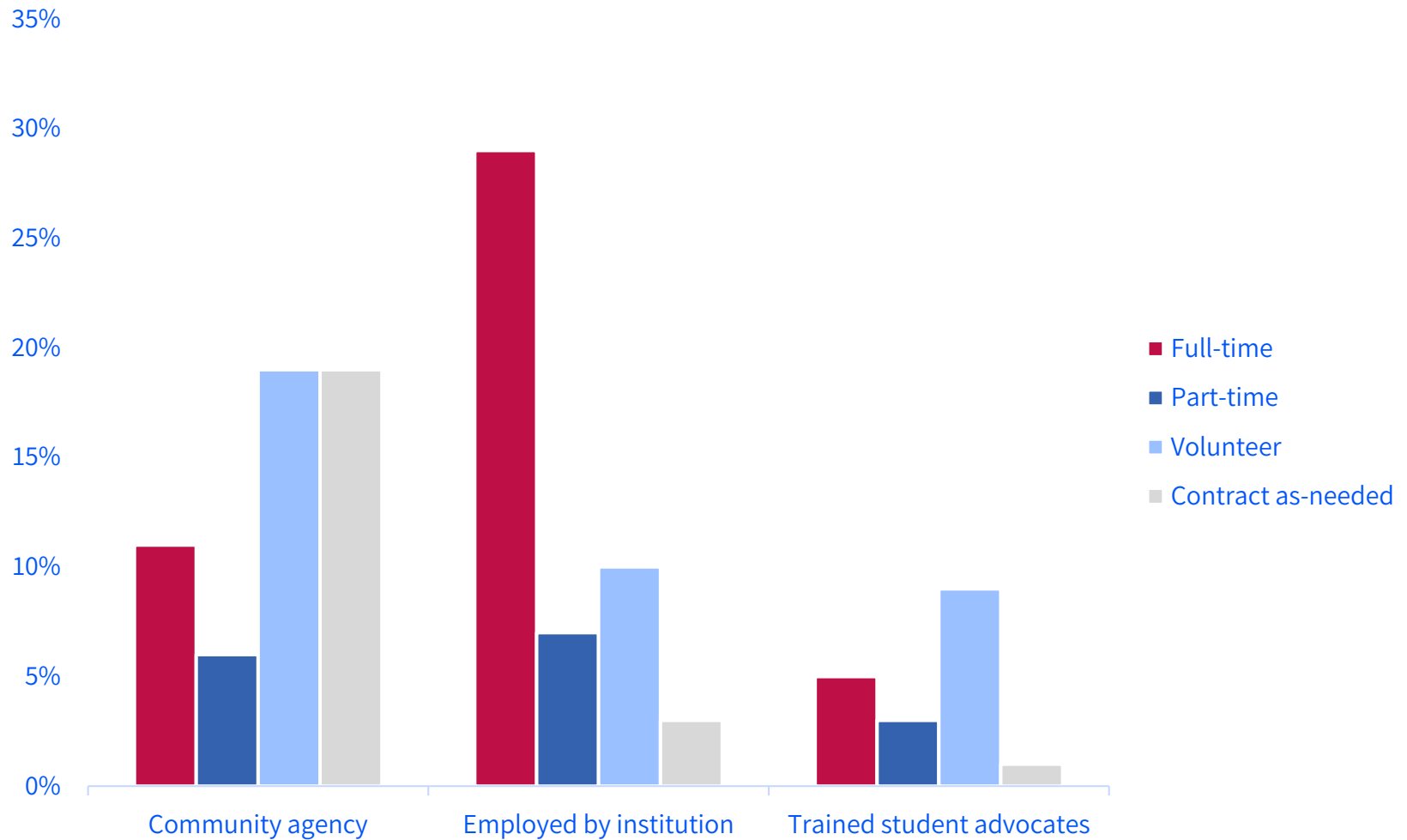
# PREVENTION EDUCATION & TRAINING HIGHER EDUCATION & K-12



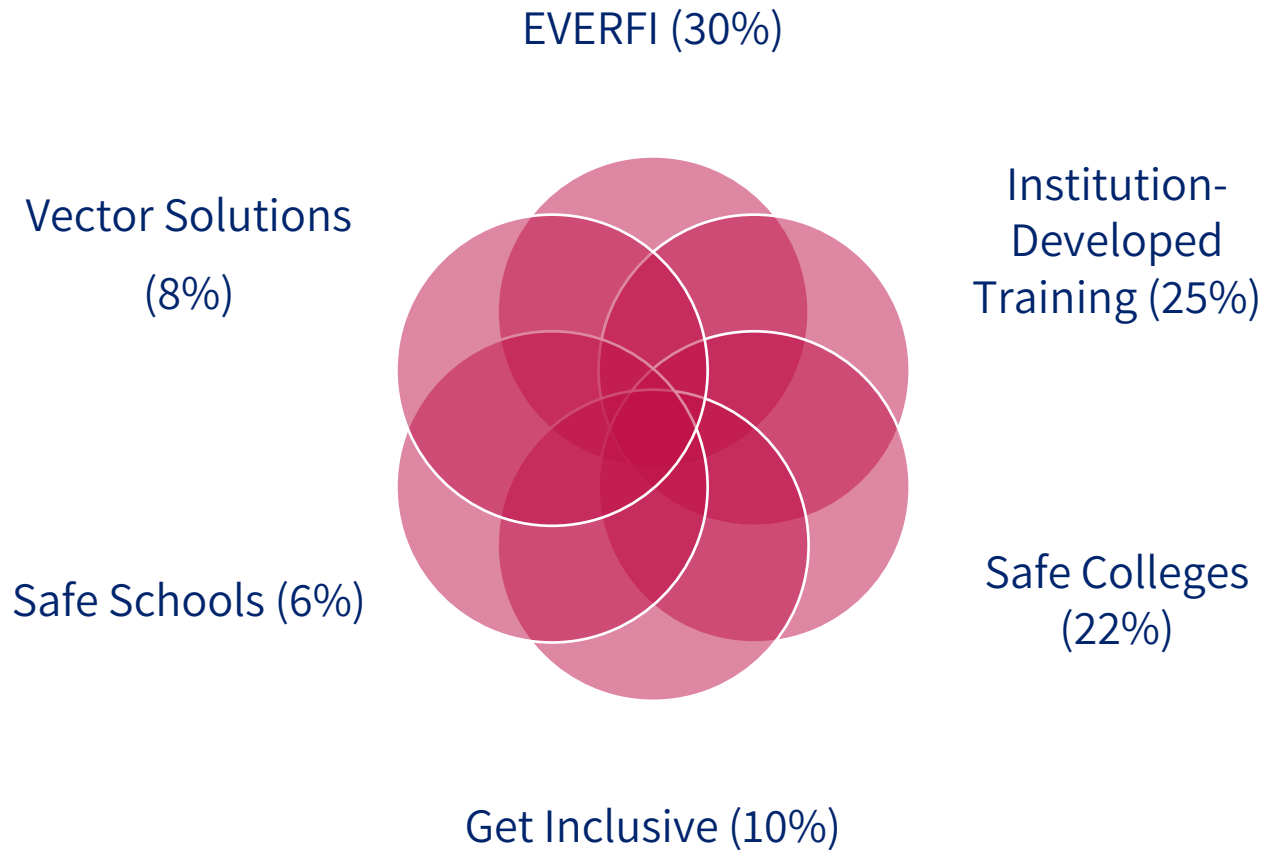
# USE OF AN ONLINE PRODUCT IN PREVENTION EDUCATION & TRAINING



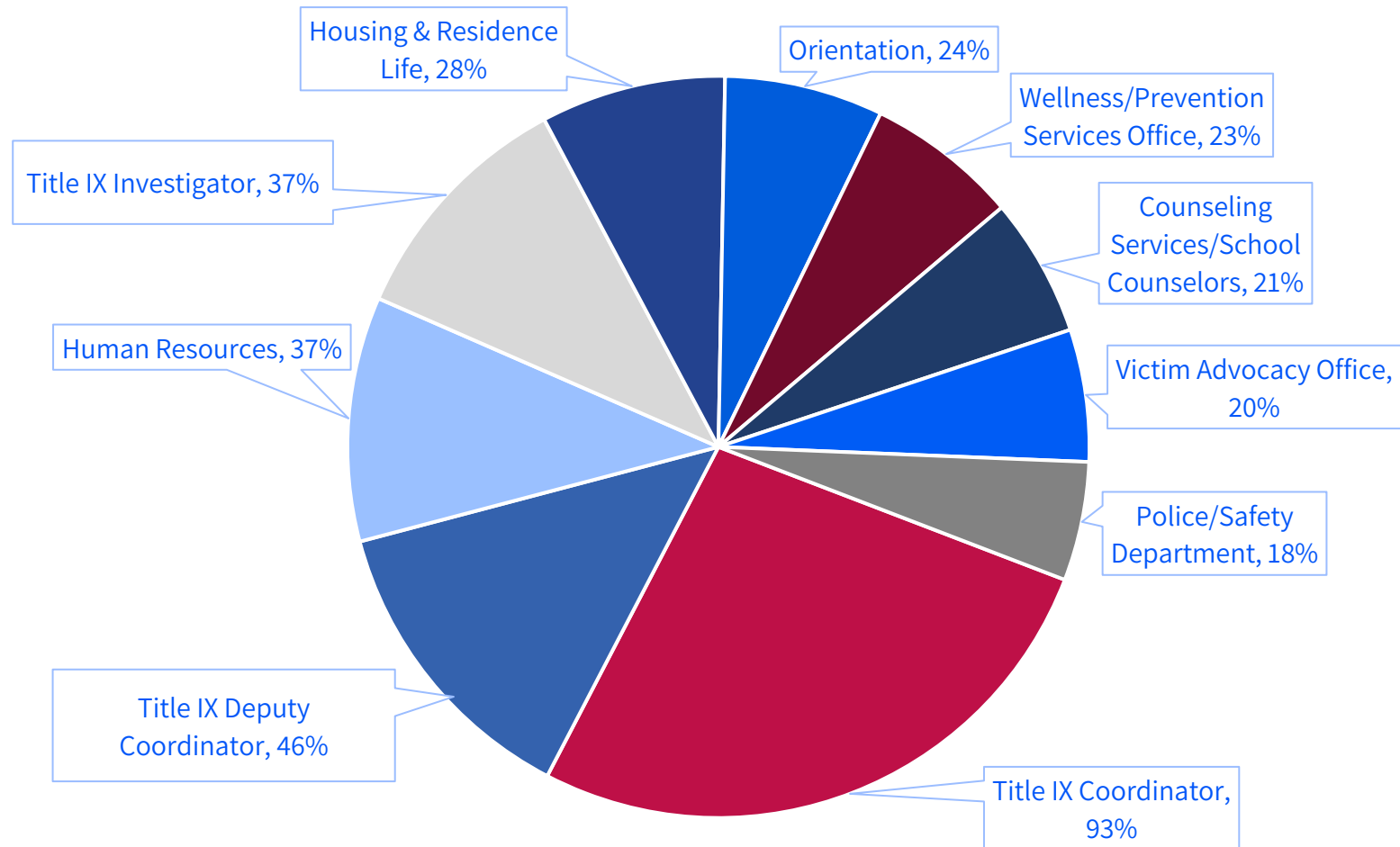
# VICTIM ADVOCATES



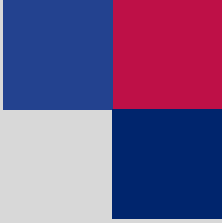
# PRIMARY TRAINING SOLUTION USED FOR PREVENTION TRAINING



# WHO PRESENTS YOUR INTERNAL PREVENTION TRAINING?

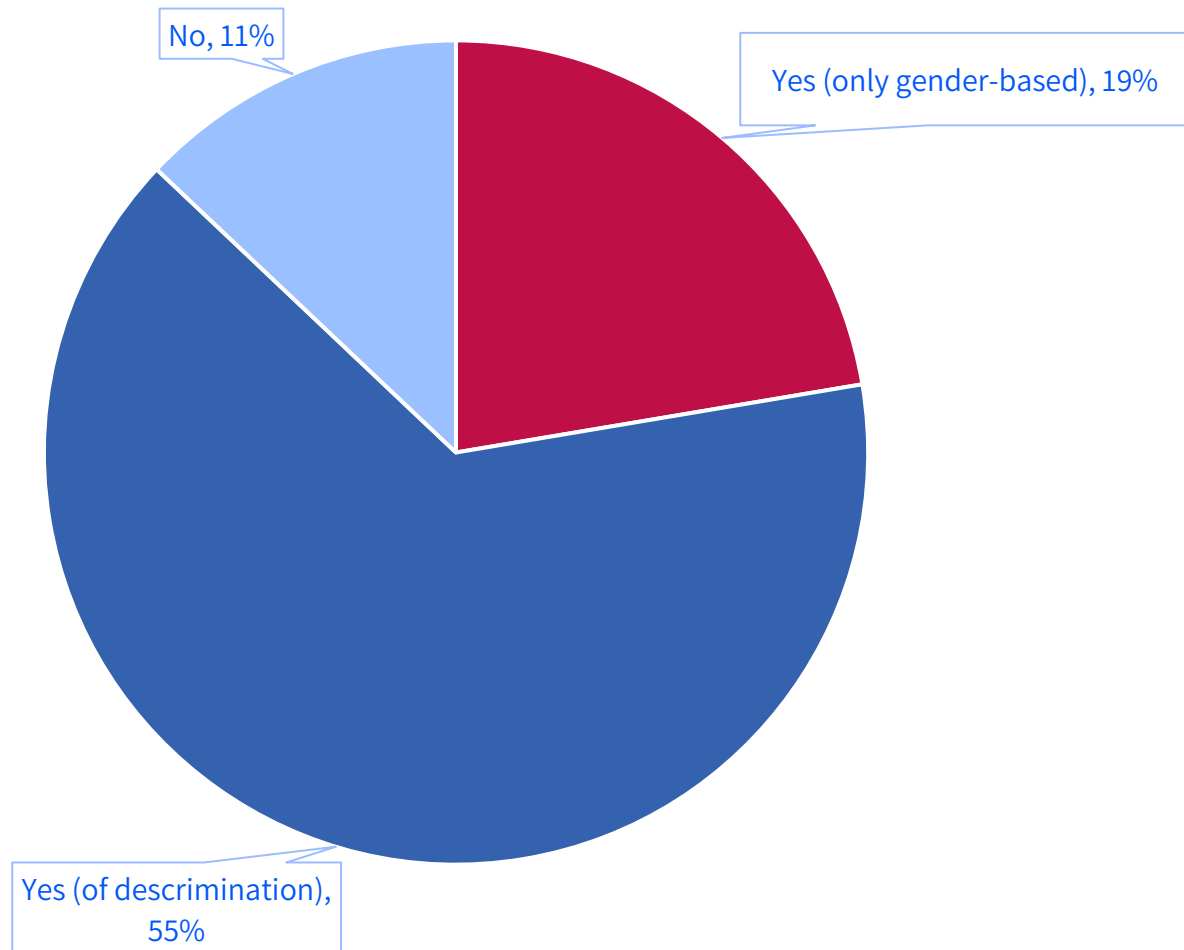


*Respondents could choose more than 1 option*

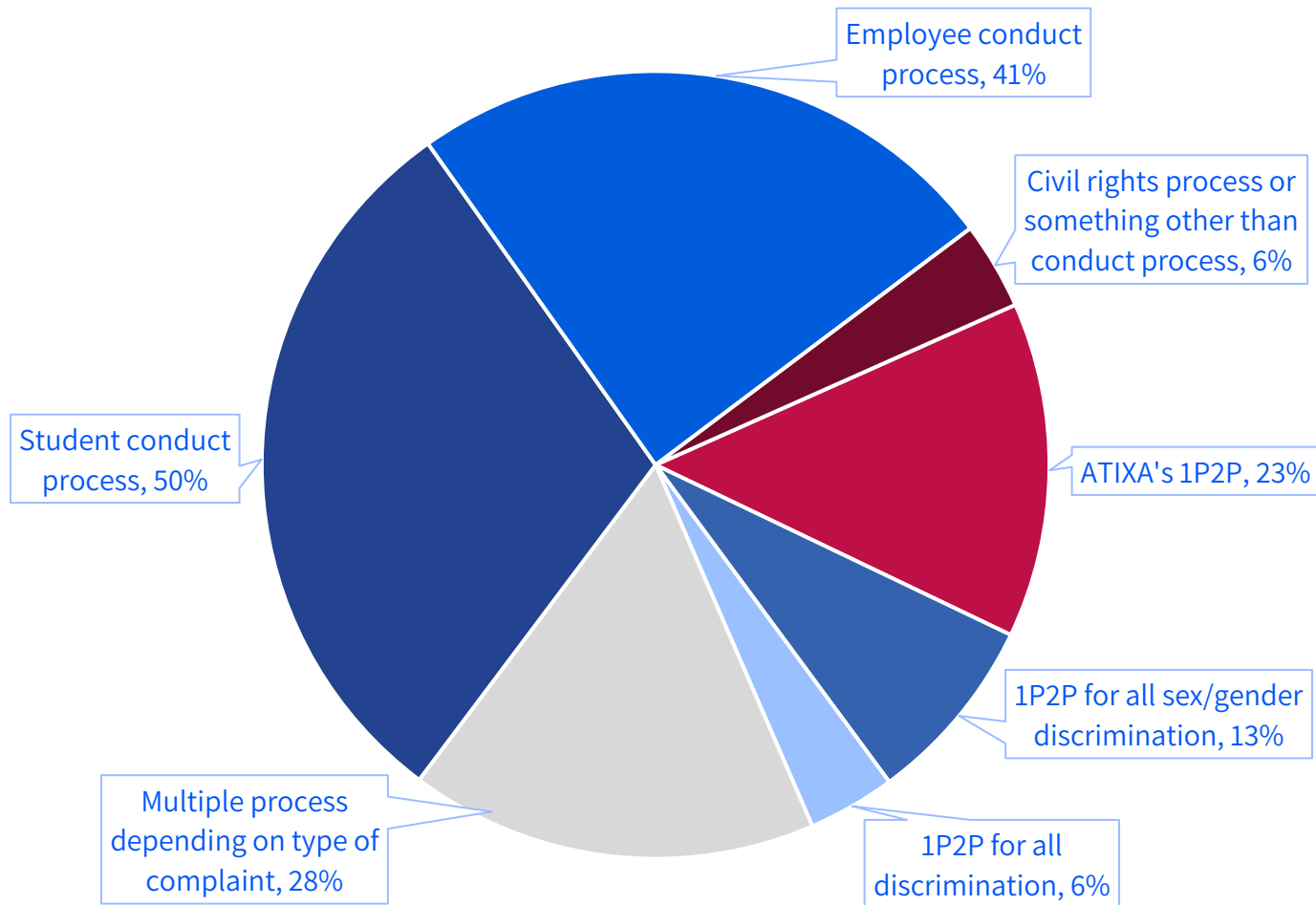


# **TITLE IX PROCESSES**

# DO YOU INVESTIGATE INCIDENTS OUTSIDE OF 2020 REGULATIONS?



# HOW DO YOU ADDRESS CONDUCT OUTSIDE OF 2020 REGULATIONS?



*Respondents could choose more than 1 option*



# TITLE IX PROCESSES

Same/equivalent Title IX investigation and resolution process for students and employees

- Yes (85%)
- No (9%)

Same investigation/resolution process for Title IX-related issues as other discrimination-based issues

- Yes (38%)
- No (50%)

# TITLE IX PROCESSES

## HIGHER EDUCATION & K-12

Has a document which describes the role and responsibilities of the Title IX office/Title IX team separate from individual position descriptions

- Yes (K-12-53% / HE-60%)
- No (K-12-37% / HE-31%)

Has a mandatory Title IX reporting policy or statement for non-confidential employees

- Yes (K-12-82% / HE-89%)
- No (K-12-8% / HE-5%)

Has a written procedure to clarify/determine which process applies to a cross-constituent complaint if more than one process could apply

- Yes (K-12-73% / HE-70%)
- No (K-12-8% / HE-15%)

# WHAT ARE YOUR MOST PRESSING ISSUES?

## Top Two:

- Policy development
- 2020 regulations

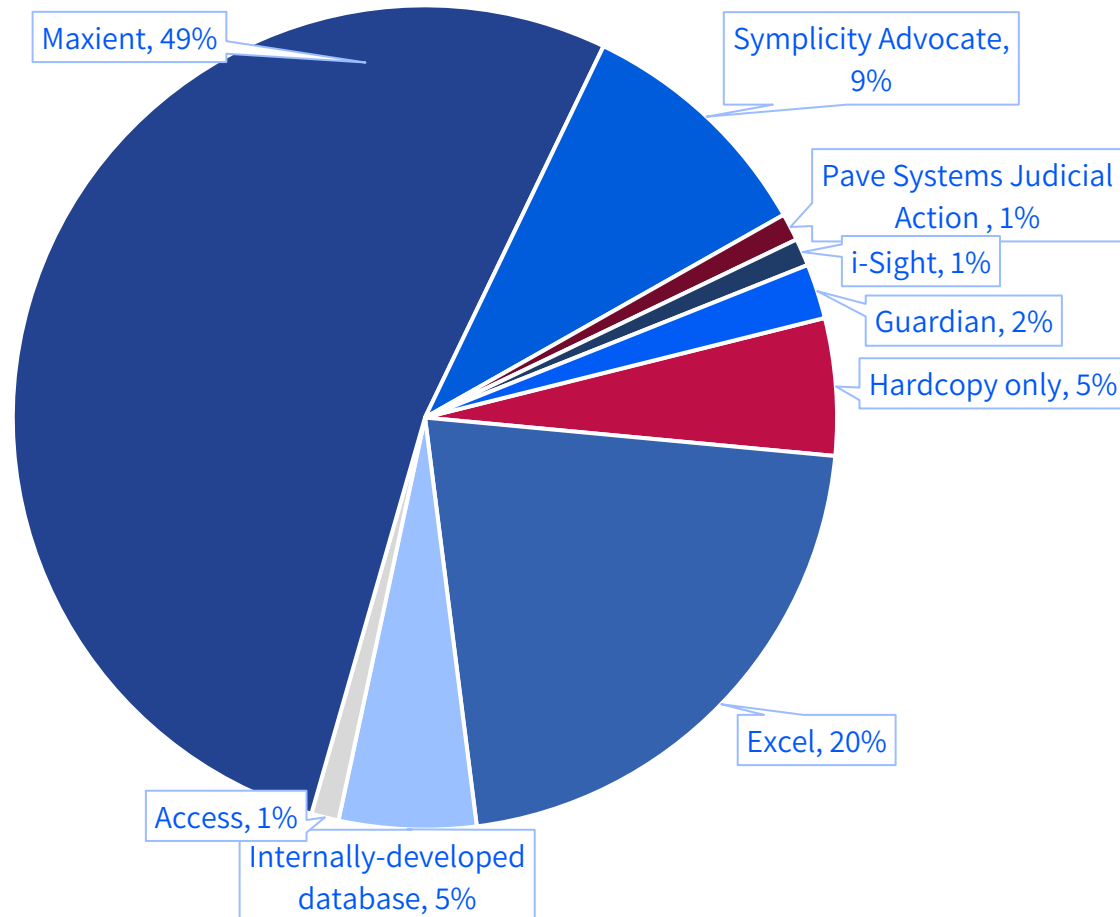
## Others:

- e-Sports
- Compliance with state-required mandates
- Communicating importance of Title IX issues to state agency
- Mandating prevention education programming

# METHOD USED TO TRACK COMPLAINTS: HIGHER EDUCATION

Others include:

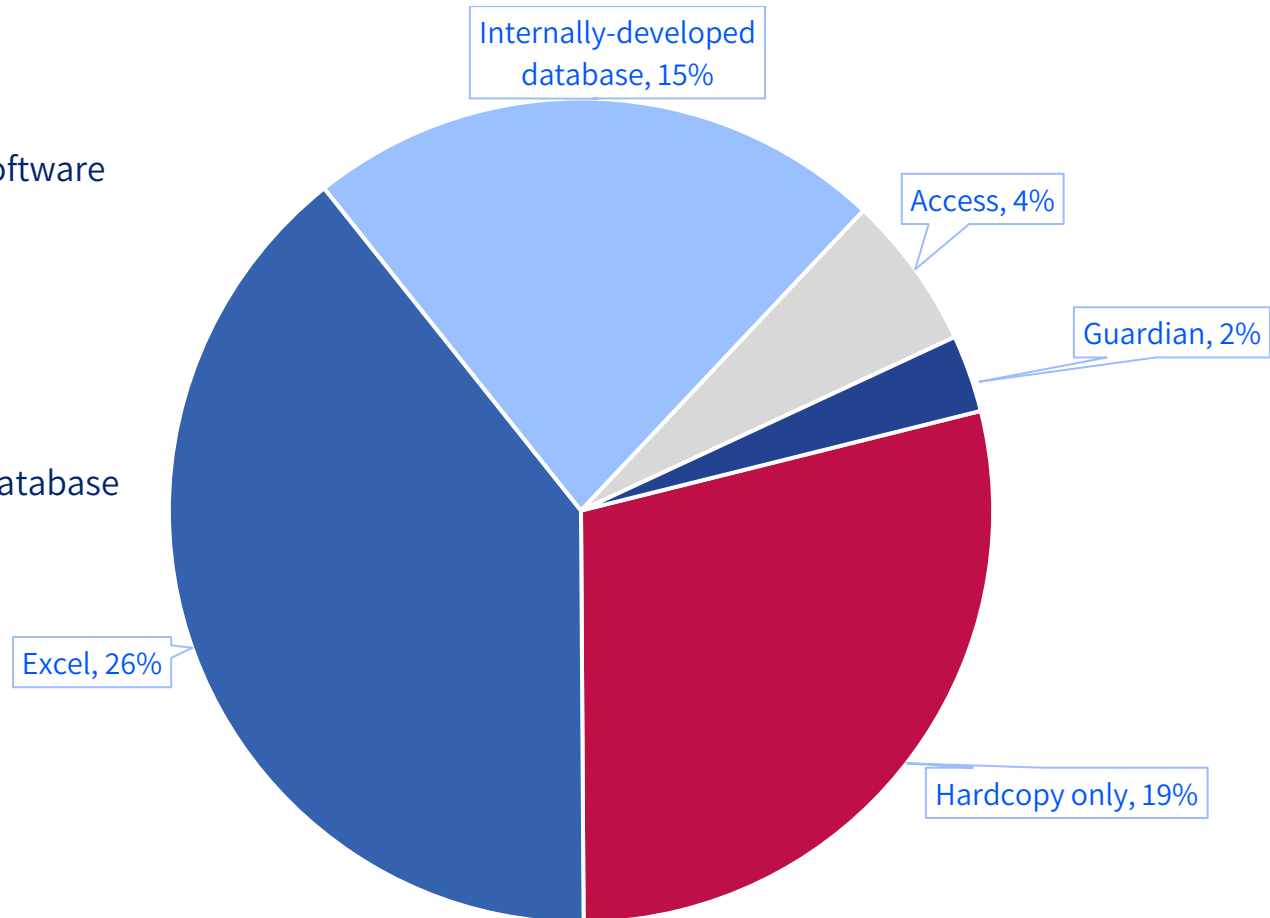
- Google
- Centerbase Software
- Mileposts
- Moxie
- Navex Global
- Omnigo
- OnBase
- Powerschool
- Report Exec Database
- Word



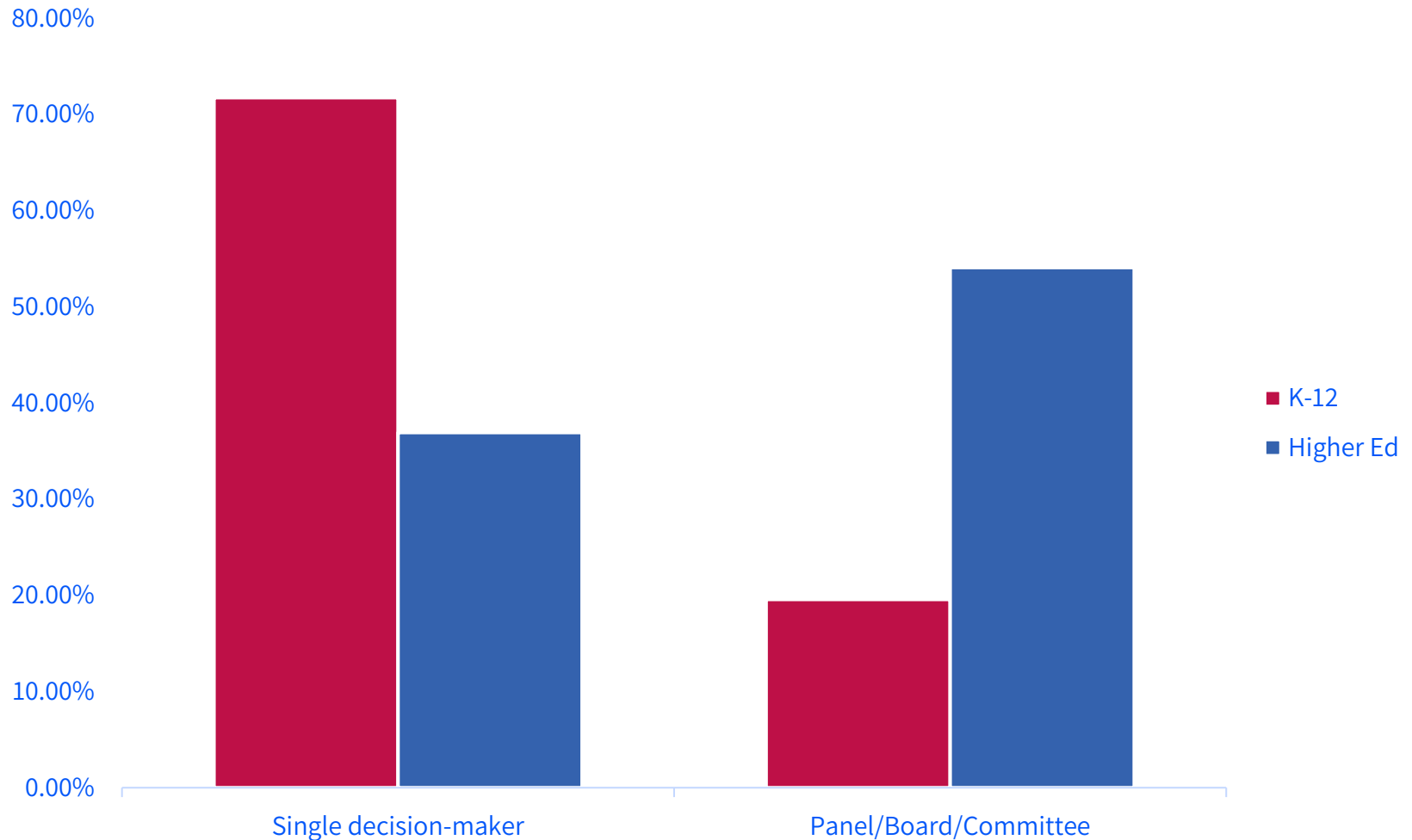
# METHOD USED TO TRACK COMPLAINTS: K-12

Others include:

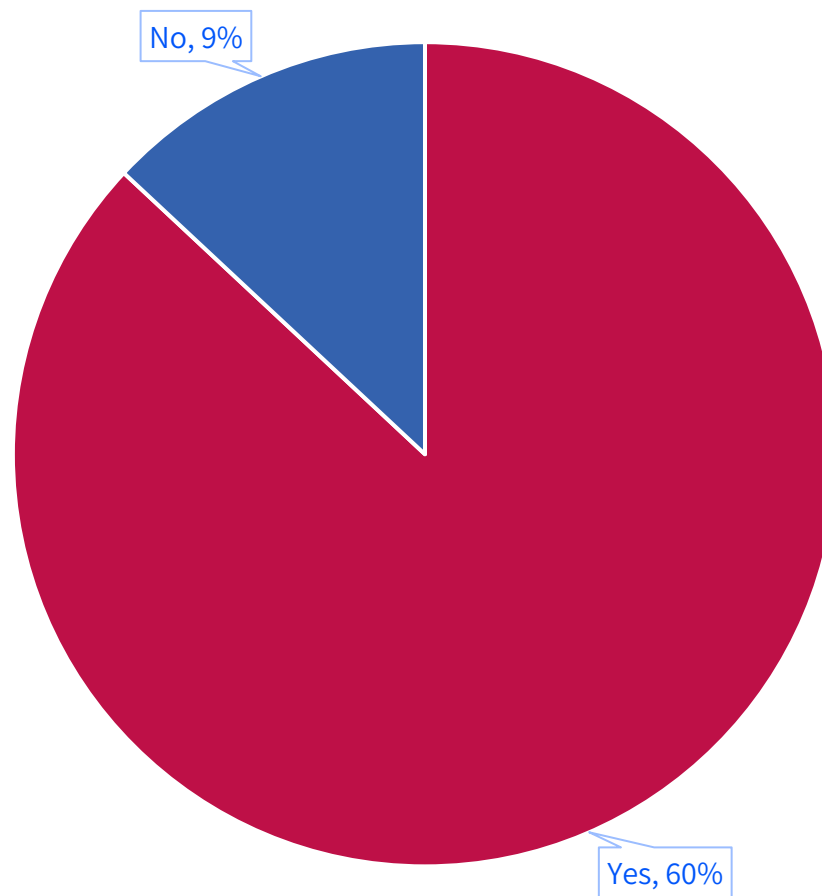
- Google
- Centerbase Software
- Mileposts
- Moxie
- Navex Global
- Omnigo
- OnBase
- Powerschool
- Report Exec Database
- Word



# WHAT IS YOUR DECISION-MAKING MODEL? HIGHER EDUCATION & K-12



# ARE YOU IN FULL COMPLIANCE WITH THE 2020 REGULATIONS?



Areas still needed to comply with:

- MOU with law enforcement
- Posting training/website requirements
- Timing of resolution
- Training of students
- Implementation

**As of May 2021**

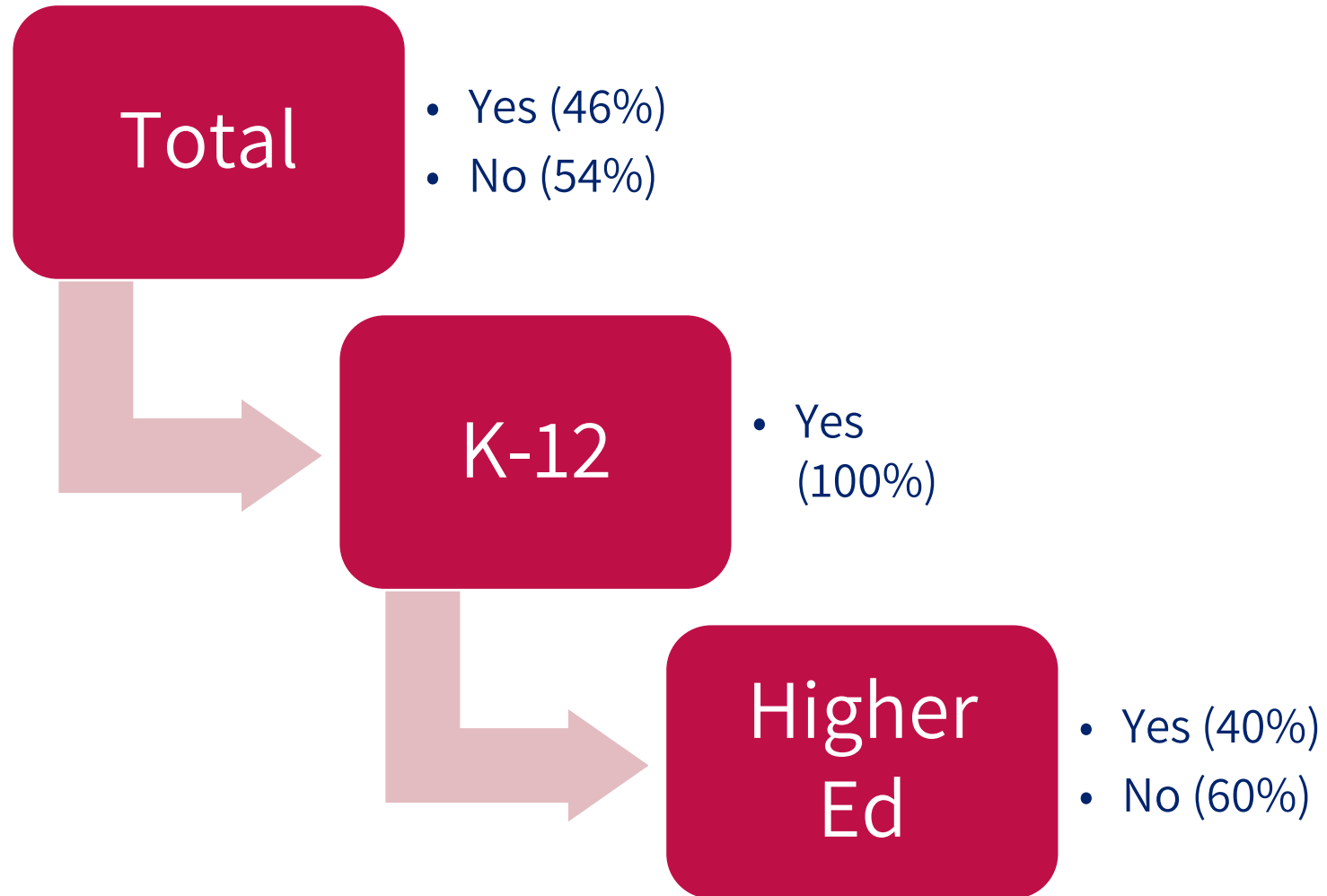
*Please note: 12% preferred not to answer*



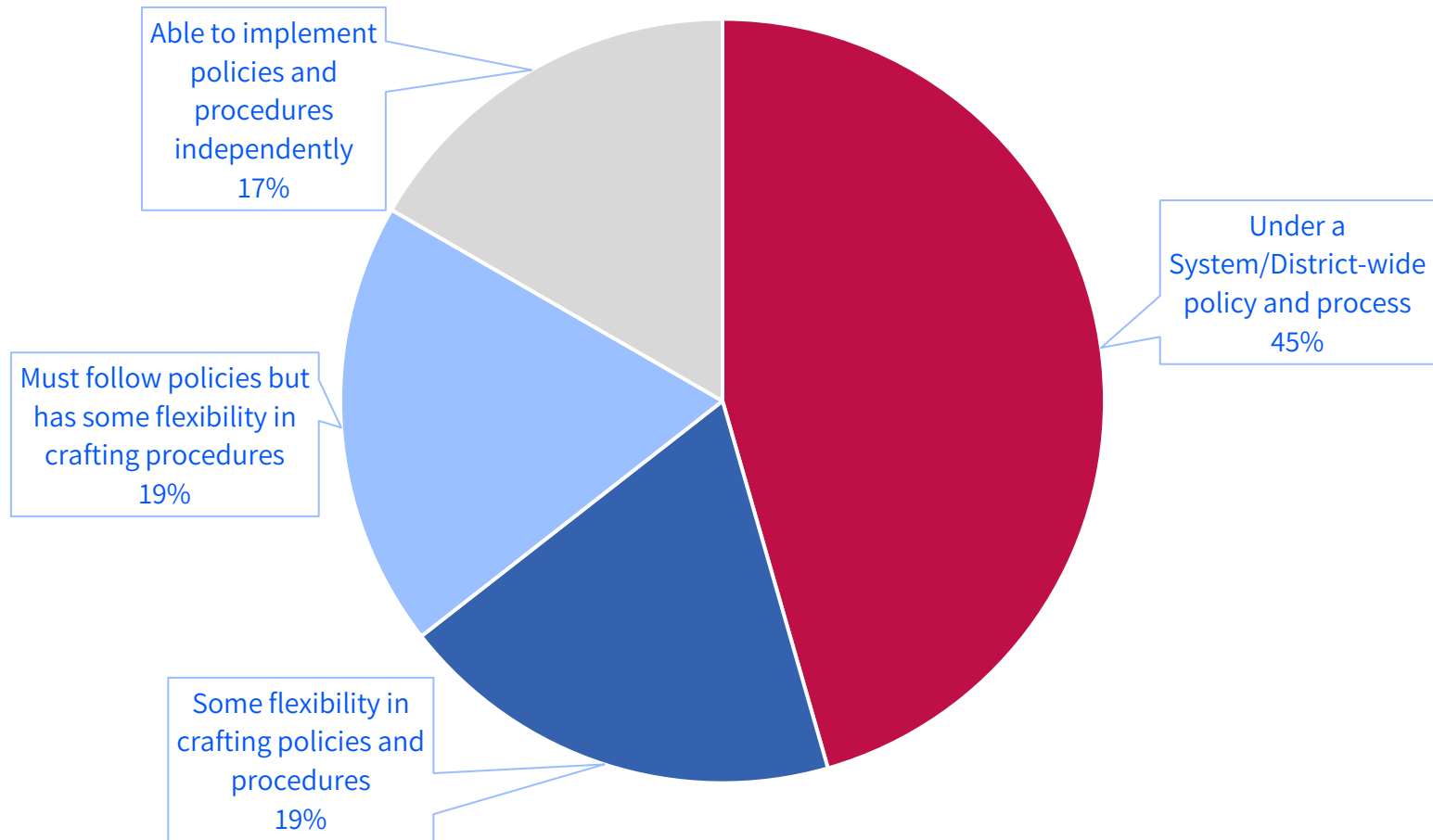
# **SYSTEMS, POLICIES, & PROCEDURES**



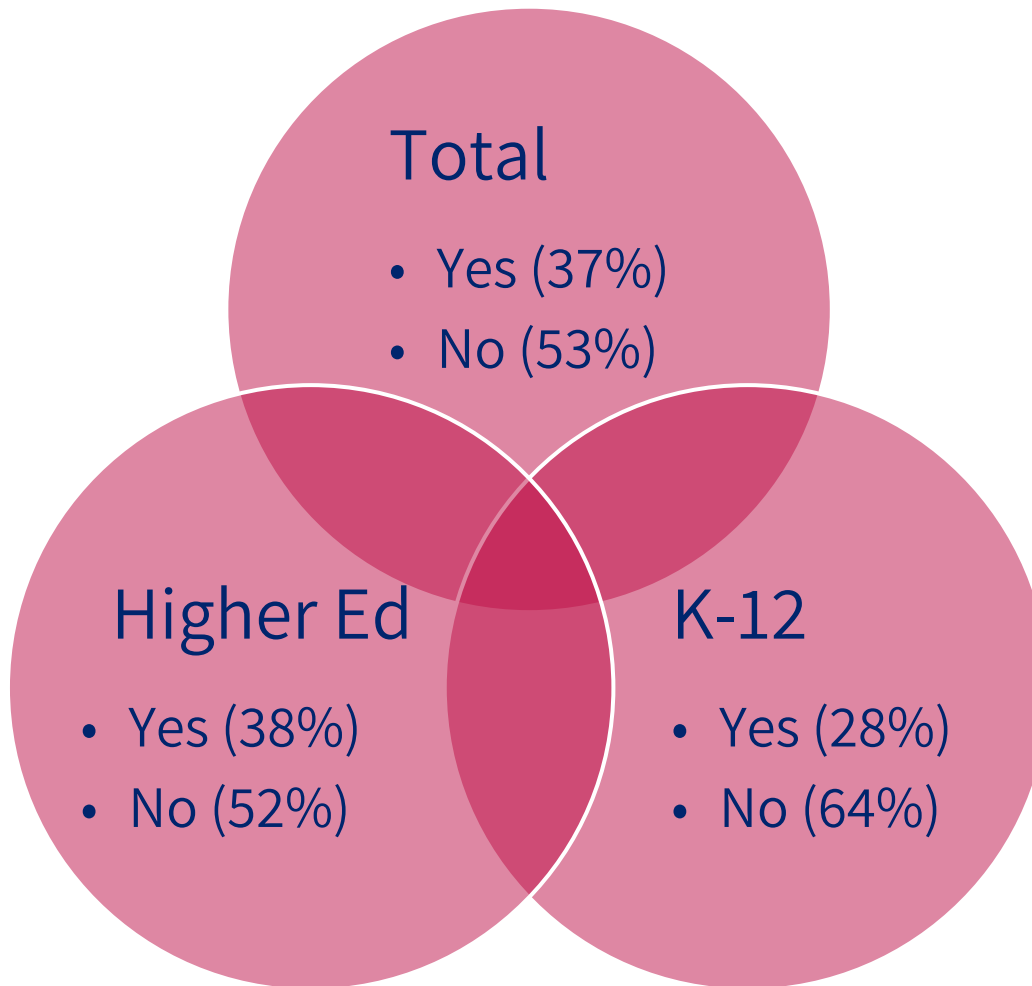
# DO YOU OPERATE UNDER SYSTEM/DISTRICT-WIDE POLICY AND PROCESSES?



# DO YOU HAVE ABILITY TO IMPLEMENT POLICIES AND PROCEDURES INDEPENDENT OF A SYSTEM/DISTRICT?

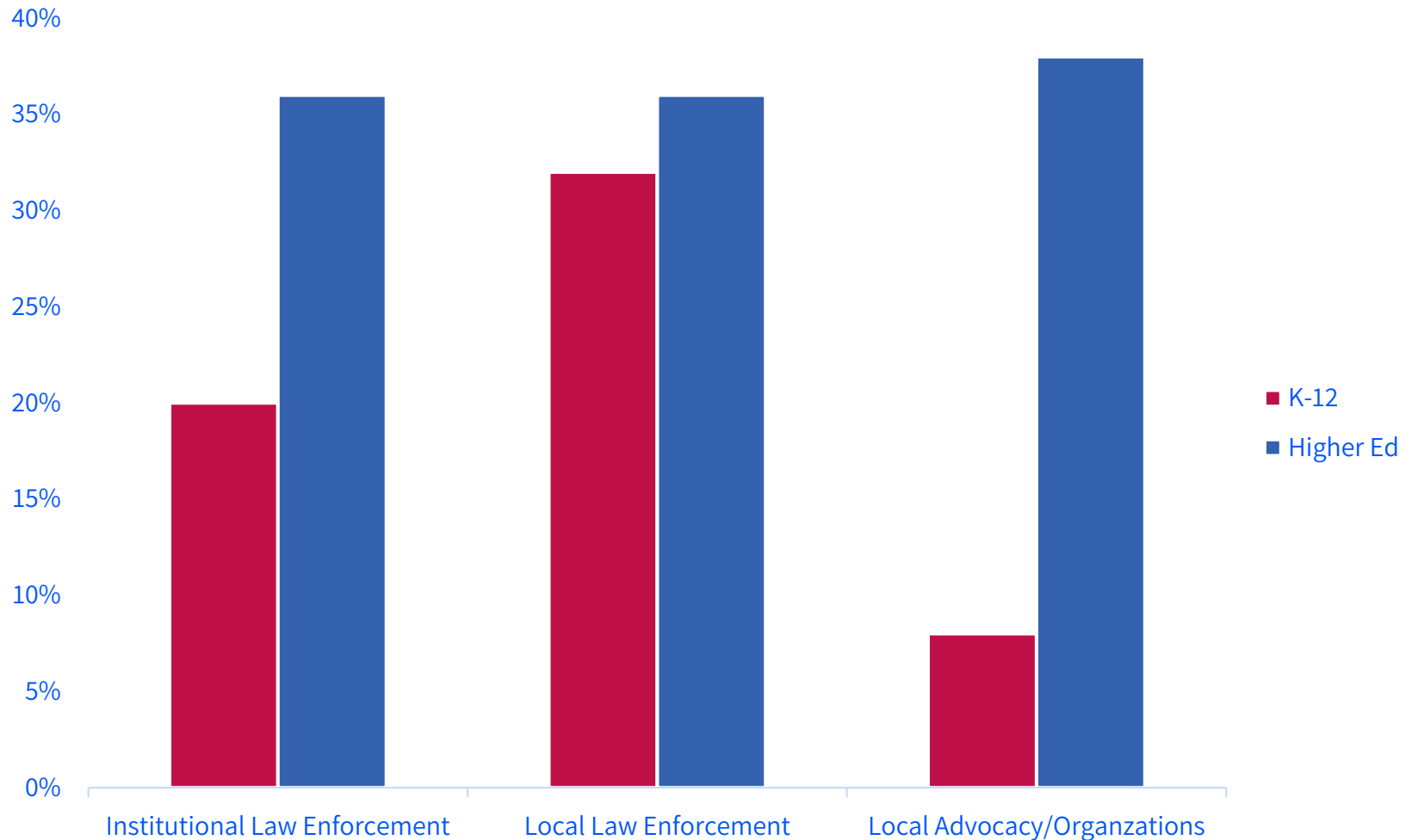


# INSTITUTIONAL MISSION/VISION STATEMENT FOR TITLE IX

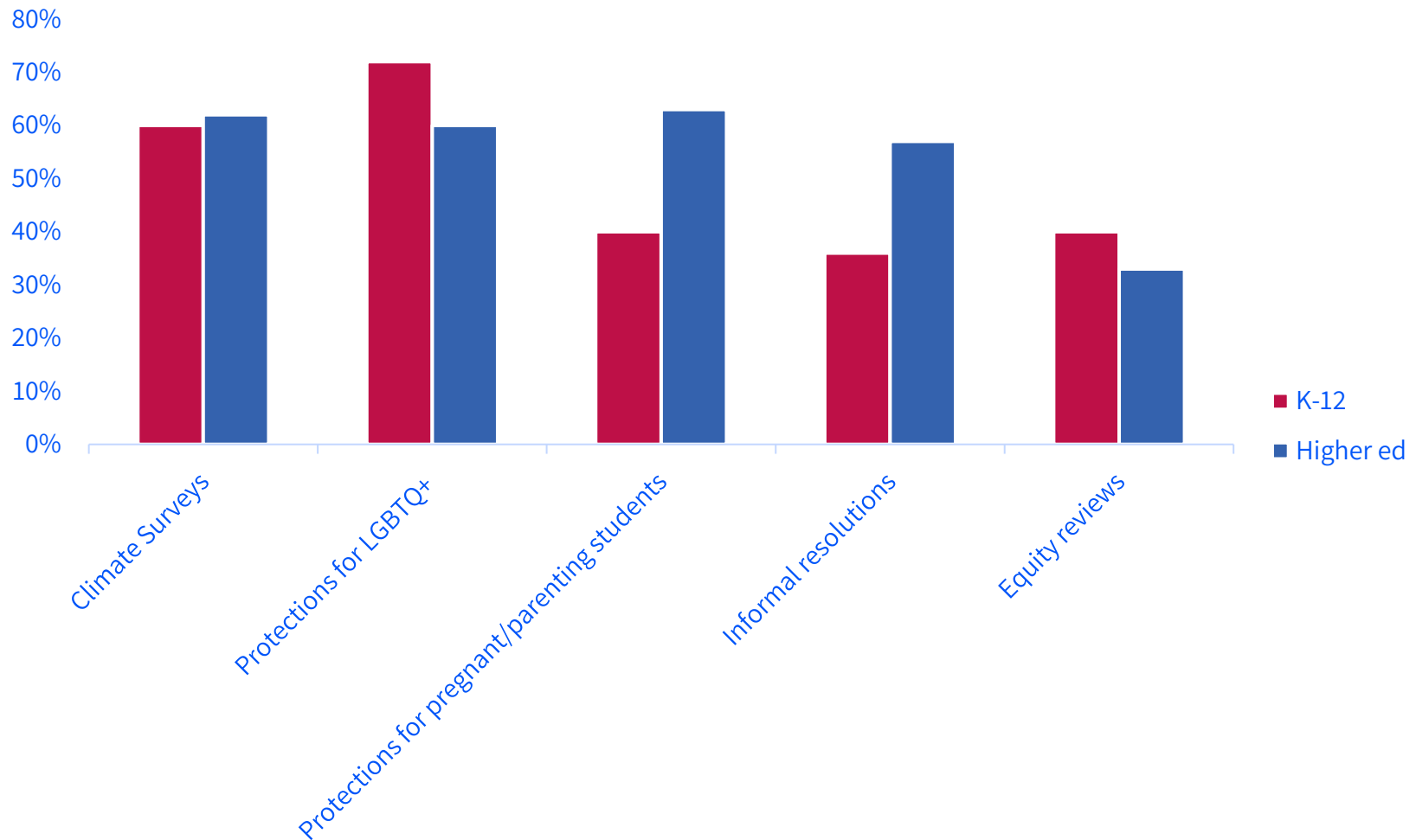


*10% of respondents choose not to answer*

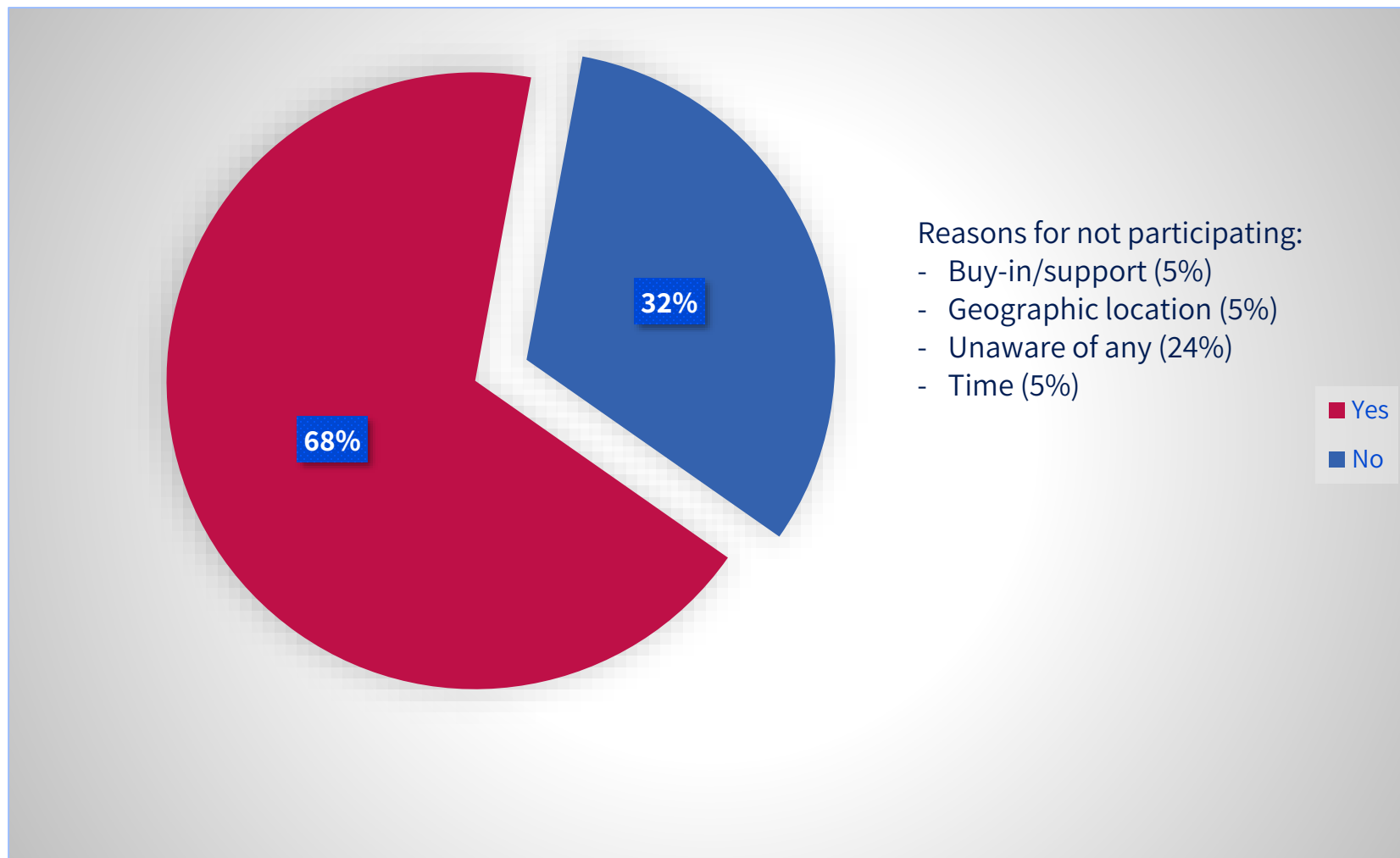
# WHO DO YOU HAVE MEMORANDUM OF UNDERSTANDINGS WITH? HIGHER EDUCATION & K-12



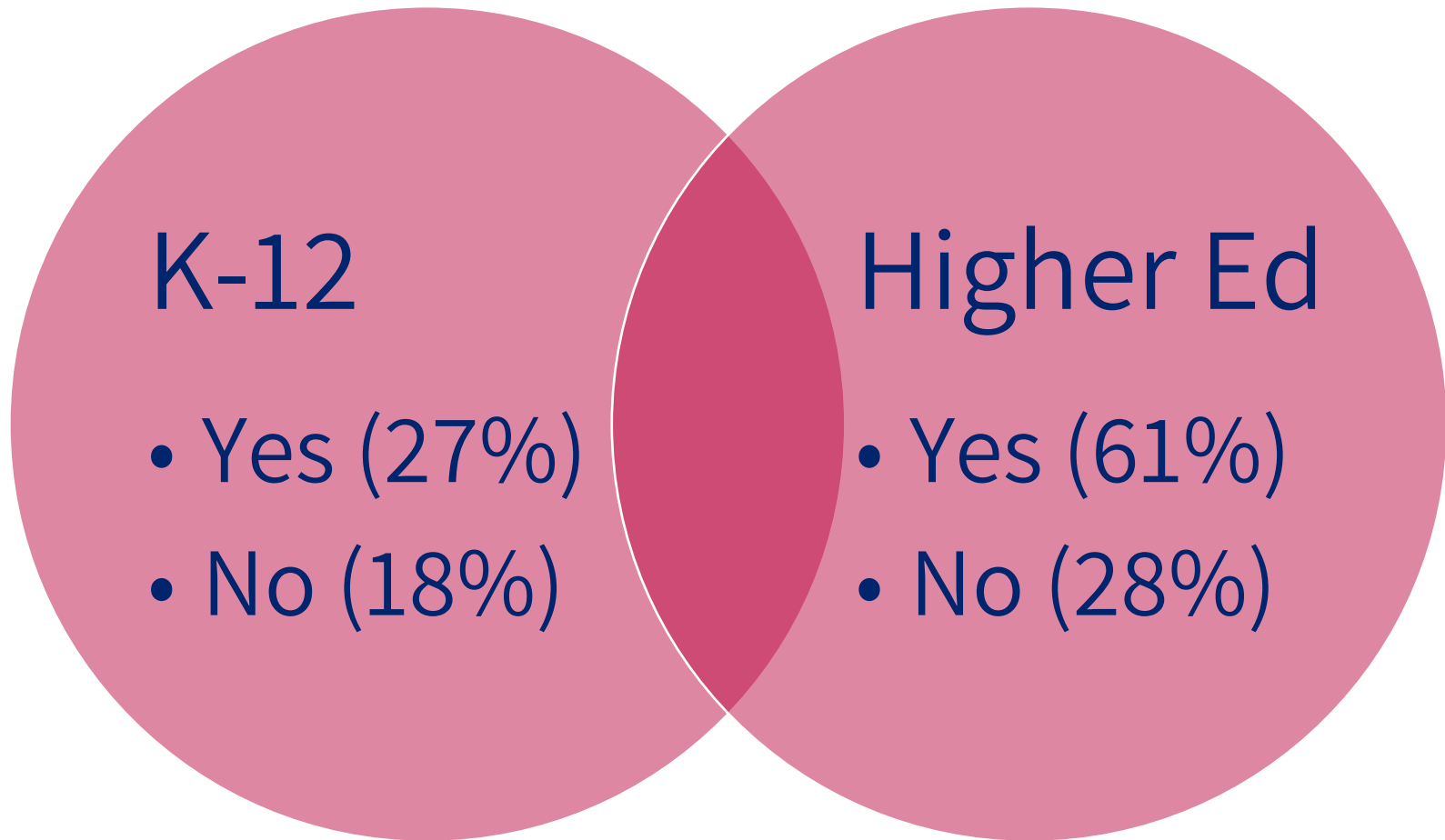
# WHAT ARE YOUR COMPLIANCE EFFORTS TO ADDRESS SEX/GENDER-BASED DISCRIMINATION? HIGHER EDUCATION & K-12



# HAVE YOU CREATED OR PARTICIPATED IN A REGIONAL CONSORTIUM TO SHARE RESOURCES/SERVICES

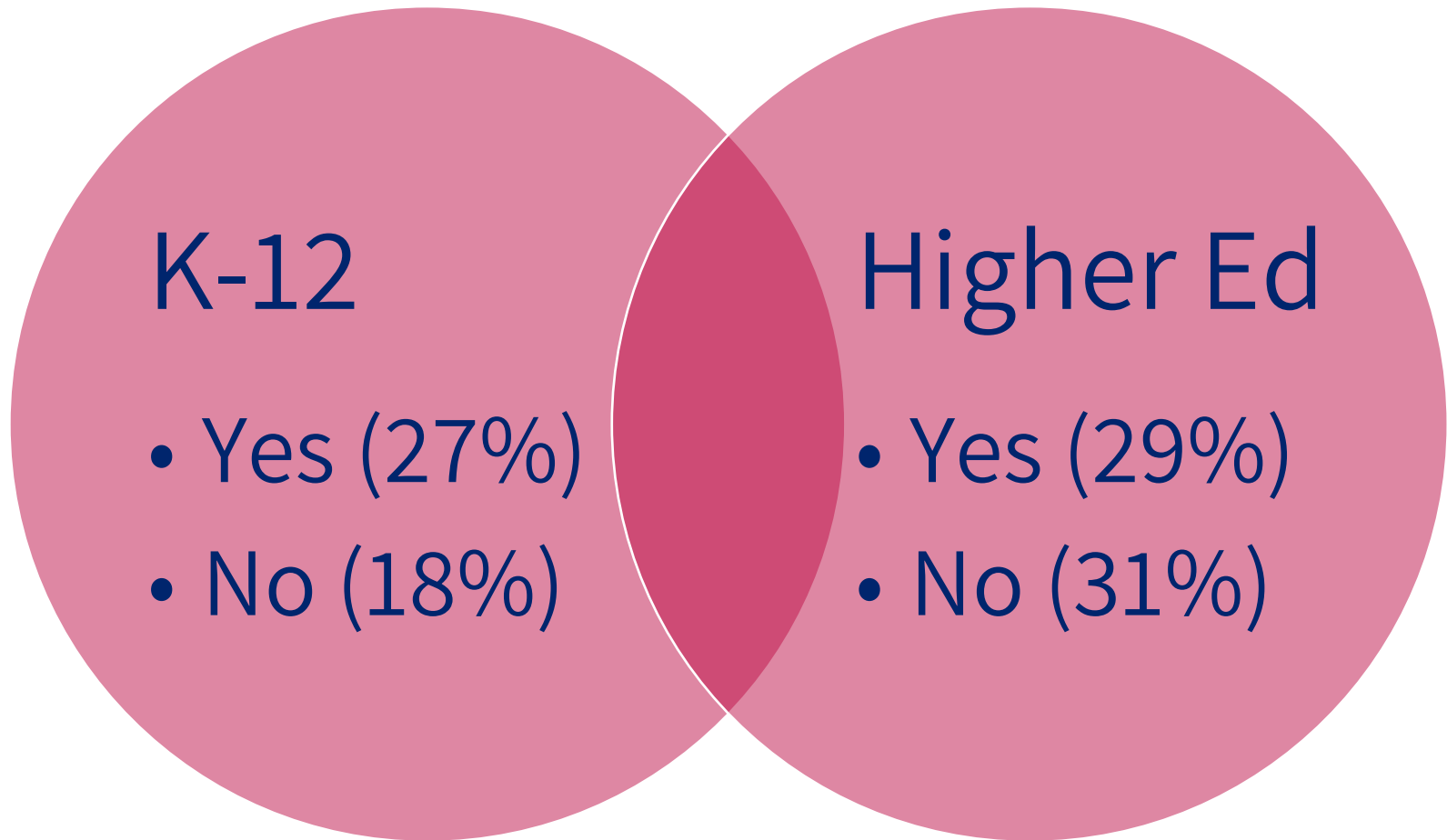


# HAVE YOU CREATED OR PARTICIPATED IN A REGIONAL CONSORTIUM TO SHARE RESOURCES/SERVICES



*Respondents could choose not to answer*

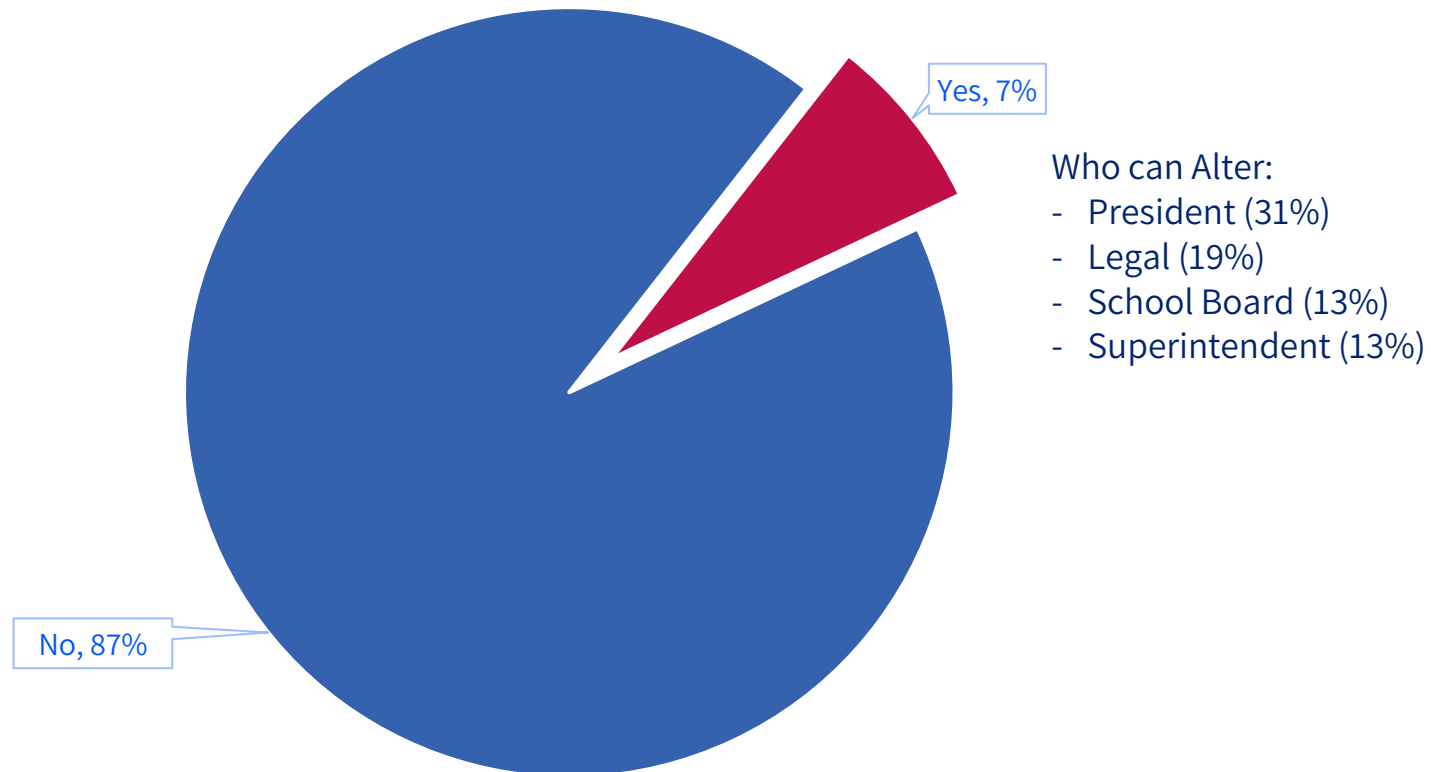
# ARE YOU CONSIDERING CREATING OR PARTICIPATING IN A REGIONAL CONSORTIUM TO SHARE RESOURCES OR SERVICES



*Respondents could choose not to answer*



# ABILITY FOR OTHERS TO ALTER THE OUTCOME OF A TITLE IX COMPLAINT ONCE FINAL DETERMINATION HAS BEEN REACHED

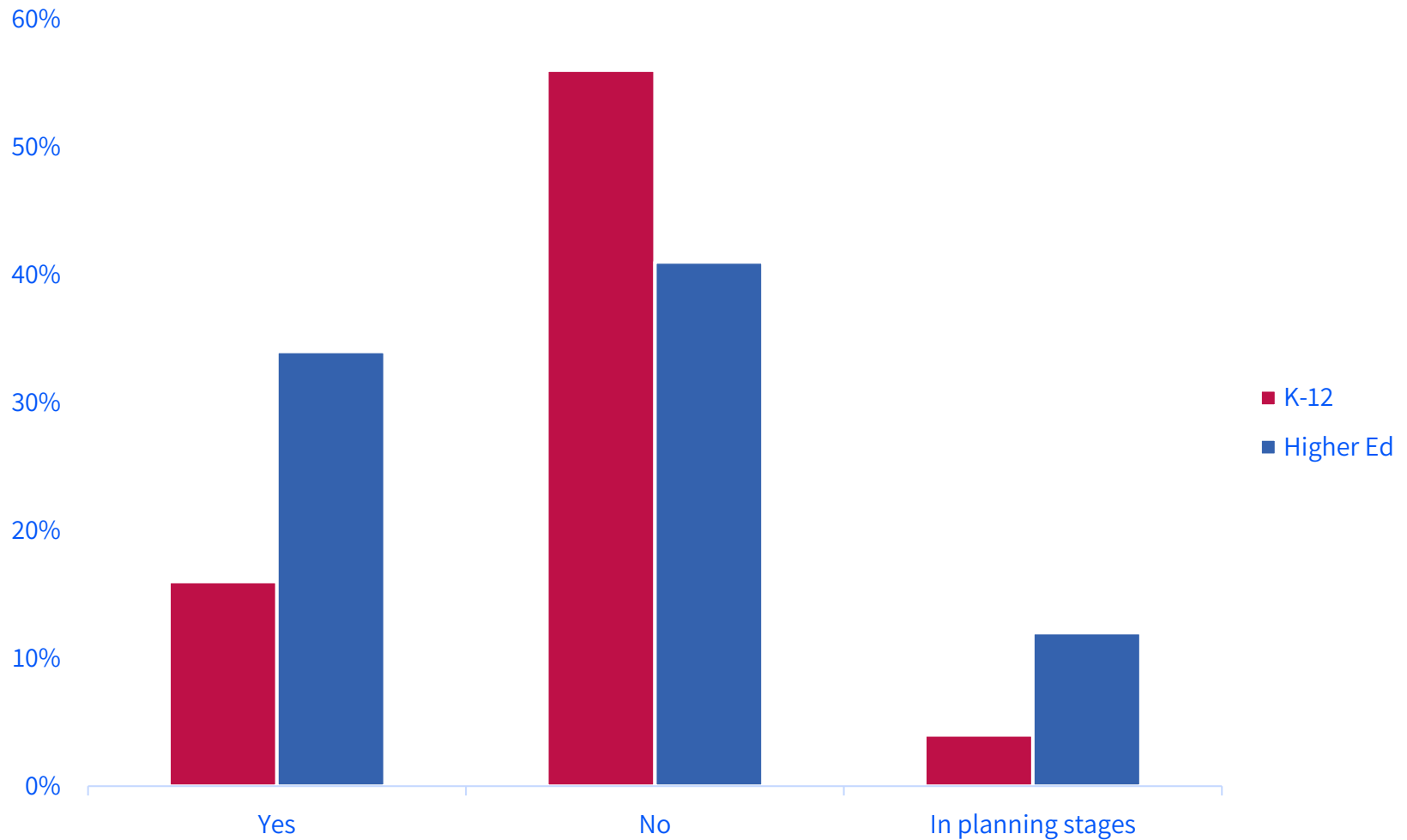


*6% of respondents choose not to answer*

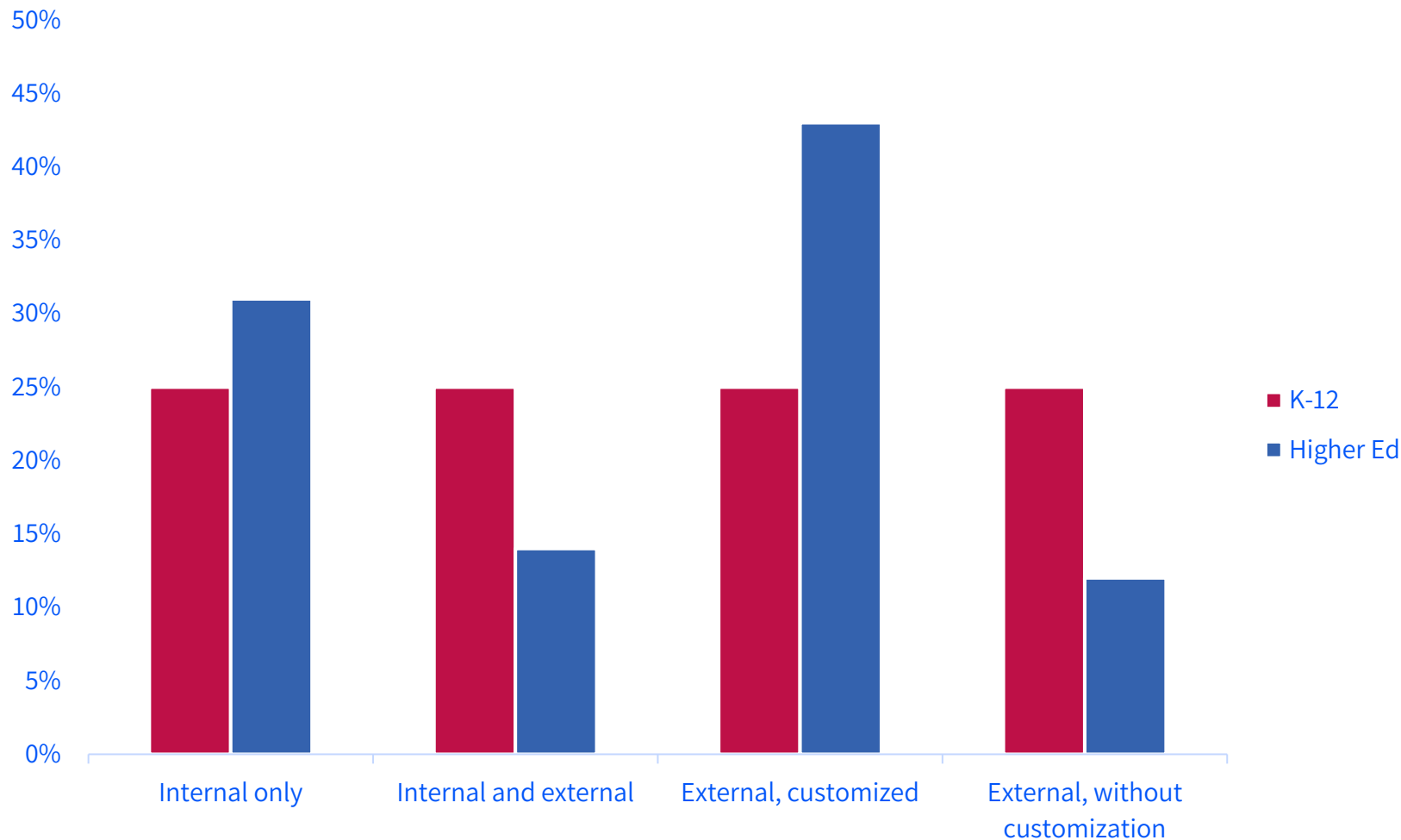


# **CLIMATE SURVEYS, ANNUAL REPORTS, & 2020 REGULATIONS**

# HAVE YOU CONDUCTED A STUDENT-FOCUSED CLIMATE SURVEY WITHIN LAST TWO YEARS?



# OF THOSE CLIMATE SURVEYS CONDUCTED, HOW WAS YOUR SURVEY DESIGNED?



# WHAT TOPICS WERE COVERED WITHIN YOUR CLIMATE SURVEY?

- Sexual harassment (75%)
- Sex/gender discrimination (75%)
- Intimate partner violence (25%)
- Stalking (25%)
- Athletics Equity (25%)
- Bullying (15%)

K-12

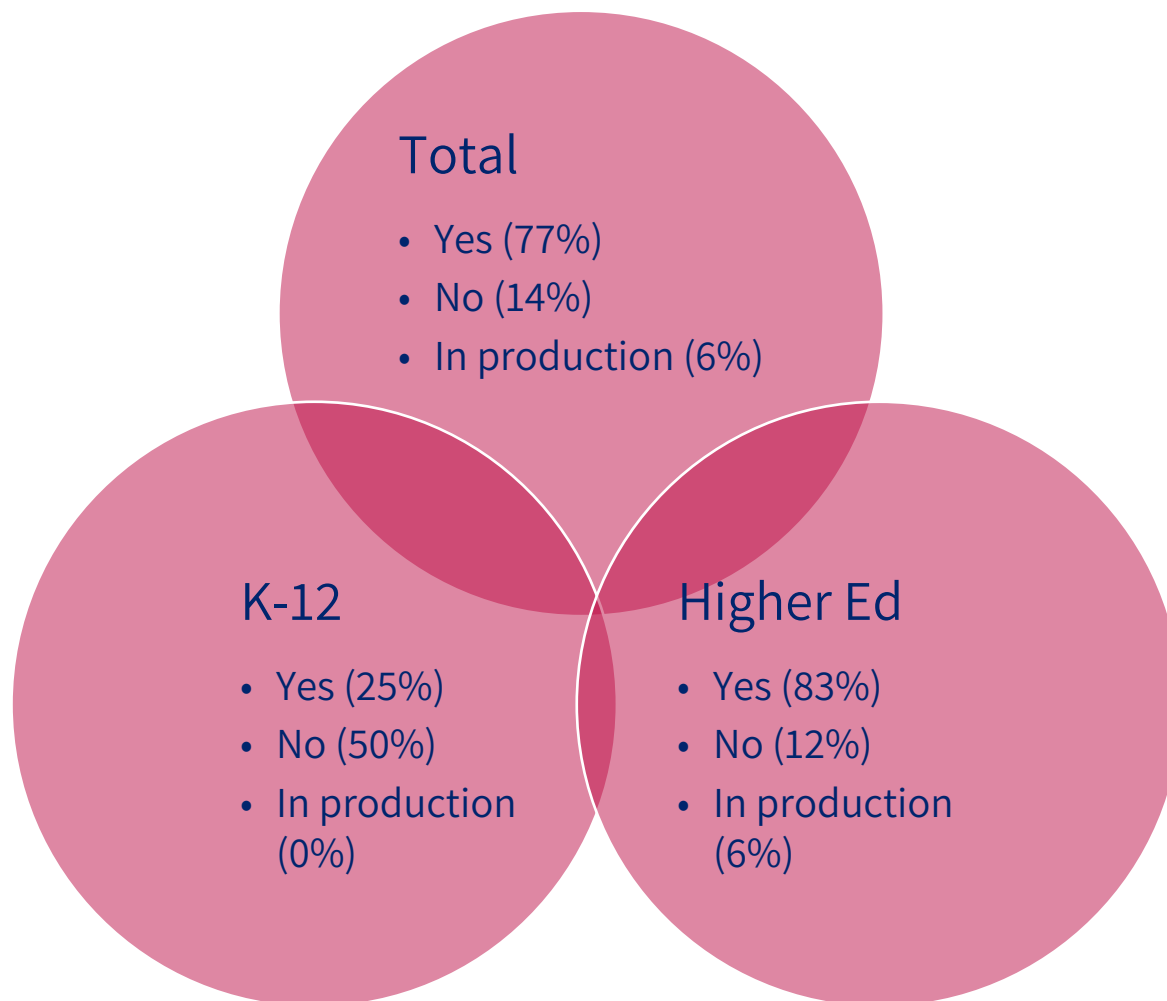


- Sexual harassment (94%)
- Sexual violence (94%)
- Intimate partner violence (93%)
- Stalking (78%)
- Sex/gender discrimination (77%)
- Pregnant and parenting students (20%)
- Athletics equity (9%)
- DEI (3%)

Higher Ed

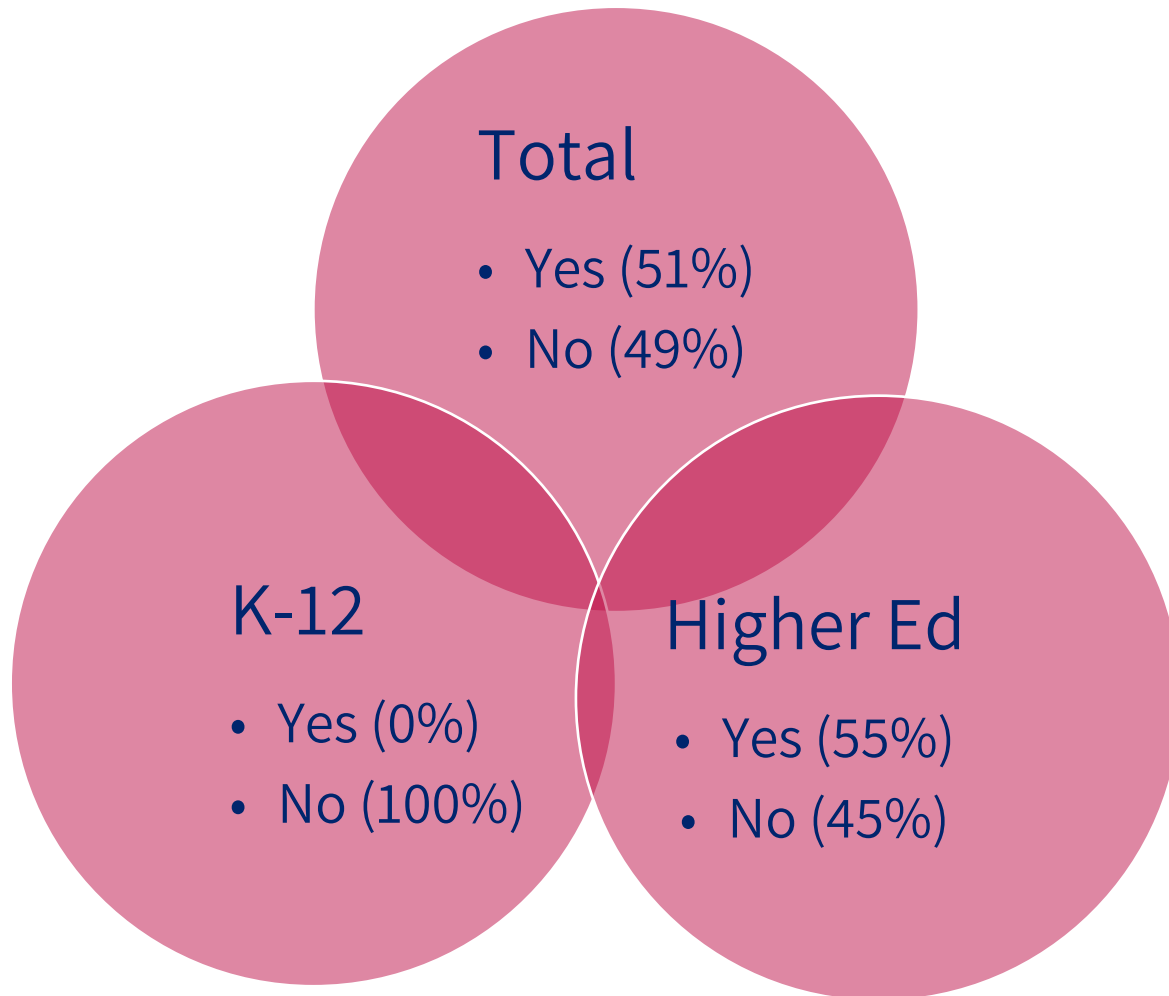


# DO YOU HAVE A BROCHURE OR PAMPHLET FOR SEXUAL ASSAULT, DATING/DOMESTIC VIOLENCE, AND STALKING?

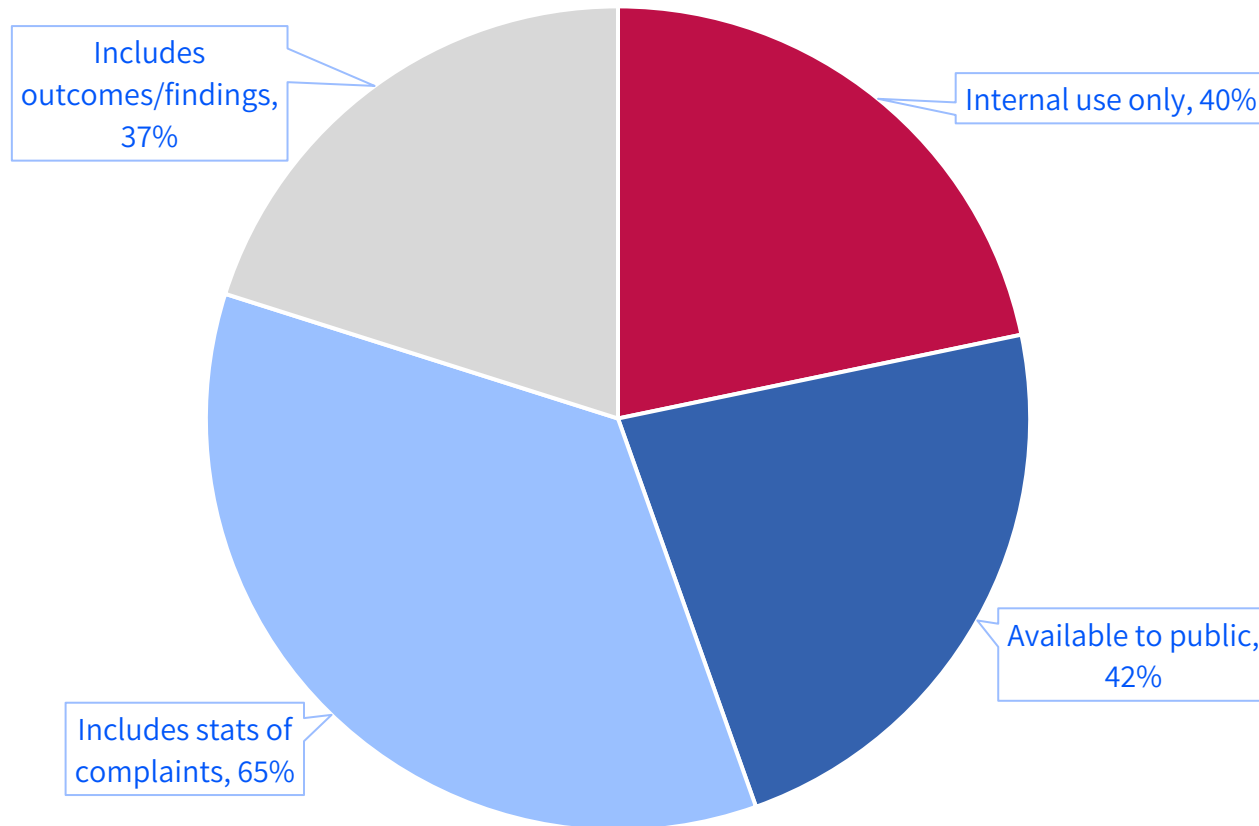


*Respondents could choose not to answer*

# DO YOU PUBLISH AN ANNUAL TITLE IX REPORT?



# FOR WHAT DO YOU USE YOUR TITLE IX ANNUAL REPORT? HIGHER EDUCATION ONLY



*Respondents could choose more than 1 option*



# TOP 5 STATEMENTS REGARDING 2020 REGULATIONS

Frustrate overall resolution of Title IX complaints (78%)

Resulted in policies/procedures that are harder to understand (75%)

Resulted in confusing policies/procedures (72%)

Burdensome for institution to implement (72%)

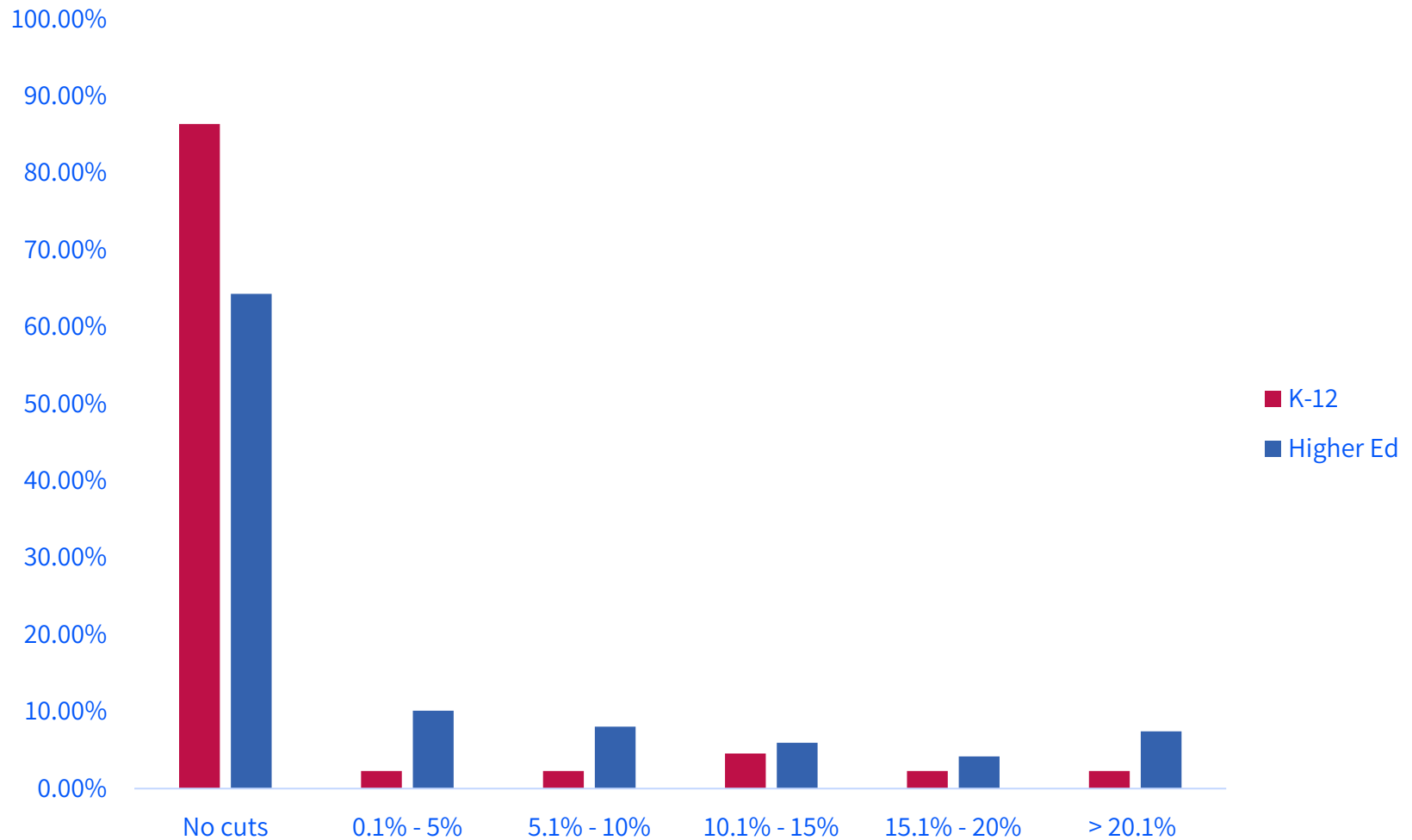
Have a reduction in willingness of complainants to report attributable to regulations (52%)



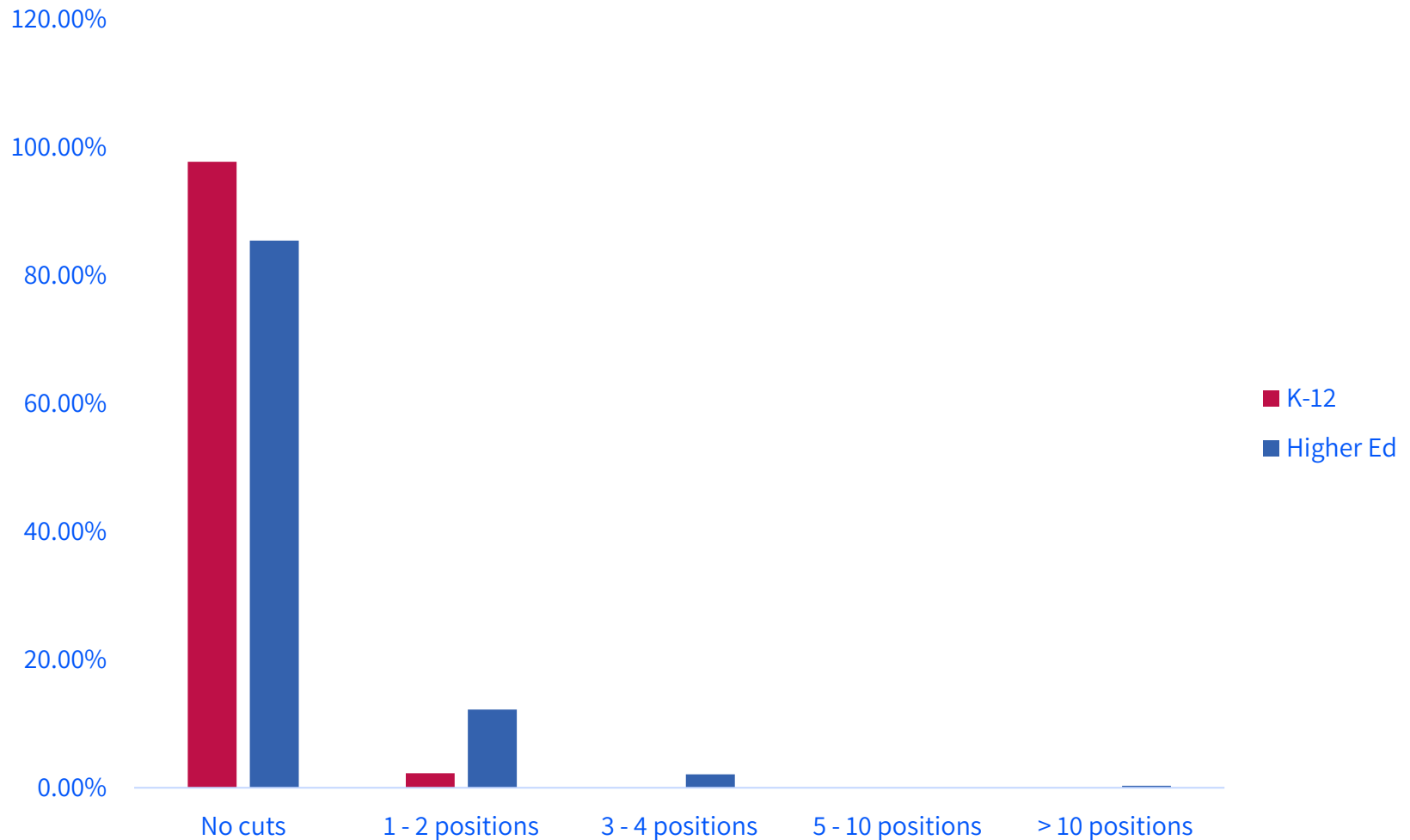
# COVID-19

As of May 2021

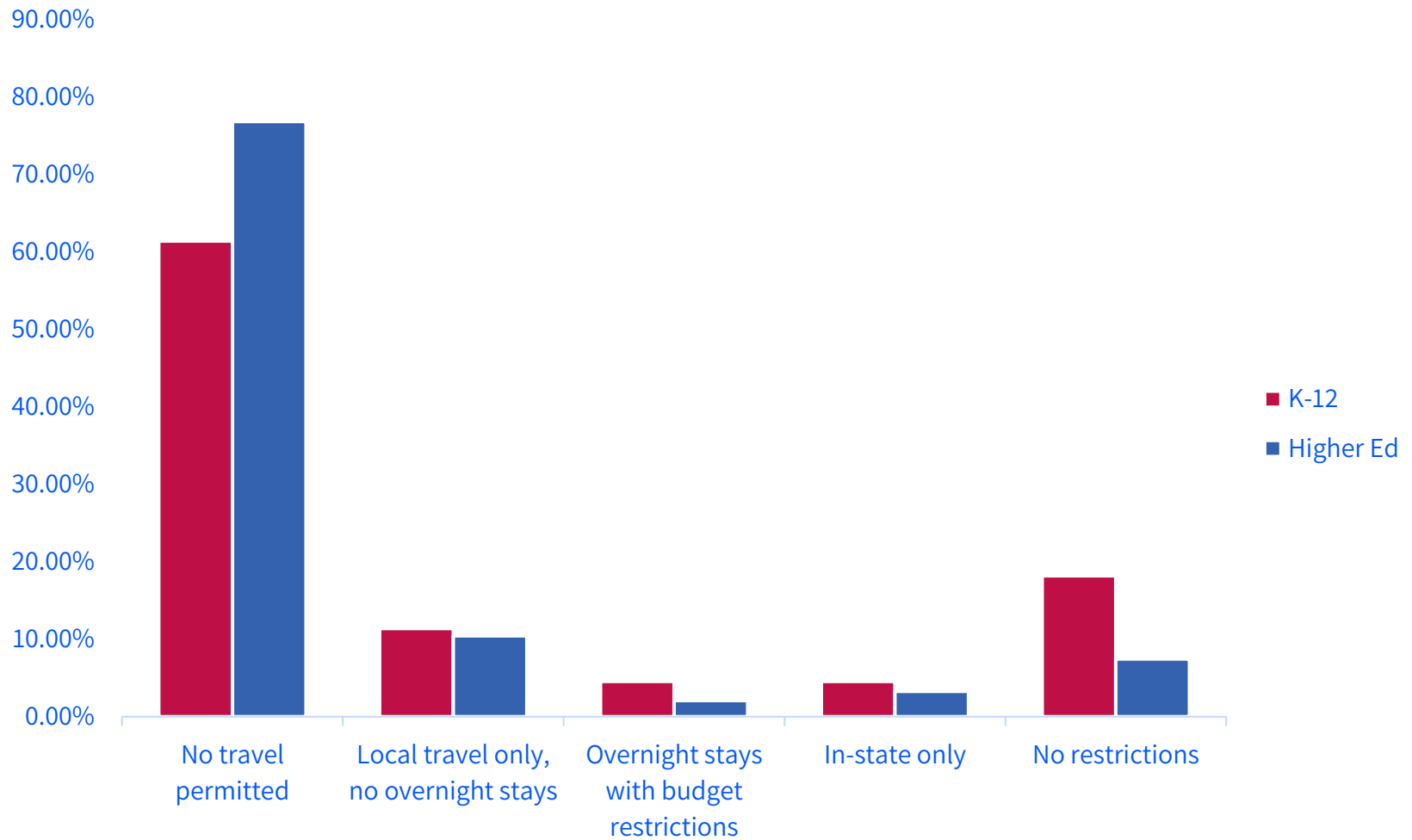
# TITLE IX PROGRAM BUDGET REDUCTION DURING COVID-19



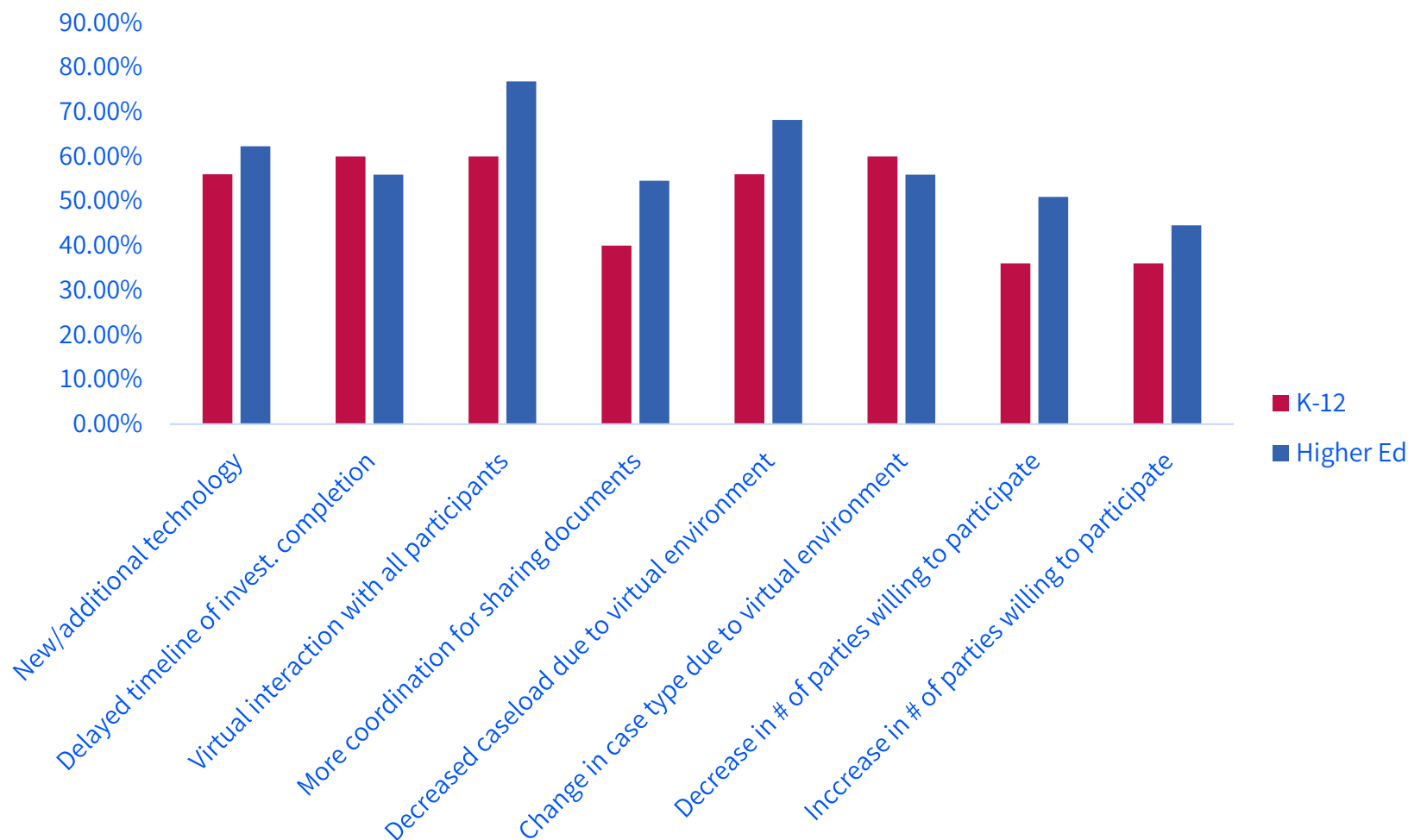
# STAFFING REDUCTION DURING COVID-19



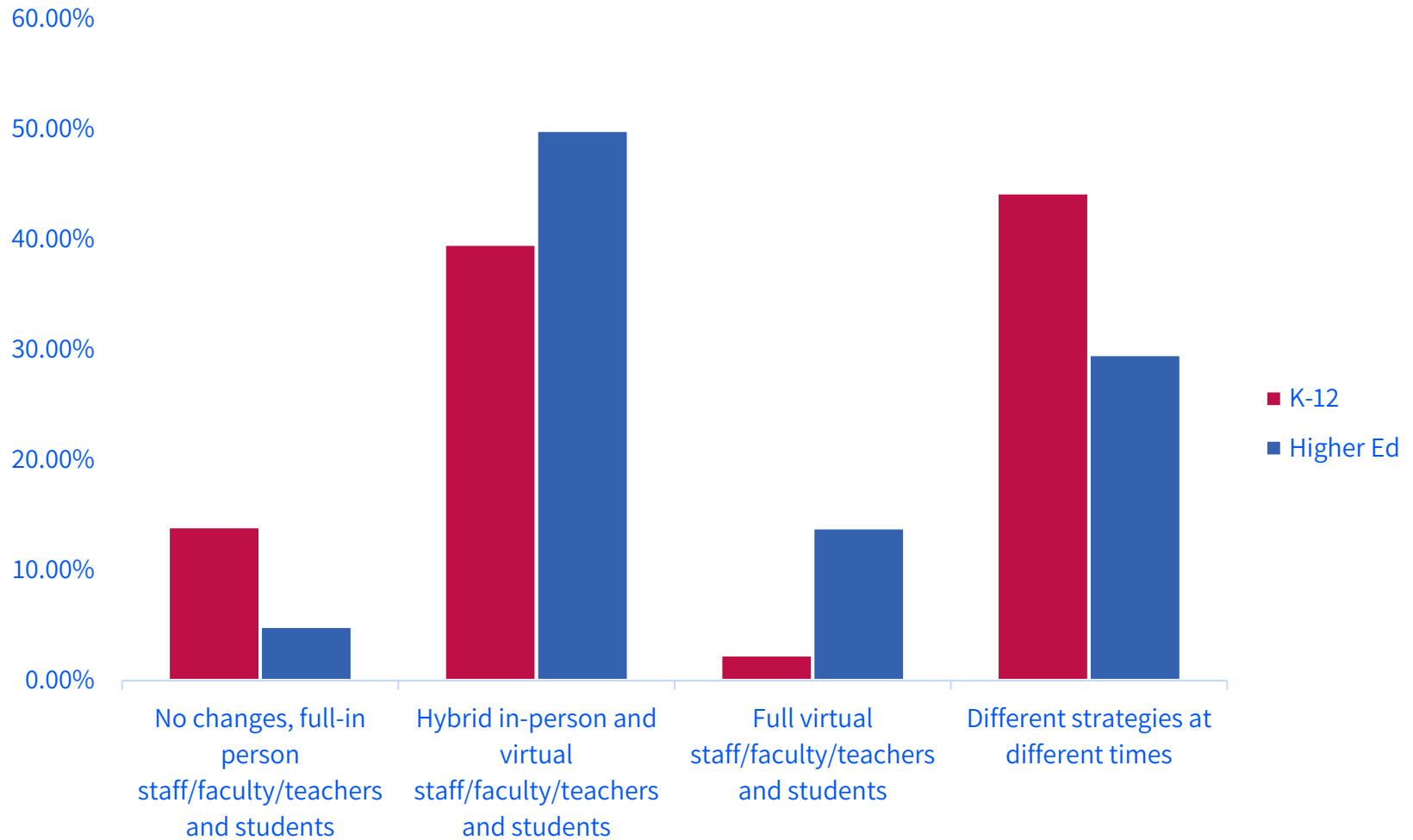
# TRAVEL RESTRICTIONS DURING COVID-19



# INVESTIGATION PROCESSES DURING COVID-19



# STUDENT POPULATION DURING COVID-19



# CHANGES MADE DURING COVID-19 AND PLAN TO KEEP

- Virtual meeting option of some kind - 75%
- Virtual Hearings - 37%
- Virtual Investigations/Interviews - 25%
- Electronic file sharing/docu-sign - 4%
- Online student class options - 3%
- Work from home - 3%
- Virtual training - 3%
- Technology changes - 2%
- Social distancing - 2%
- Virtual student support/services - 2%
- Virtual intake - 1%





Association of  
Title IX Administrators

# Questions?

# ATIXA'S MISSION STATEMENT

ATIXA provides a professional association for school and college Title IX coordinators, investigators, and administrators who are interested in servicing their districts and campuses more effectively. ATIXA brings campus and district Title IX coordinators, investigators, and administrators into professional collaboration to explore best practices, establish industry standards, share resources, empower the profession, and advance the worthy goal of gender equity in education.



Association of  
Title IX Administrators

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