



**Thank you for joining us.
The webinar will begin soon.**

Coordinated Campus Compliance: Connecting Title VI, Title IX, Clery, and Youth Protection

April 14, 2026



Before We Begin

- **All attendees are in listen-only mode.** If you run into any audio issues during the webinar, please try another method of listening in, such as computer audio or calling in by phone.
- All registrants and attendees will receive a link to the recorded version of this webinar in a follow up email.
- If you have questions during the presentation, **please let us know by typing your question into the Q&A panel.** We will address these at the end of the presentation.





Gina Maisto Smith

Founder and Chair, Institutional Response Group, Cozen O'Connor

Founder of Meyestro

Gina Maisto Smith, Chair and Founder of Cozen O'Connor's Institutional Response Group, focuses her practice on the institutional response to sexual and gender-based harassment and violence, child abuse, and other forms of harassment, discrimination, and criminal conduct. Ranked nationally by Chambers USA for her extensive experience in higher education, Gina provides consulting, counseling, and legal advice on all aspects of civil rights and regulatory compliance under Title VI, Title VII, and Title IX, the Clery Act, and youth protection frameworks.

She assists institutions in designing effective institutional responses that integrate the complex federal and state regulatory framework with the unique dynamics of interpersonal misconduct and its impact on individuals, institutions, and communities. Gina engages in change management to help educational institutions build integrated compliance programs that prioritize care for campus constituents, centralized reporting and informed responses, and holistic and pan-institutional coordination of compliance responsibilities under Title IX and Title VI.

Gina also assists educational institutions in meeting federal compliance obligations and responding to investigations by the U.S. Department of Education, Office for Civil Rights (OCR) and the Clery Compliance Division, the U.S. Department of Health and Human Services, Office for Civil Rights, and the U.S. Department of Justice.



A responsive
governance, risk,
and compliance
software for higher
education.

Leslie M. Gomez

Vice Chair, Institutional Response Group, Cozen O'Connor



Leslie Gomez is the Vice Chair of Cozen O'Connor's Institutional Response Group, a national practice dedicated to improving institutional responses to sexual and gender-based harassment and violence, discrimination and harassment, and child abuse. Ranked nationally by Chambers USA for her extensive experience in higher education, Leslie's practice focuses on effective practices and the practical implementation of civil rights and child protection frameworks.

A former career child abuse and sexual violence prosecutor, Leslie helps institutions develop comprehensive systems, structures, policies, procedures, and compliance programs to effectively implement civil rights and child protection laws, including Title VI, Title VII, Title IX, the Clery Act, and state laws.

She conducts comprehensive policy audits and external investigations; drafts policies and procedures; develops multi-disciplinary teams; advises on civil rights investigation, resolution and appeal proceedings; provides legal advice on all aspects of the institutional response to reports of misconduct; and assists institutions in meeting federal compliance obligations and responding to regulatory enforcement investigations by the U.S. Department of Education, U.S. Department of Health and Human Services, and the U.S. Department of Justice.

Our Time Together

- Higher Education institutions are required to comply with an ever-evolving federal and state compliance framework addressing both civil rights and campus safety.
- This session will explore the intersections of Title VI, Title VII, Title IX, and other civil rights responsibilities; the Jeanne Clery Campus Security Act; and legal requirements related to the protection of youth.
- Recognizing both the heightened risk of compliance gaps in these areas, as well as the pan-institutional nature of the compliance responsibilities to every aspect of campus life, this session will discuss integrated compliance approaches, including uniform and institution-wide policies, centralized reporting structures and response frameworks, and institutional approaches to effective coordination of information and personnel.



Learning Objectives

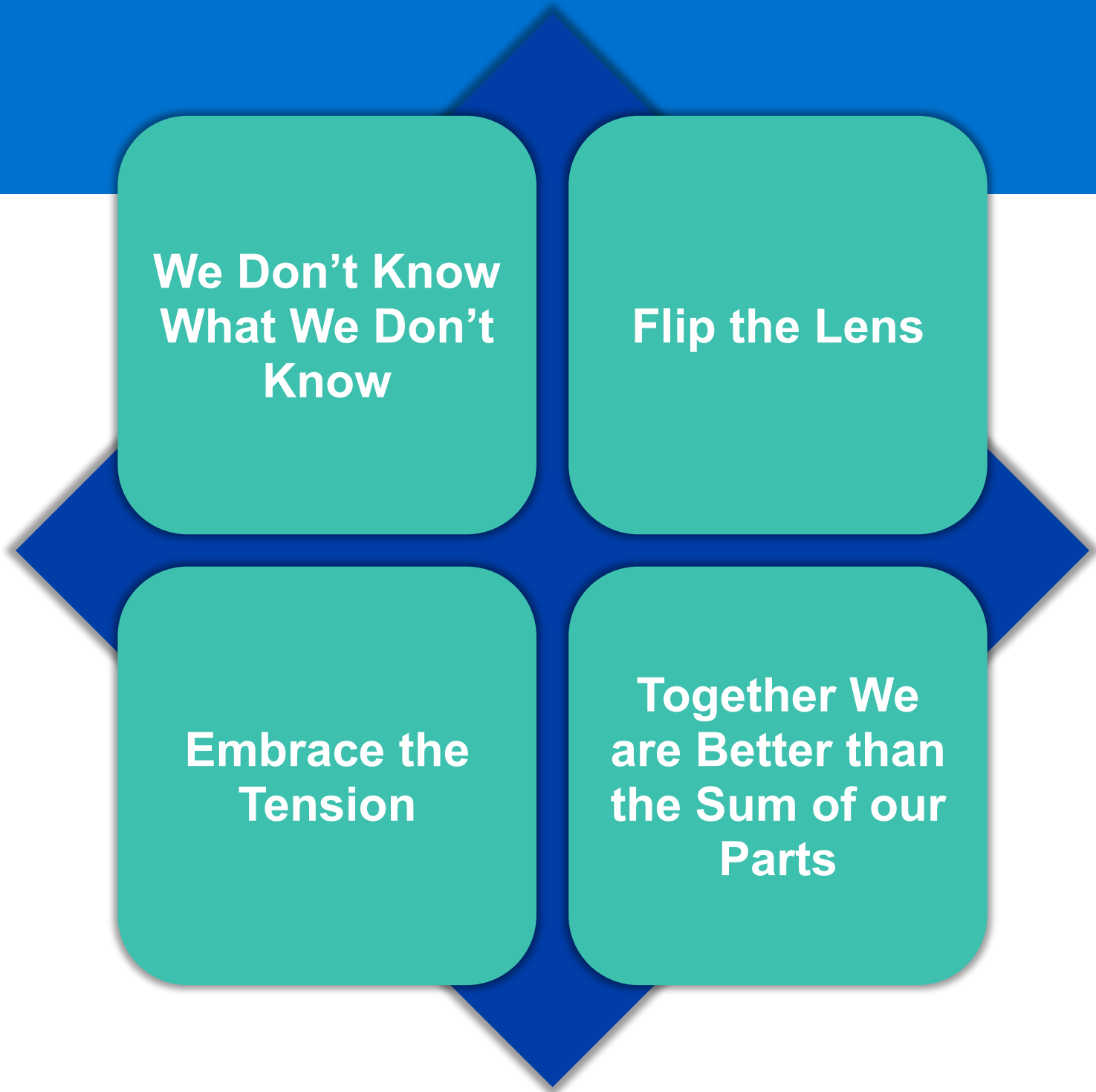
- Increase collaboration across campus departments to ensure coordinated and compliant responses to civil rights and campus safety concerns
- Develop tools to identify their current state, map their existing responsibility and accountability matrices, and identify gaps
- Build effective practices in the implementation of compliance responsibilities, documentation (through digital transformation), quality control, quality assurance, and continuous improvement.
- Integrate the care-compliance continuum focus
- Use digital transformation to integrate digital technologies into business functions and use data analytics to drive effective operations



Setting the Stage

Grounding Principles

- 1 Humility
- 2 Empathy
- 3 Accountability
- 4 Collaboration

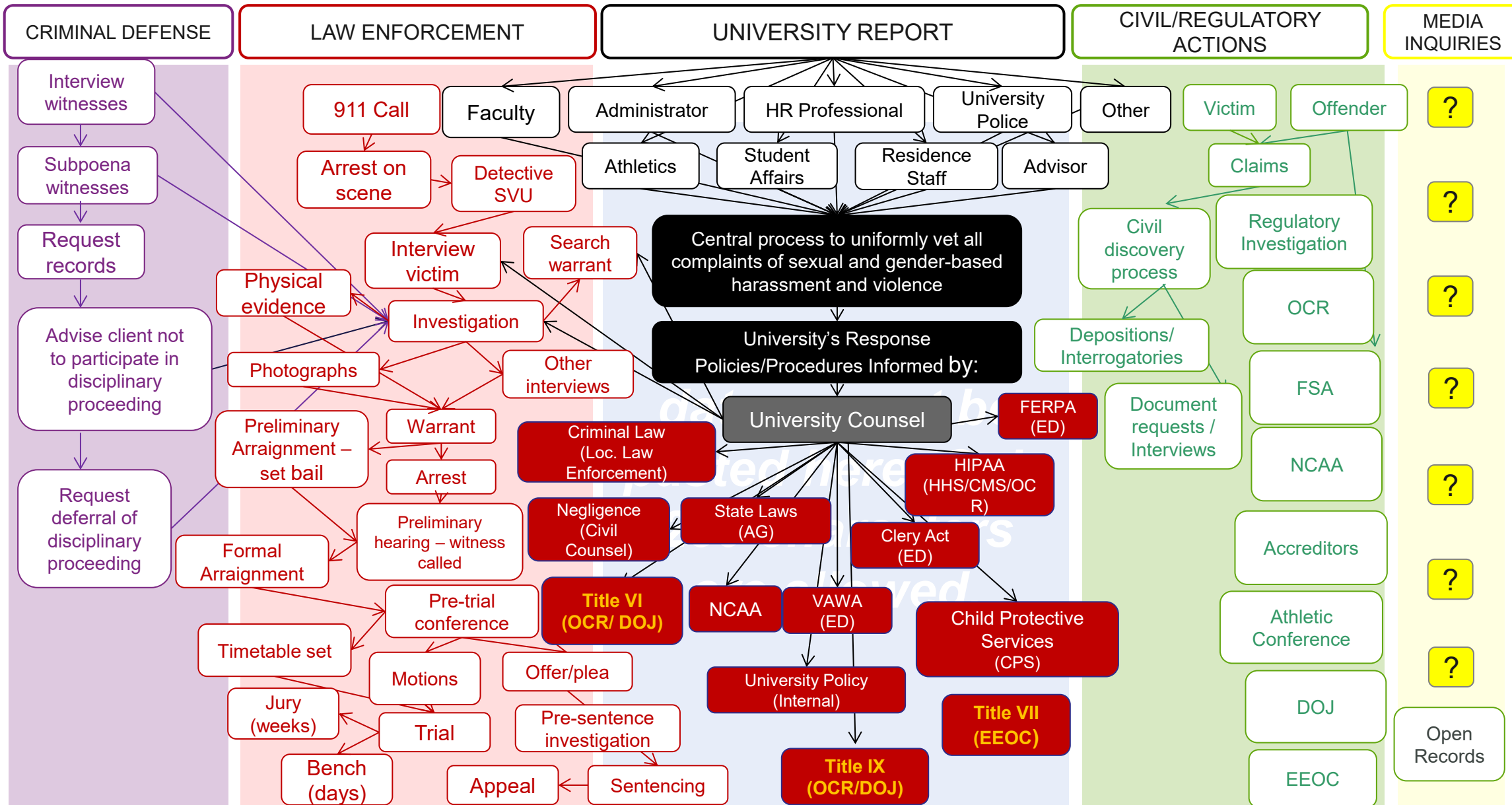


Holistic Responses

- Legal and Regulatory Framework
- Impacts on Individuals, Institution, and Community
- Individual Culture, Climate, History, Resources, Policies, Procedures, Personnel and Values of the Institution



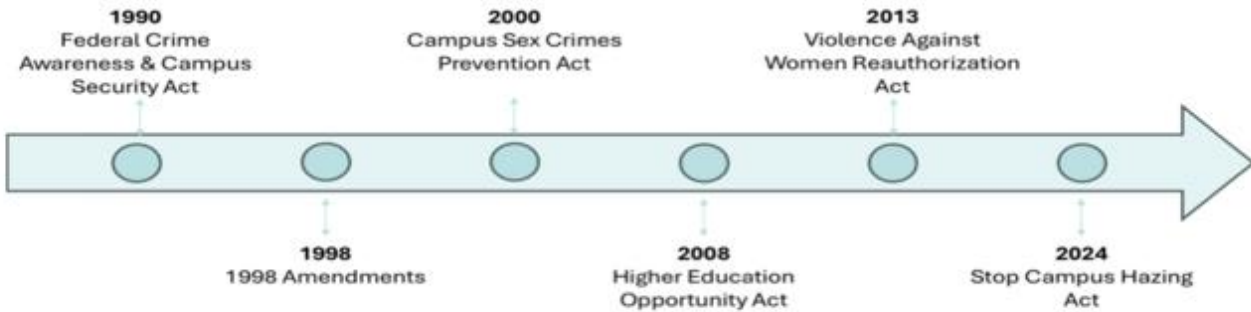
The Challenge of the Context



Note: Lists of report recipients and relevant laws not exhaustive.

Mastery Matters

Clery Act Chronology

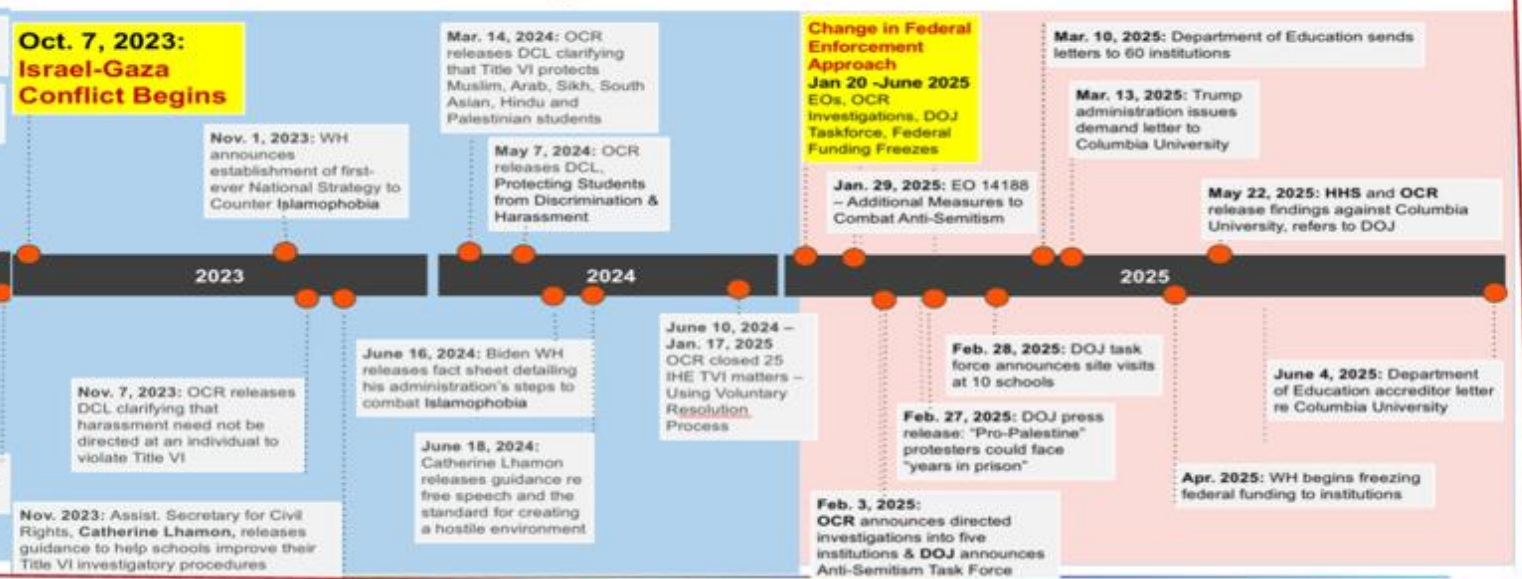
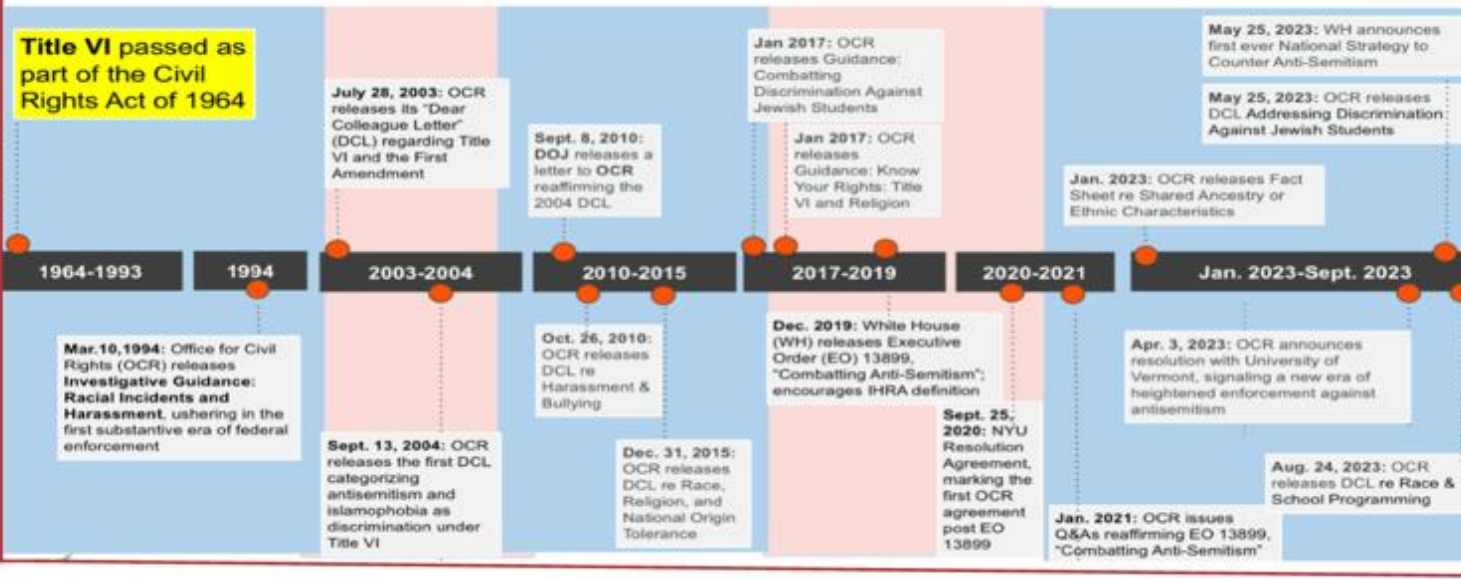


Evolution of Federal Regulation and Guidance

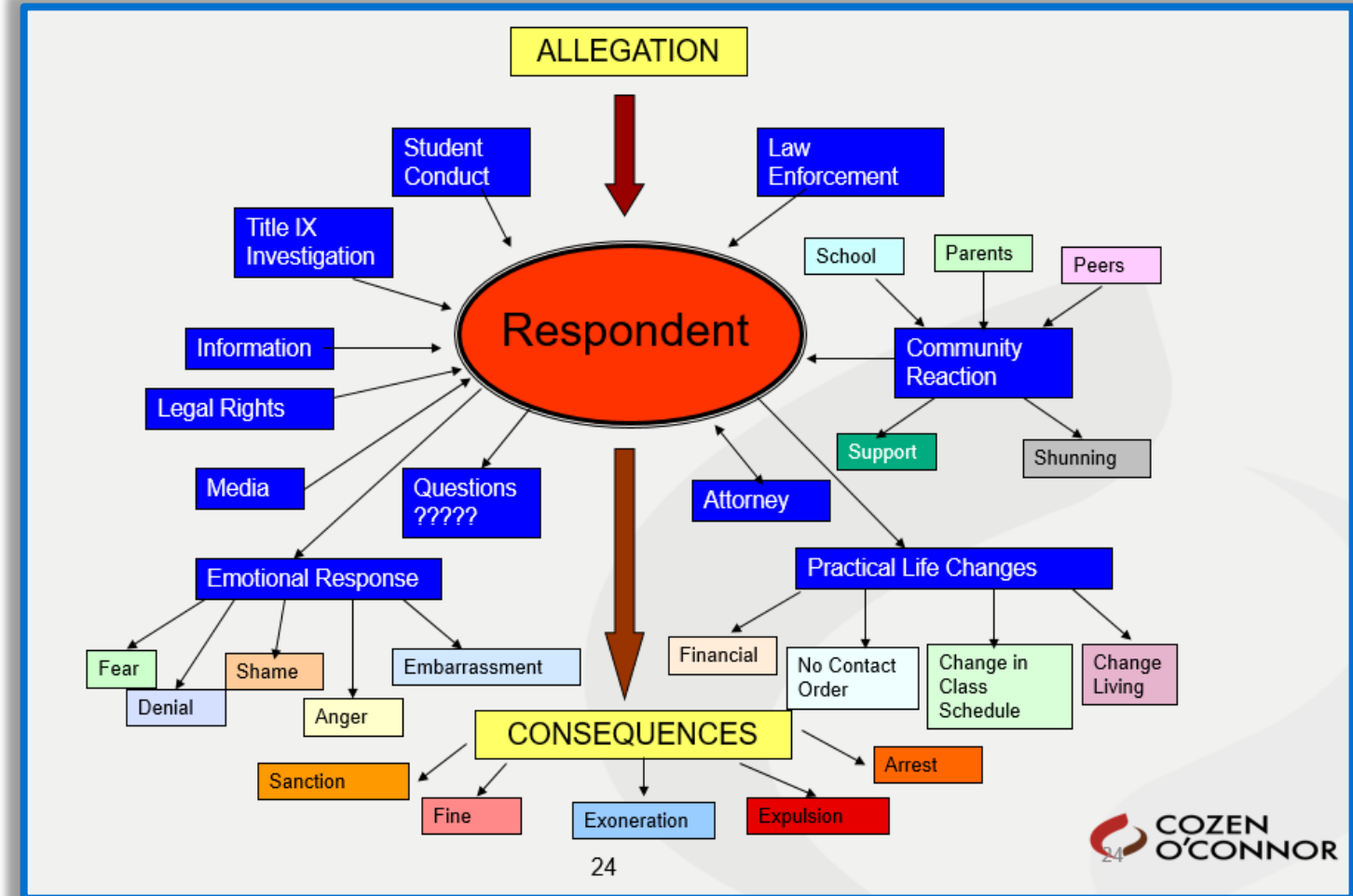
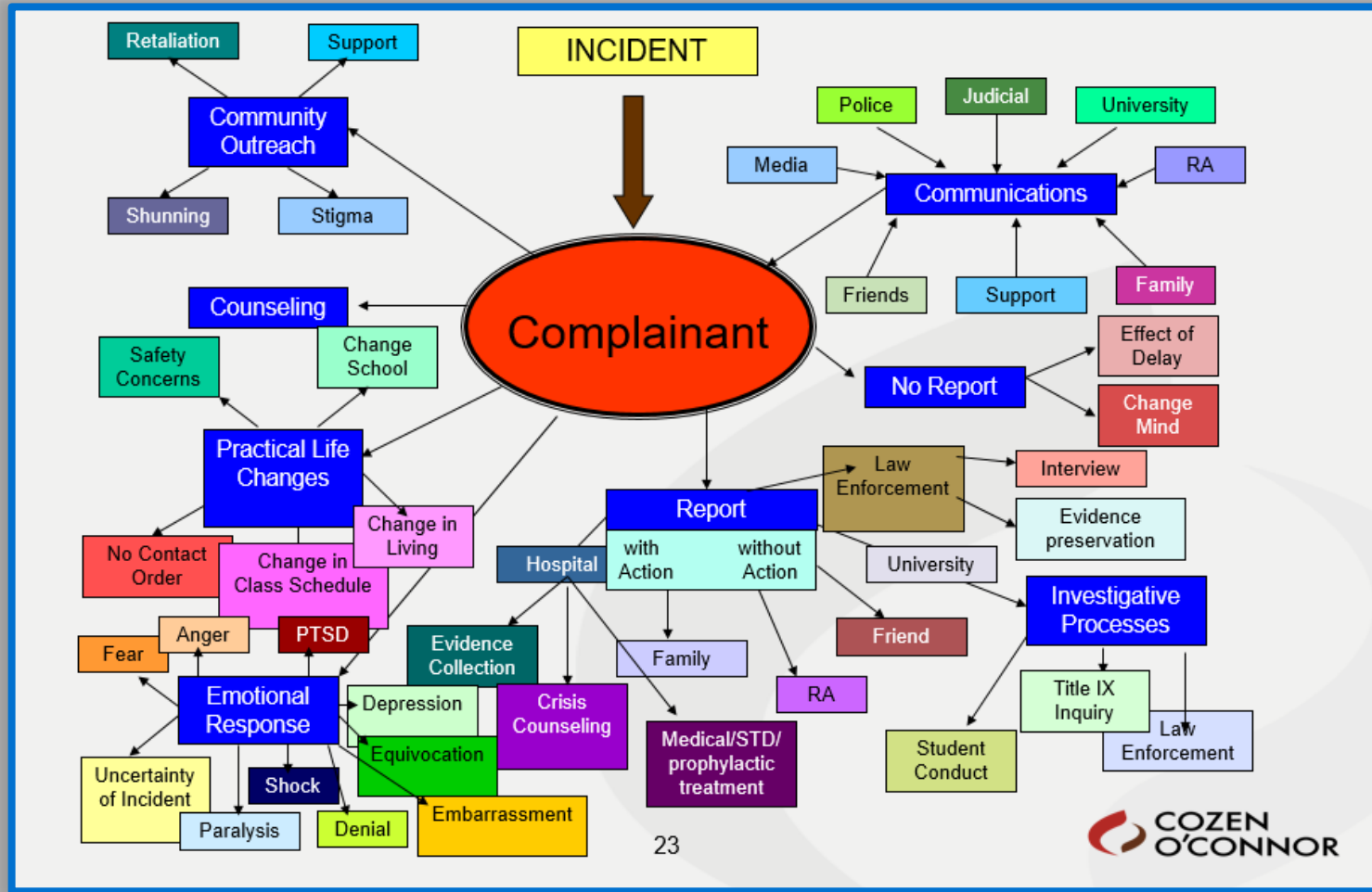


Title VI through the Years: July 1964-Sept. 2023

Title VI through the Years: Oct 2023-Present



Informed Care for the Individual



Care-Compliance Continuum

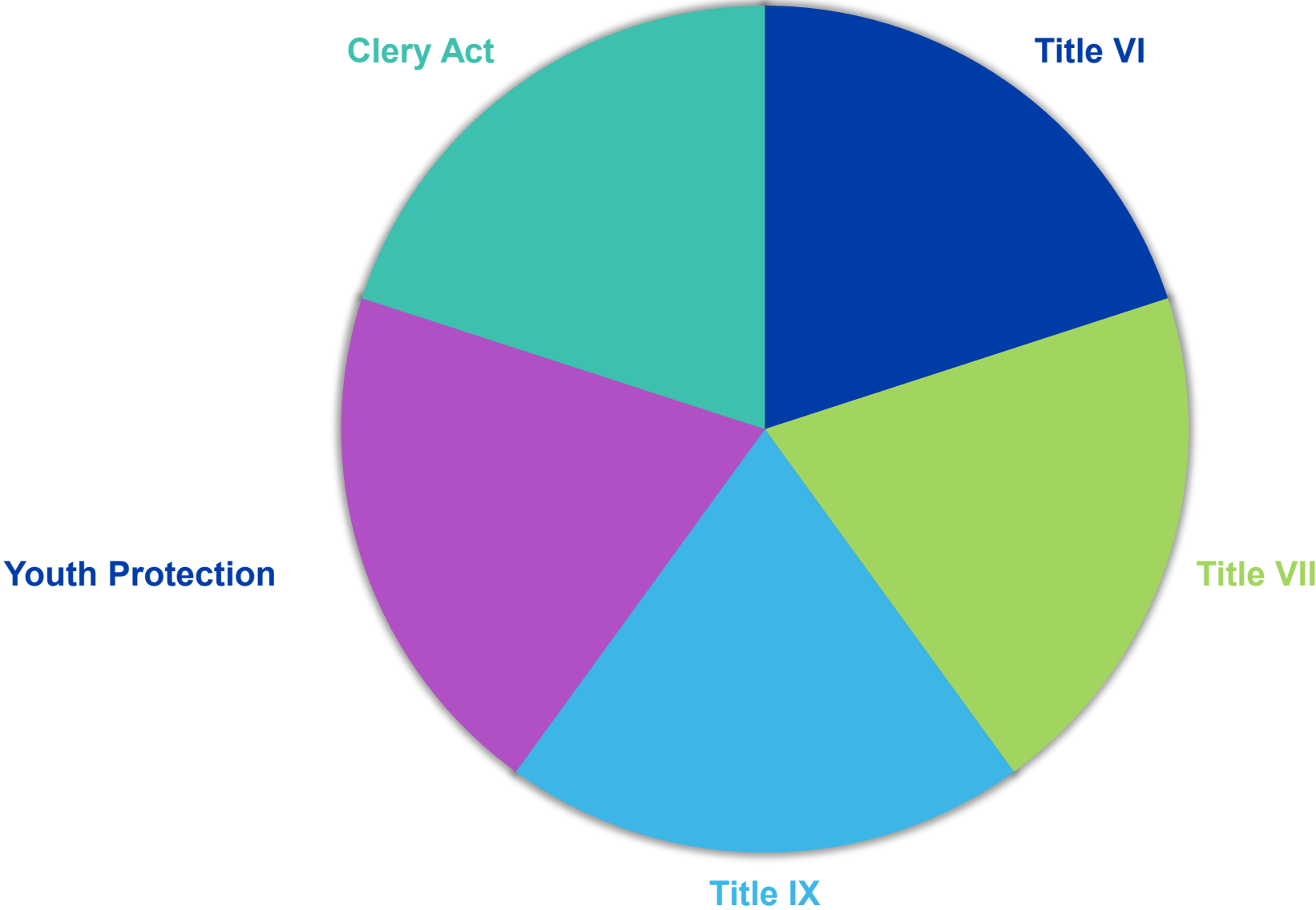
- Every compliance element can be tied to a duty of care
- Effective practices incorporate an understanding of the impacts of trauma on individuals and communities
- Leading with care is critical to achieving informed outcomes and accountability



A woman with short blonde hair and glasses is sitting at a desk in an office, smiling as she works on a laptop. The scene is dimly lit with a blue tint. In the background, there are whiteboards with papers pinned to them. The overall atmosphere is professional and focused.

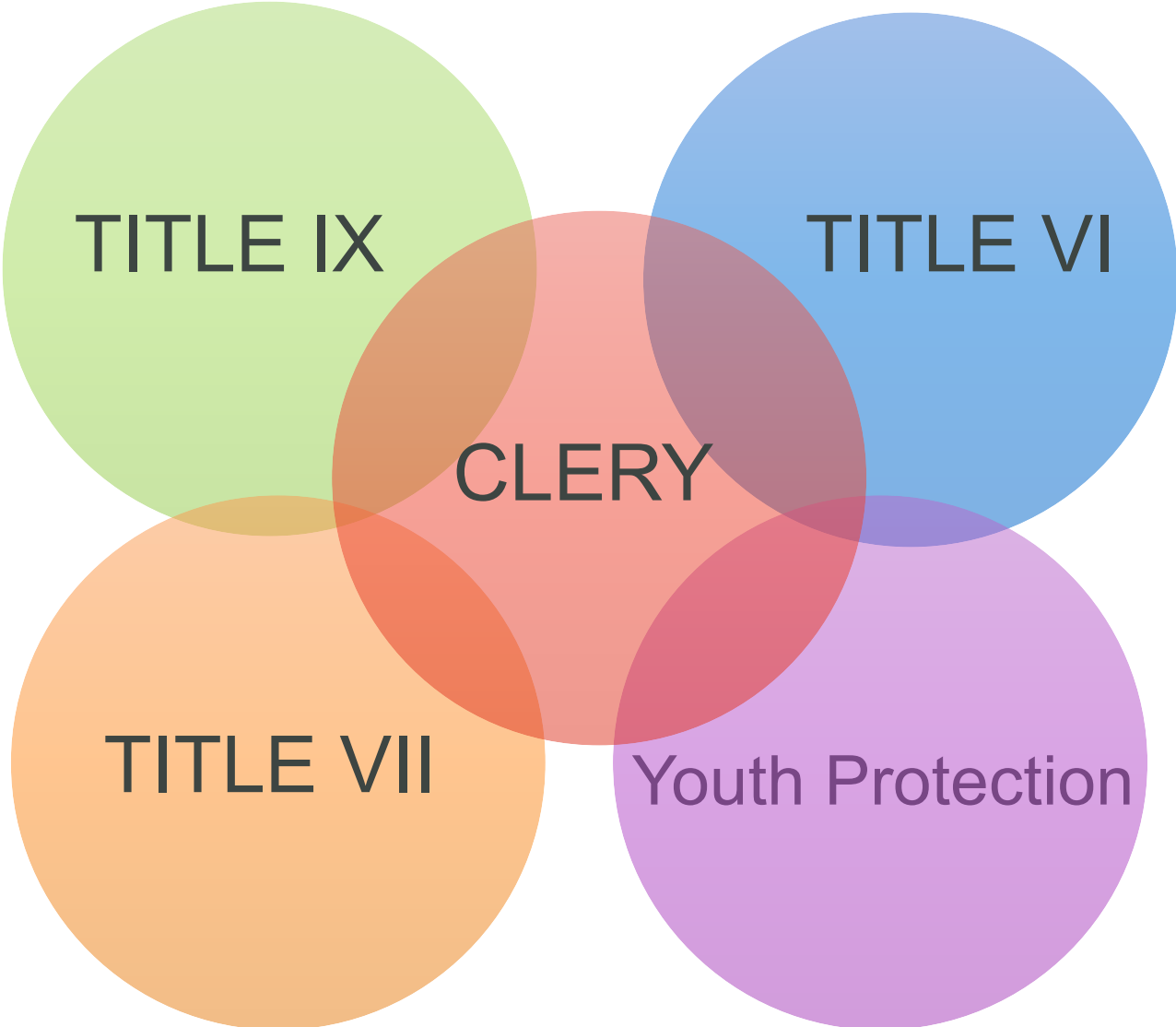
The Legal and Regulatory Frameworks

Civil Rights, Clery, and Youth Protection



Civil Rights, Clery, and Youth Protection

- Parties
- Location
- Conduct
- Program
- Compliance
- Care



Civil Rights, Clery, and Youth Protection

- Pan-Institutional Application
- Intersectional Considerations
- Intersecting Obligations
- Holistic Approach
- Subject Matter Expertise
- Intentional Systems Design
- Coordination of Information and Personnel



Civil Rights Frameworks

TITLE VI

- Race
- Color
- National Origin (Including Shared Ancestry and Ethnic Characteristics)

TITLE VII

- Race
- Color
- Religion
- Sex
- National Origin

TITLE IX

- Sex Discrimination
- Sexual Harassment
- Sexual Assault
- Dating Violence
- Domestic Violence
- Stalking

PROTECTED CLASS DISCRIMINATION AND HARASSMENT

- Age
- Disability
- Gender
- Genetic Information
- Gender Identity
- Gender Expression
- Marital Status
- Medical Condition
- Religion or Religious Creed
- Sex
- Sexual Orientation
- Veteran Status

OTHER CONDUCT OF CONCERN

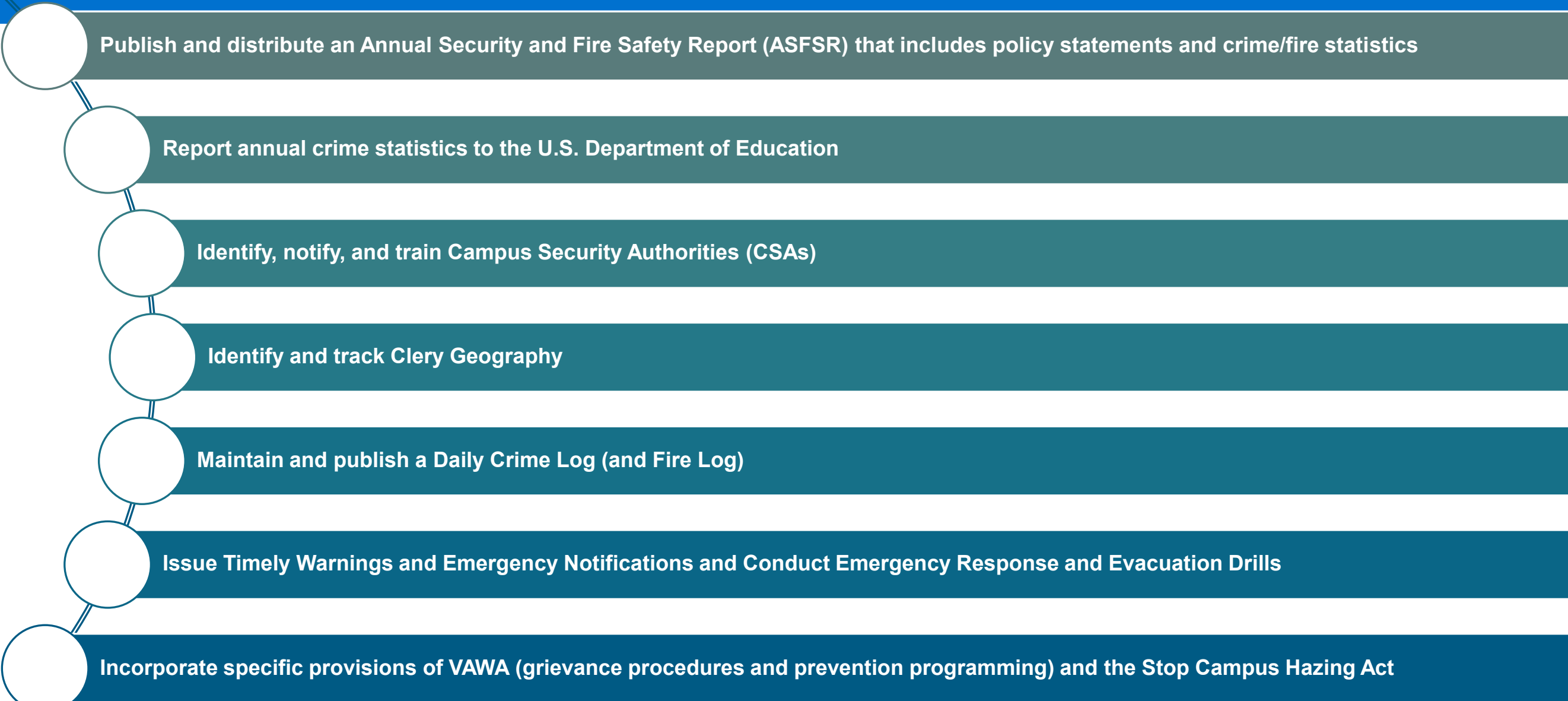
- Unprofessional Conduct
- Bullying
- Microaggressions
- Harassment
- Identity-Based Harm
- Bias Incidents
- Acts of Intolerance

Other Conduct of Concern

- Response to other conduct of concern that may not meet policy thresholds is a significant driver of culture and climate
 - Conduct that does not rise to the level of a policy violation based on protected status because it is not severe, persistent or pervasive
 - Conduct not based on protected status but may implicate other policies
 - Conduct that may not be subject to discipline because of free speech or academic freedom
 - May result in patterns that rise to the level of unlawful discrimination or harassment



Pillars of the Jeanne Clery Campus Safety Act



Youth Protection

- Matrix of Relevant Federal and State Child Protective Services and Criminal Laws
- Inventory of Programs
- Background Checks and Screening
- Onboarding
- Professional Boundaries
- Training and Education
- Supervision and Ratios
- Monitoring
- Reporting Systems
- External Reporting
- Investigations and Accountability
- Pragmatism
- Proactive Preparation
- Physical Plant
- Personnel
- Policies and Procedures
- Practices and Protocols
- Prevention
- Partnerships
- Permission
- Preparedness for Emerging Issues
 - Child Exploitation
 - Deep Fake AI Images and Videos



Identifying the Issues and Risks

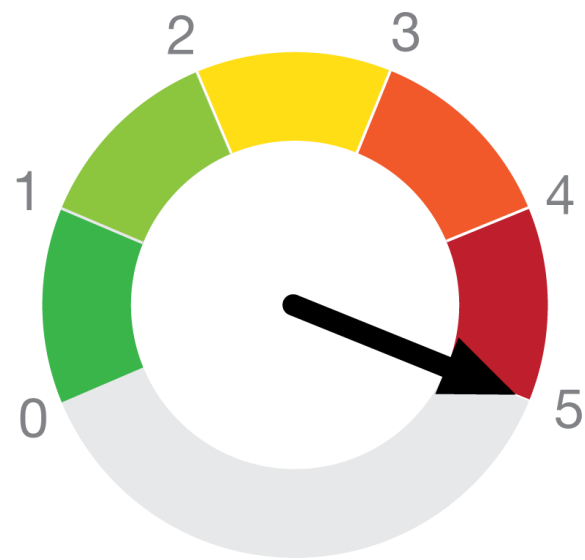
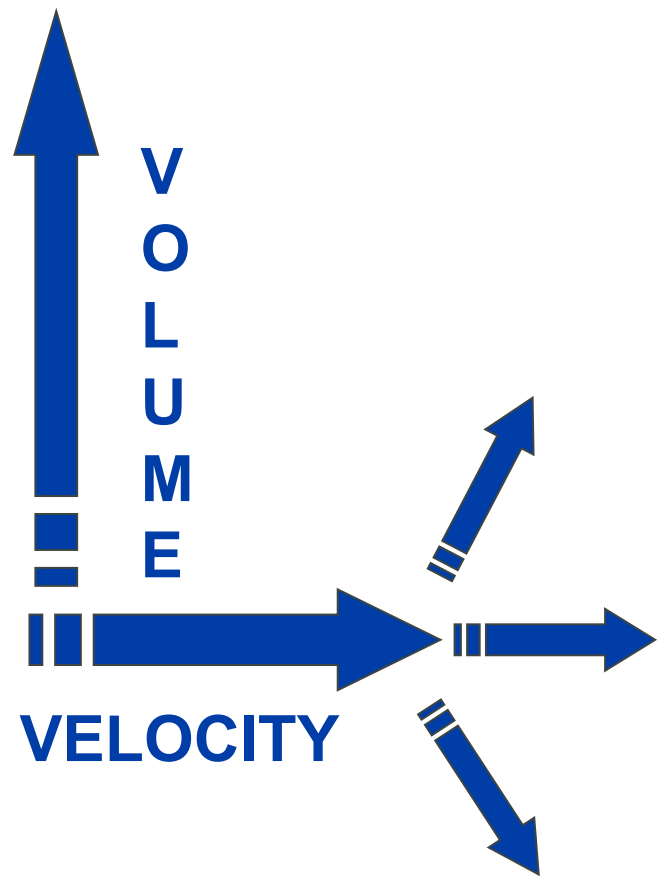
“A problem well stated is a problem half solved.”
– Charles Kettering

Identifying Institutional Risks

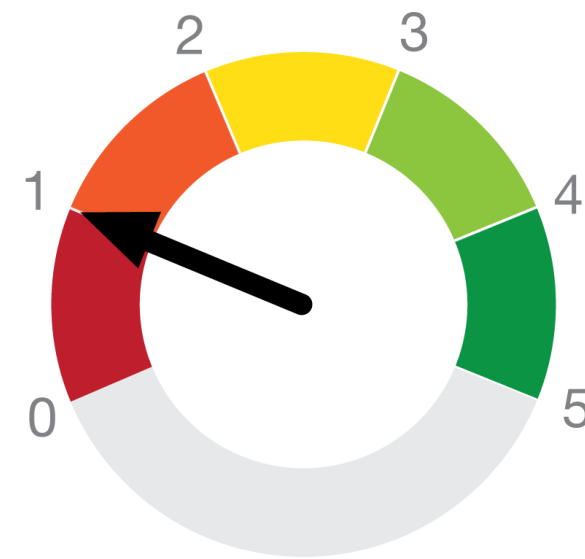
- Enterprise risk management:
 - Promote collaboration across constituencies
 - Share and define responsibility for risk management
 - Consider how positive and negative risk impacts mission
- Maximize ability to efficiently and effectively respond to substantive issues and ensure outcomes consistent with organizational goals and values



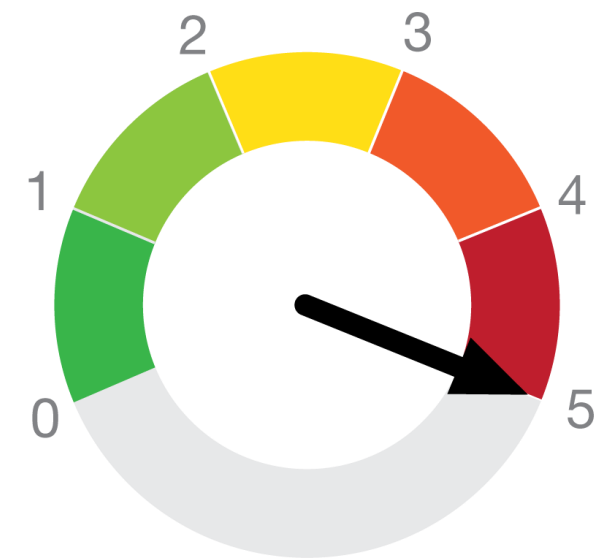
Risk, Likelihood, Controls



Risk



Controls



Likelihood

National Context and Higher Education Experiences

- Regulatory Enforcement Actions
 - DOJ, OCR, HHS, Federal Task Forces
- Campus Protests and Occupation
- Legislative Initiatives
- Faculty Votes of No Confidence
- Accreditation Challenges
- Fiscal Challenges
- Executive Orders
- Litigation
- Collegiate Athletics
- High Profile Faculty/Student Misconduct



Avalanche of Federal Actions

Complexity increased and thrown into chaos through an additional and unprecedented number of Executive Actions:

- Executive Orders
- Dear Colleague Letters
- Press Releases
- Guidance Letters, Directives, and Memoranda
- Federal Compacts
- False Claims Act
- Borrower Defense Fund Actions
- OCR Directed Investigations
- Joint Inquiries
- Federal Funding: Pauses, Removal, Reductions
- Agenda Driven Dismantling of Agencies, Workforce
- Off-label Use of Federal Enforcement Authority

Avalanche of Executive Branch Activity

Between January 20, 2025, and April 1, 2026, the President signed:*

255 executive orders**

61 memoranda

136 proclamations

* Ballotpedia.org

**In the first 100 days of his presidency, Trump signed 143 executive orders (an average of over one per day), more than any other president had signed in their first 100 days in office. Franklin D. Roosevelt previously held the record, signing 99 executive orders in 1933. On his first day in office, Trump issued 26 executive orders, the most of any president on their first day in office.

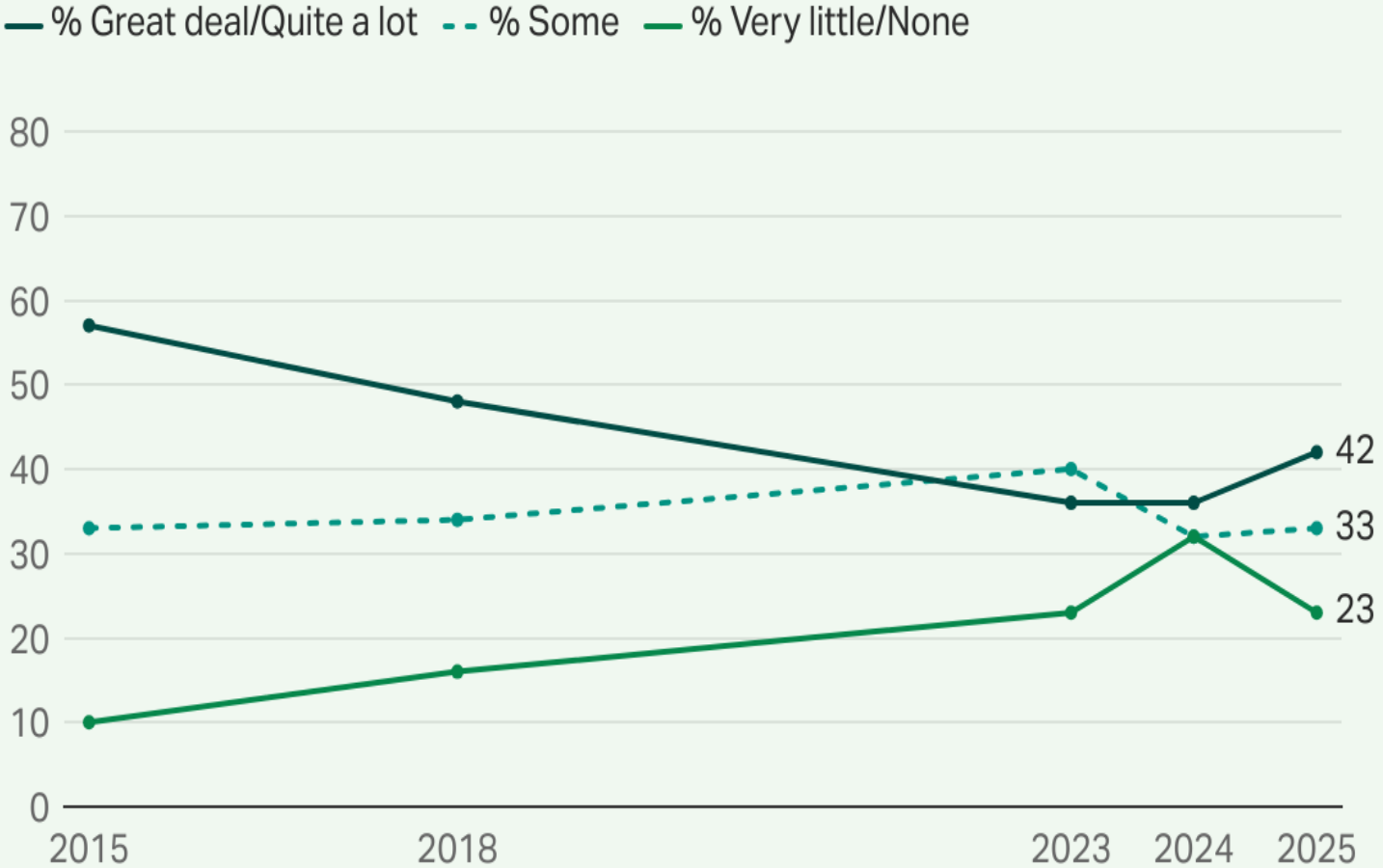
U.S. Public Trust in Higher Ed Rises From Recent Low

Confidence has dropped among all key subgroups in the U.S. population over the past two decades.

Americans who lack confidence in higher education today say their concerns lie in colleges pushing political agendas, not teaching relevant skills, and being overly expensive.

Confidence in U.S. Higher Education

Please tell me how much confidence you, yourself, have in higher education — a great deal, quite a lot, some or very little?



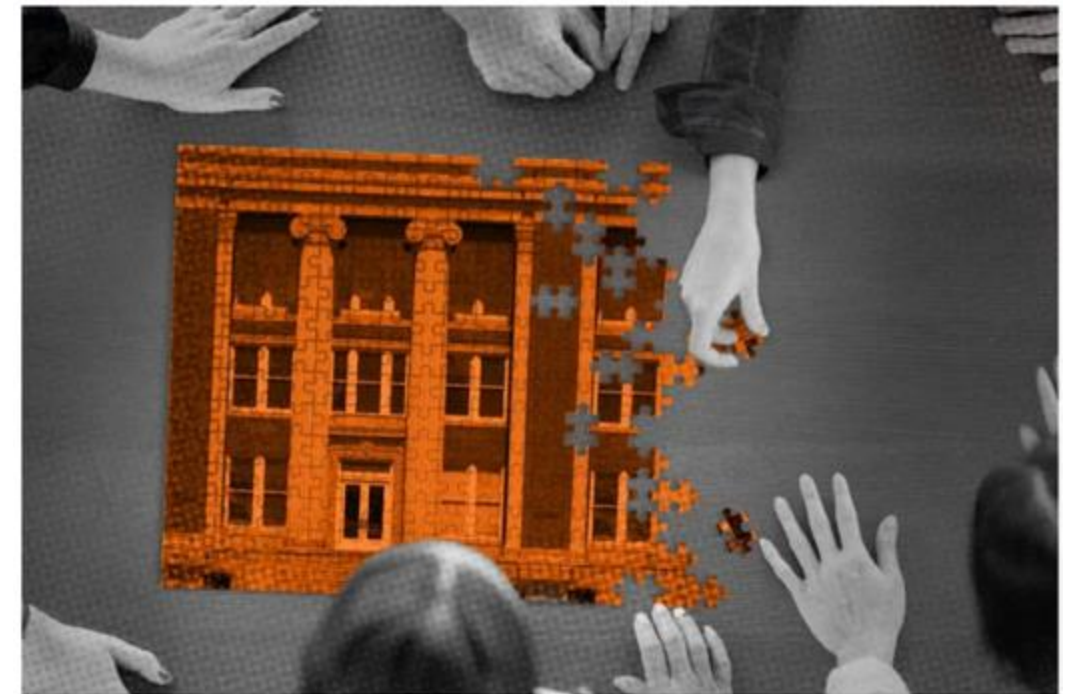
"None" is a volunteered response. No opinion percentages are not shown.

GALLUP

The Trust Gap

- Gallop Poll on public trust in higher education
 - Rebounded slightly, yet remained at historic lows
- Inside Higher Ed – April 2026
 - Presidents investing in better messaging
 - Focus on metrics demonstrating value, commitment to local communities
 - “[W]hile institutions are not intentionally opaque, managing a myriad of funding streams, operational and regulatory requirements, and stakeholder needs naturally leads to a lack of simplicity for an end user”
- *The Speed of Trust: The One Thing That Changes Everything*, Steven M.R. Covey 2006.
 - Character x Competence = Trust
- Multi-disciplinary relationships and shared understanding of institutional responsibility are critical to success in higher education

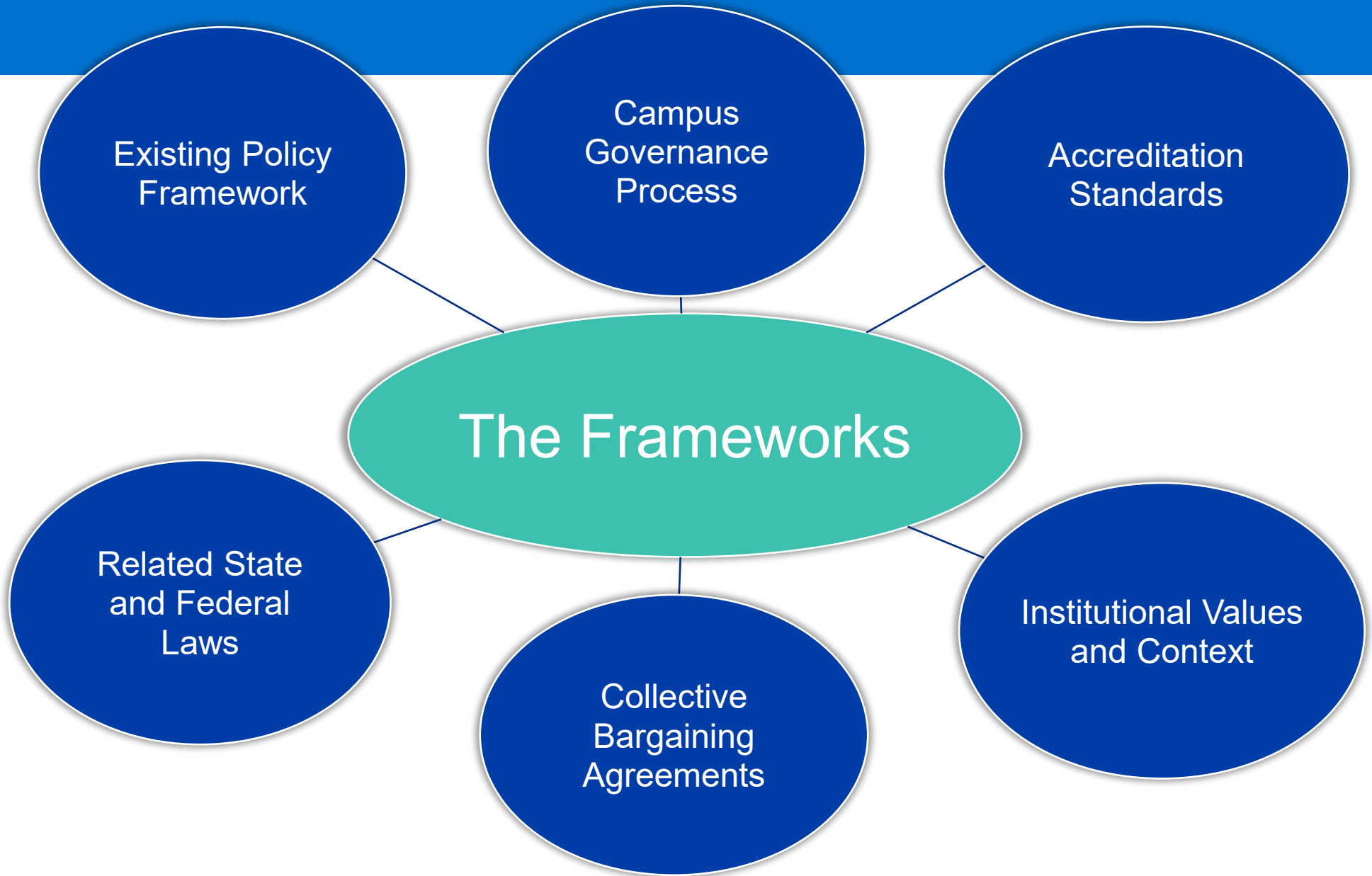
Presidents Puzzled on Rebuilding Public Trust in Higher Ed 4-9-26



When asked exactly what their institutions are doing to rebuild public trust, more than half of presidents who answered a write-in question described stand-alone public relations and marketing.

Photo illustration by Justin Morrison/Inside Higher Ed | FatCamera, fpm and TheDman/E+/Getty Images

Mapping the Frameworks



Effective Preparation for Future State

- Identify oversight and leadership team/structure:
 - Written charge.
 - Meeting cadence and format.
 - Realistic timeline.
- Articulate new legal requirements or impetus for future state.
- Identify delta between current state of operation and effective, informed practices.
- Identify key elements to inform design of future state.
- Map implementation plan based on evidence, culture, and available resources.



Tools: Seven Elements of Effective Compliance* Customized for Higher Education

1. Standards, Policies, and Procedures
2. Compliance Program Administration (Digital Transformation)
3. Informed Hiring, Education, and Training of all Employees
4. Effective Communication on Compliance Infrastructure Issues
5. Monitoring, Auditing, and Internal Reporting Systems (Controls, Annual Attestations)
6. Discipline for Non-Compliance (Tie Compliance to Annual Performance Management)
7. Investigations and Remedial Measures

**Seven Elements of Effective Compliance OIG.HHS.GOV; Federal Sentencing Guidelines Evaluating Corporate Compliance adapted by Gina Maisto Smith and Leslie Gomez for Higher Education :* email for copy of complete toolkit*

Sample Audit Framework: Youth Protection



- Identify core campus partners and stakeholders
- Identify scope and manner of intersections with minors on campus
- Inventory written policies and procedures



- Identify the regulatory framework and applicable legal responsibilities
- Understand the dynamics, types and precursors of abuse in the campus setting, particularly as it relates to grooming and undetected predators



- Develop customized Minors on Campus Compliance Program
- Core elements include screening, training, effective oversight of personnel, clear expectations for professional boundaries, and close monitoring of programs

Integrating Lessons Learned



Articulate Lessons Learned



Identify Action Items Tailored to the Findings

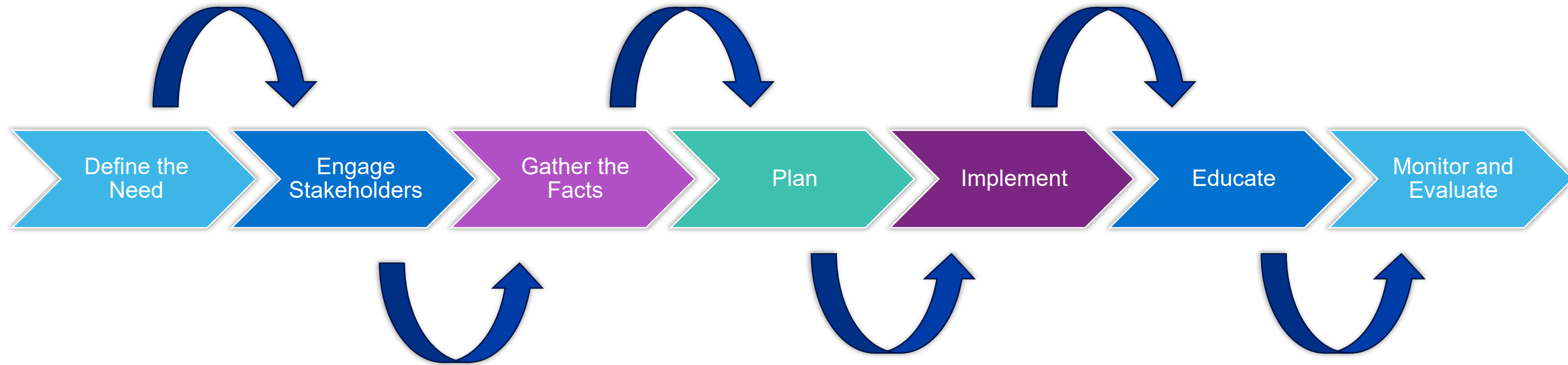


Develop Project Plan for Implementation



Ensure Institutional Buy-In and Resources

Principles of Change Management



Communicate, Communicate, Communicate



**Effective Practices: Structures,
Systems, and Policies**

Effective Practices: Structure and Systems

- Uniform policy that applies to all forms of protected class discrimination, harassment, and retaliation for all community members
- Centralized resource, report, and respond office
- Centralized reporting
- Personnel with expertise, visibility, and authority
- Template communications
- Protocols to monitor and ensure timeliness
- Documentation and recordkeeping practices that allow for tracking and access

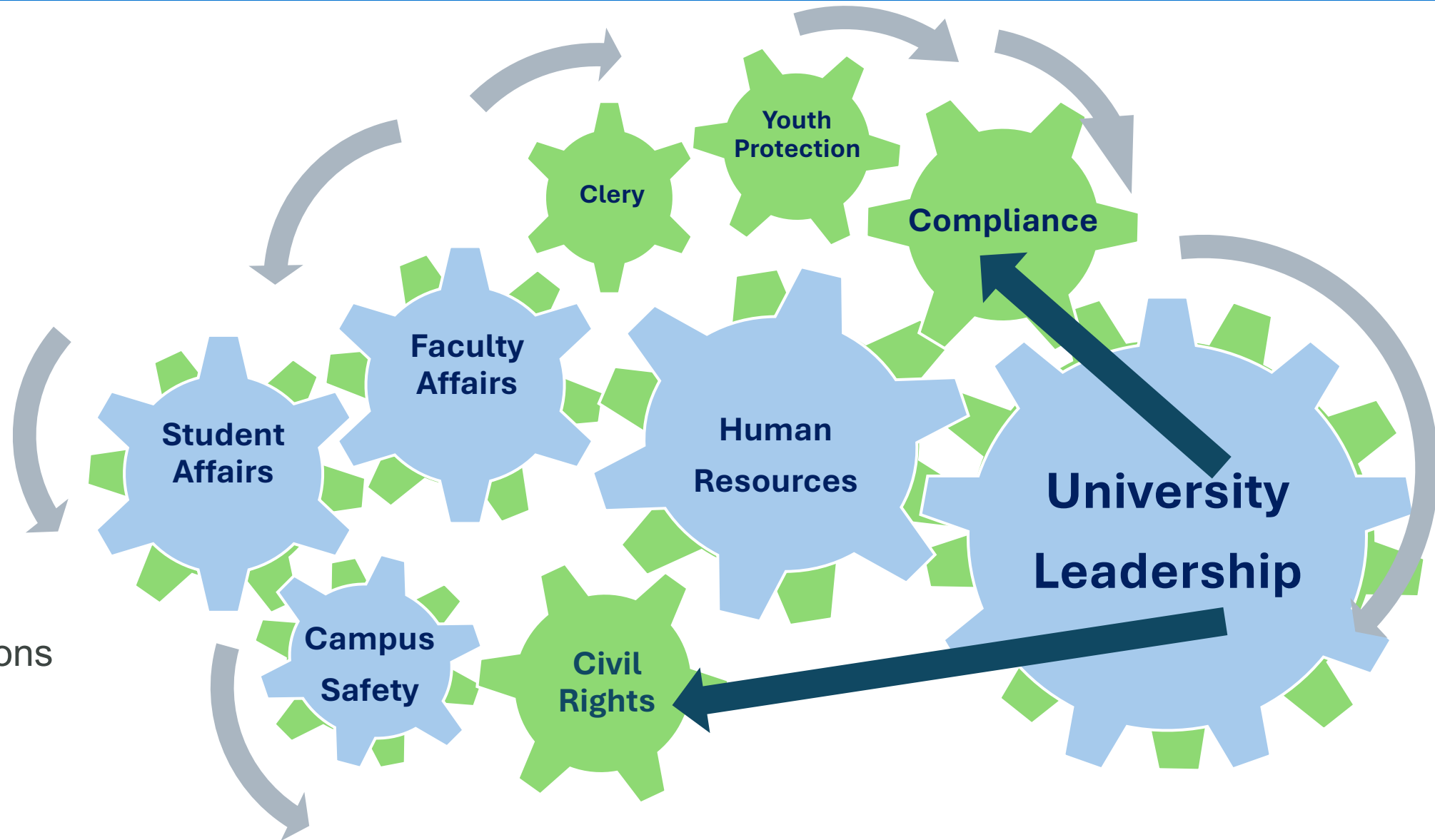


Structural and Organizational Challenges



Integrated Compliance Approach

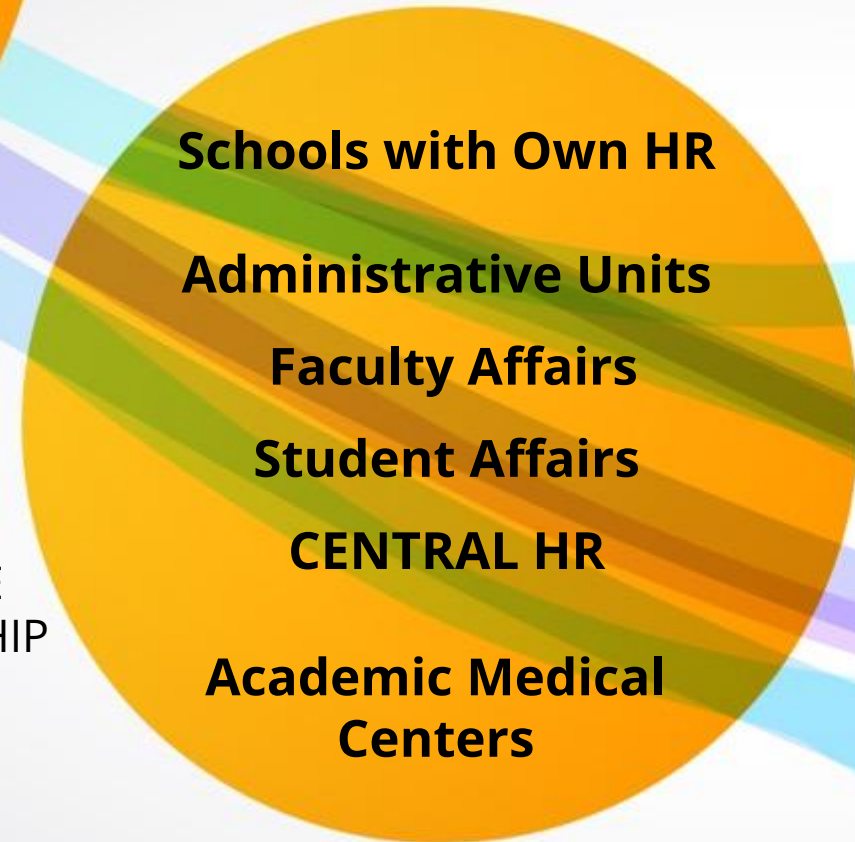
- Central Compliance Office
 - Chief Compliance Officer
 - Risk Management
 - Internal Audit
 - Clery Coordinator
 - Youth Protection Coordinator
- Central Civil Rights Report and Response Office
 - Title IX Coordinator
 - Title VI Coordinator
 - 504 Coordinator
- Integrated Human Resources Functions
- Integrated Campus Safety Considerations



RISK COMPLIANCE CONTROLS

Policies
Process and Procedures
People Practices
Performance Management
Technology
Governance

EFFECTIVE CIVIL RIGHTS AND RELATED PAN-INSTITUTIONAL COMPLIANCE

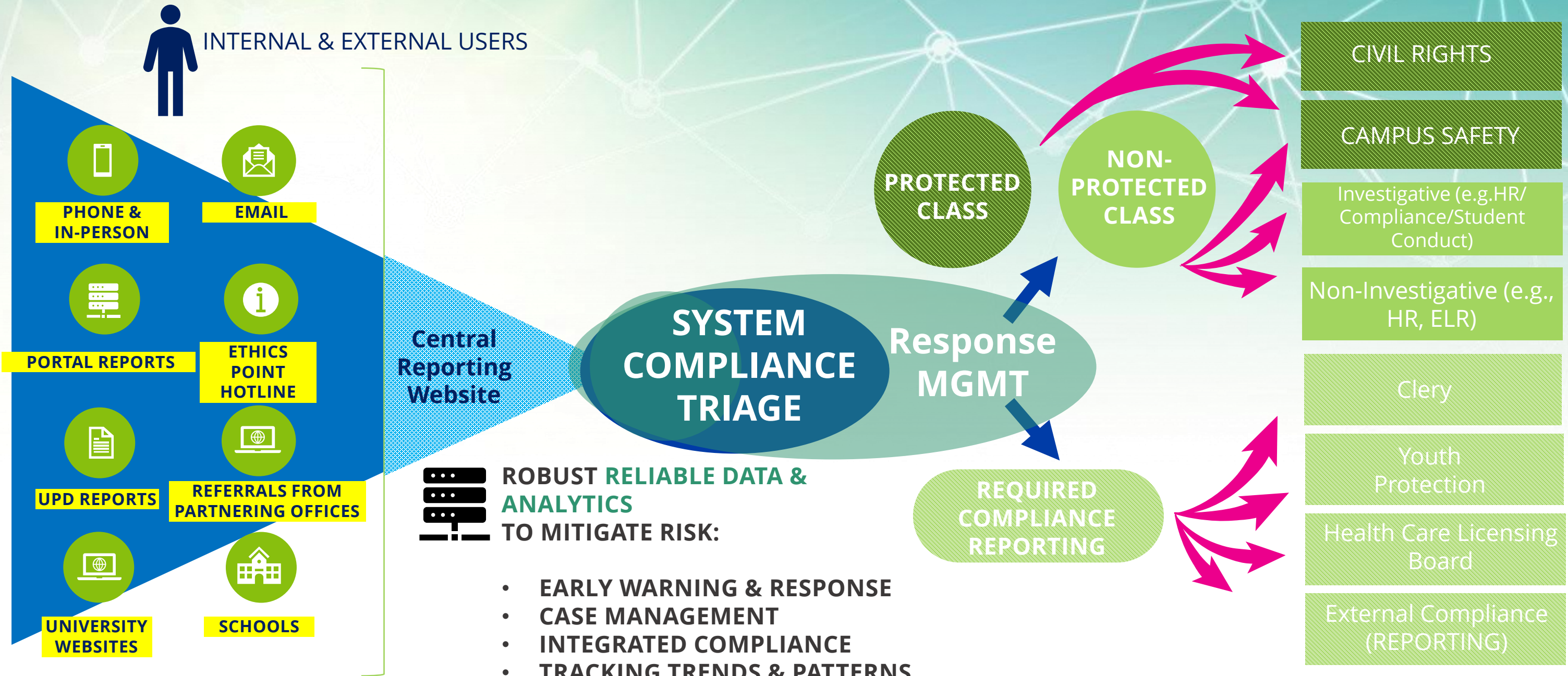


THE GOAL OF THIS DESIGN CANNOT BE ACHIEVED WITHOUT SENIOR LEADERSHIP DIRECTIVE AND HUMAN RESOURCES + COMPLIANCE OFFICE SUPPORT

HR and Compliance have the capacity to drive coordinated and compliant practices. Together they can connect to the entire university by law; policy; consistent, clear communication; performance management; focused people and offices; and routinized and digitized practices for QC/QA.

COMPLIANCE DELIVERING DAILY INTERNAL QUALITY ASSURANCE

How reports are received, triaged, and routed to the appropriate business units through COMPLIANCE

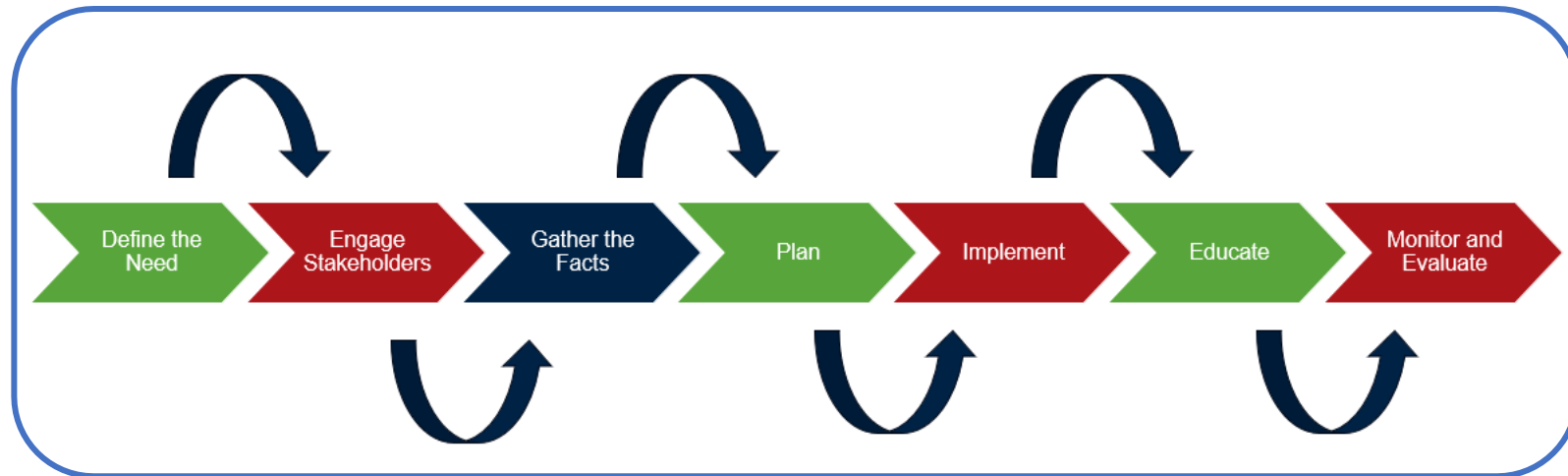


ROBUST RELIABLE DATA & ANALYTICS TO MITIGATE RISK:

- EARLY WARNING & RESPONSE
- CASE MANAGEMENT
- INTEGRATED COMPLIANCE
- TRACKING TRENDS & PATTERNS
- TIMELINE MGMT

Implementation Challenges

- Combining functions requires careful attention to the structure, role, and footprint of existing offices.
- Can be difficult to drive collaboration and partnership without effective change management and effective practices.
- Critical to reinforce communication, candor, and the care-compliance continuum.





Learn from Historical Missteps

- Ensure that the centralized office is structured to provide care and resources through an effective intake and outreach process.
 - May diminish perception of the office as overly legalistic.
 - May encourage complainants to move forward with formal processes.
- Ensure that other conduct of concern processes are integrated with warm handoffs, documentation, and follow up.
 - May diminish perception that nothing happens when you report.

A woman with dark hair, wearing a striped shirt, is sitting at a desk and smiling while looking at a laptop. The scene is dimly lit with a blue tint. The text 'Effective Practices: Reporting' is overlaid in white on the left side of the image.

Effective Practices: Reporting

Effective Practices: Centralized Reporting

- Break down the silos and build shared understanding across campus partners
- Allow for real-time triage and safety assessment
- Provide consistent access to supportive measures
- Provide accurate information about resolution options
- Track and assess for pattern among individuals, programs and locations
- Ensure informed and sensitive information-gathering and access to all information
- Ensure legal compliance with civil rights obligations
- Fulfill institutional values to prevent, eliminate, and redress discrimination and harassment
- Reinforce consistent decision-making principles

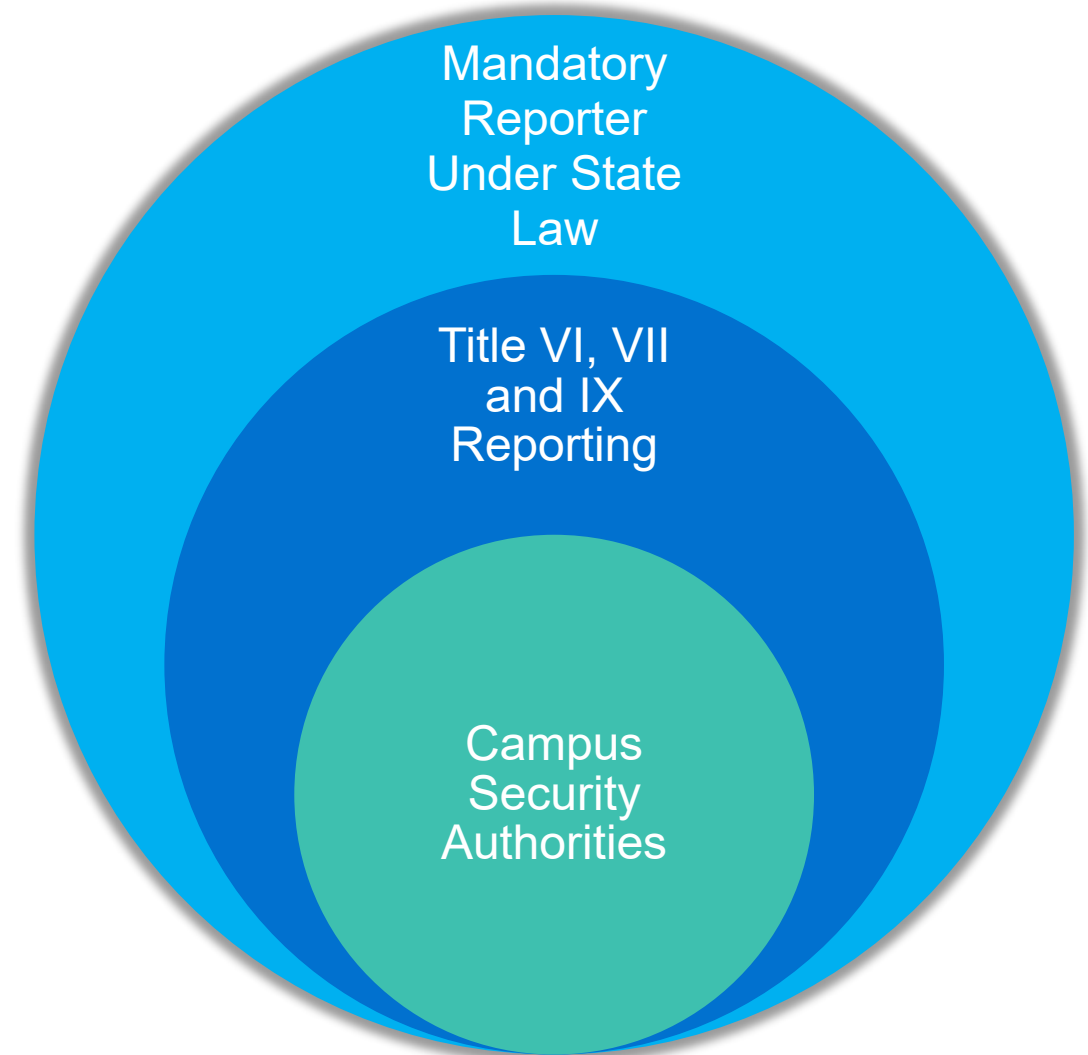
Effective Practices: Centralized Reporting

- Visible and Accessible Reporting Options
 - “Front Door” Approach
 - Online Form (But Should Not Be Formulaic)
 - In Person/Email/Telephone
 - Anonymous (With the Ability to Communicate With the Reporter)
- Integrated Employee Reporting Responsibilities
 - “Responsible Employee”
 - Campus Security Authority
 - Mandated Reporting of Child Abuse or Neglect
- Supported by Education, Training, and Awareness Campaign



Intersection of Reporting Responsibilities

- CSAs Are Generally Considered a Subset of Employees with other Civil Rights Reporting Responsibilities
- May Intersect With Other Reporting Responsibilities:
 - State Law
 - Child Abuse
 - Elder Abuse
 - Health Care Professionals
 - MOU with Local Law Enforcement
 - Federal Grants and Regulatory Requirements
 - Other Campus Requirements (Academic Integrity, Conflict of Interest, Whistleblower)

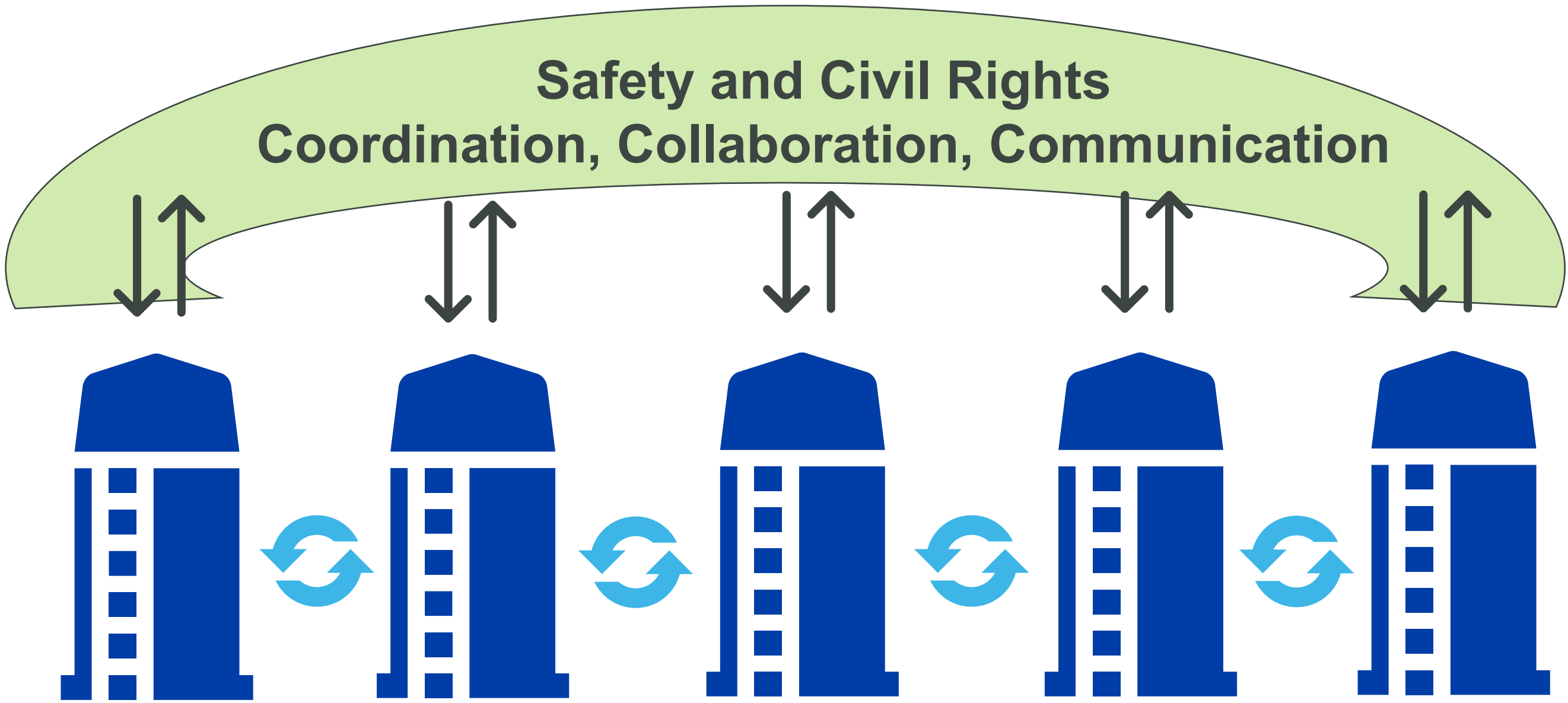




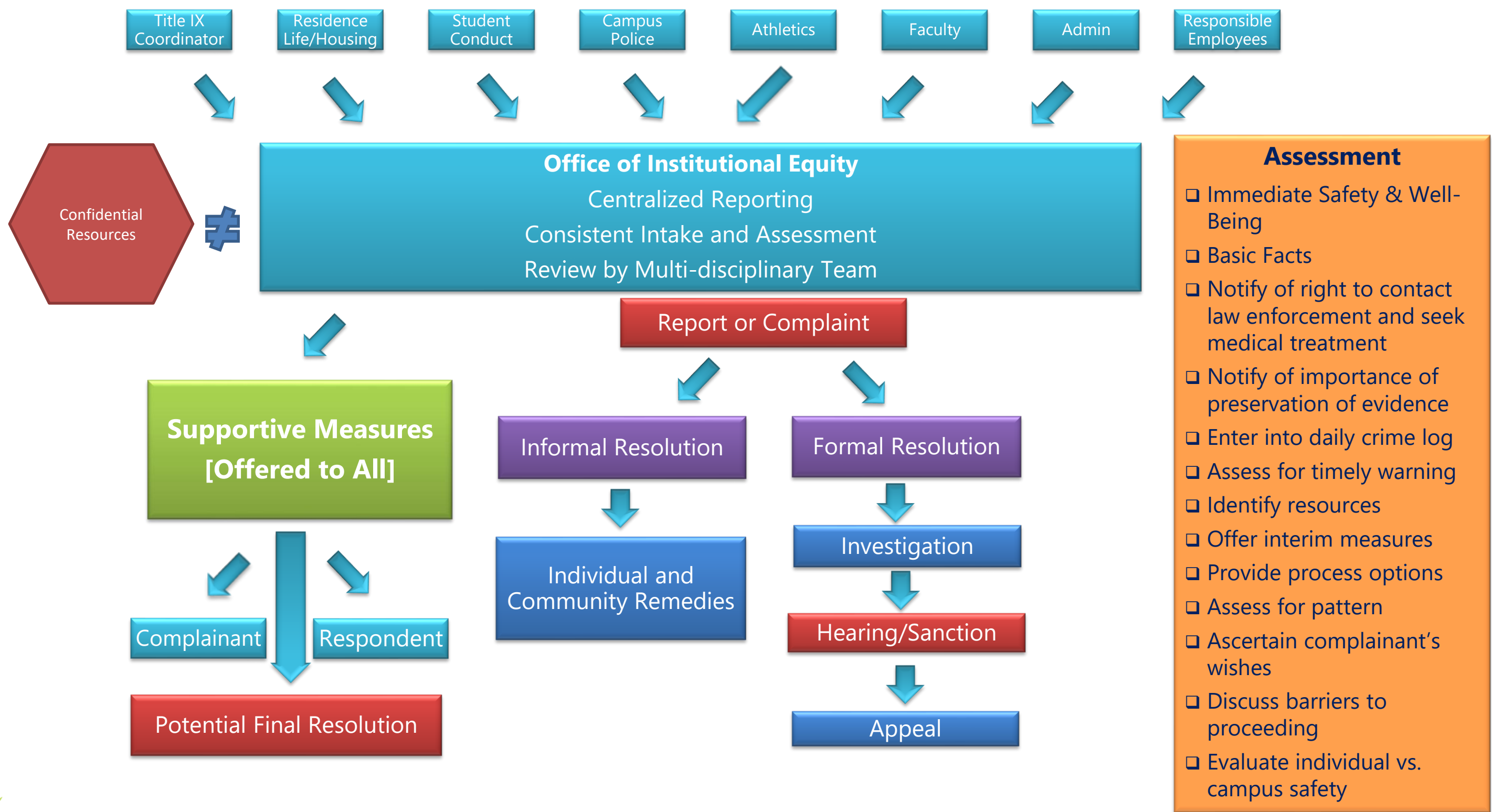
Effective Practices: Coordination



Breathable Cylinders of Excellence*



**Robert Roach, former NYU Chief Compliance Officer*



Effective Practices: Initial Assessment

- Multi-Disciplinary Team Approach
- Initial Assessment Triage Team
- Initial Assessment Protocols and Tools
 - Health/Safety Risk
 - Assessment for Pattern
 - Prima Facie Rubric
 - Integrated Evaluation Re: Speech/Expression Policies
- Consider How to Track and Integrate Evolving Expectations Coming From OCR's Resolution Agreements

Initial Assessment Questionnaire	
For either decision, what are the facts for making this decision	
For either decision, who was consulted before making this decision	
For either decision, please describe the rationale for the decision	
Supportive Measures	
Were supportive measures offered to the Reporting Party	
If yes, please describe	
If no, please provide the rationale for this decision	
Did the Reporting Party request supportive measures	
If yes, did we provide those supportive measures	

<p>Student Respondent: Does the Respondent's presence pose an immediate threat to the physical health or safety of the campus community such that it justifies emergency removal?</p> <p>If yes, please describe the extent of the removal.</p>
<p>If no, please provide the rationale for this decision.</p>

<p>Are there any applicable policy violations under other policies (Scampus) that implicate other interim actions</p> <p>If yes, please describe</p>
<p>Employee Respondent: Do the known facts support placing the Respondent on administrative leave</p>

Intake and Initial Assessment (Title IX)

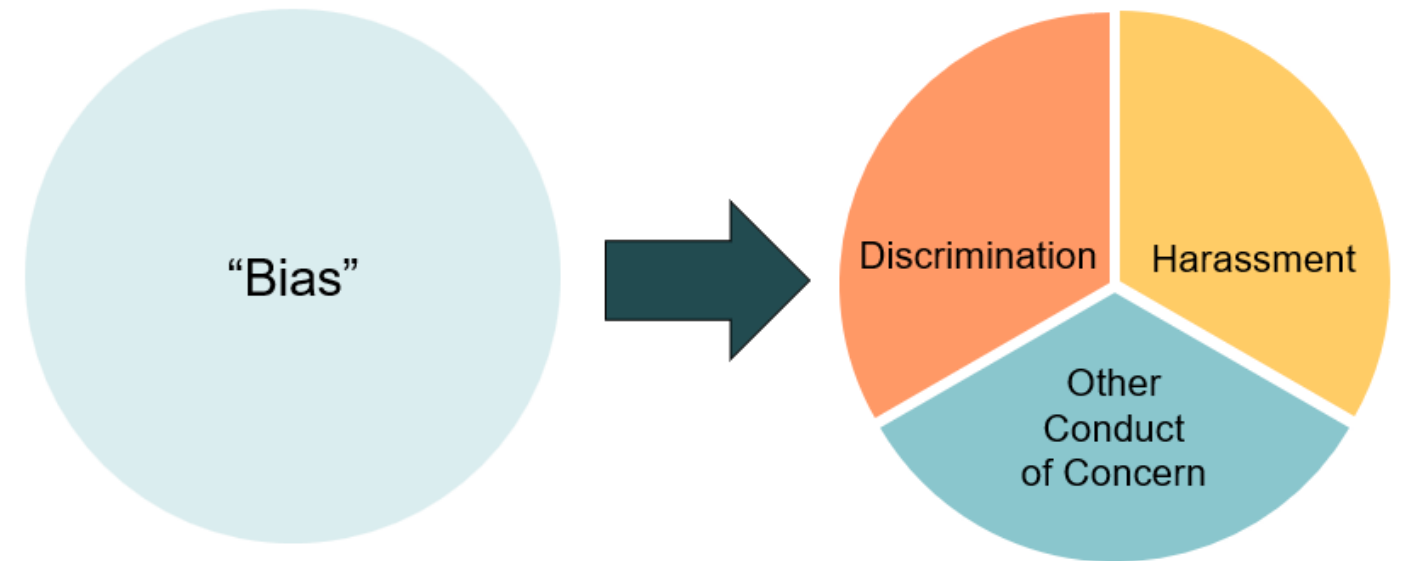
- Assess Immediate Safety and Well-Being
- Gather Basic Facts
- Advise of Right to Notify or Decline to Notify Law Enforcement and Seek Medical Treatment
- Notify of Importance of Preservation of Evidence
- Tend to Clergy Responsibilities:
 - Enter Into Daily Crime Log
 - Assess for Timely Warning
- Assess and Implement Supportive Measures and Resources
- Evaluate Emergency Removal/Administrative Leave
- Provide Information About Policies and Procedures
- Assess for Pattern
- Ascertain Complainant's Wishes
- Discuss Barriers to Proceeding
- Conduct Risk Assessment (Individual and Campus Safety)

Intake and Initial Assessment (Title VI)

- Assess imminent safety concerns
- Assess jurisdiction under applicable policies
- Assess whether reported conduct potentially violates applicable policies
- Assess whether a hostile environment may exist, individually or cumulatively
- Determine whether the university must proceed with formal investigation without the complainant's participation
- Assess any academic freedom implications
- Assess any protected speech implications
- Assess the broader context of reported conduct to provide care and identify community-based remedies

Effective Practices: Title VI Coordination

- Protocols for Coordination of Information and Process Between:
 - Title VI Multi-Disciplinary Team
 - Threat Assessment Team / Behavioral Intervention Team / CARE Team
 - Human Resources (Reports Involving Employees)
 - Academic Affairs/Provost (Reports Involving Faculty)
 - Student Conduct and Residential Life (Reports Involving Students)
 - Campus Climate/Bias Incident Response Team



Campus Safety Ecosystem

- Build the Relationships in Advance
 - Internal
 - External
 - Board
- Strengthen Relational and Formal Connections
 - Interpersonal Connections
 - Formal Cadence for Structured Interactions
- Who Is Your Critical Incident Response Team?



Clery Act Considerations

- Clery Act Coordinating Committee
- Data Assurance Working Group
- Coordinated Processes for
 - CSA Identification
 - Clery Geography
- Emergency Management Response Frameworks



On the Horizon

- Continued Compliance Environment and Enforcement Actions
- Uncertainty Related to Policy Changes Under the New Administration
- Increased Litigation
- New Federal and State Legislation
- Increased Mass and Social Media Attention
- Unrelenting Off-Label and Compound Use of Federal Toolkit
- The Resource and Trust Gap Is Expanding
- Expectations Related to Digital Capabilities



Effective Practices: Digital Transformation

Digital Transformation: Key Pillars and Core Components

- **Digital transformation (DT)** is the comprehensive integration of digital technology into all areas of a business, fundamentally changing how it operates and delivers value to customers. It is not just about adopting new tools; it is a cultural shift that requires organizations to continually challenge the status quo, experiment, and become comfortable with failure. *Wikipedia*
- **Key Pillars and Core Components;** Successful digital transformation typically relies on several interdependent pillars:
 - **Technology:** Adopting foundational tools such as Cloud Computing, Artificial Intelligence (AI), and Internet of Things (IoT) to drive innovation.
 - **People and Culture:** Fostering a "digital-first" mindset where employees are empowered to upskill, collaborate across departments, and embrace change.
 - **Process:** Redesigning existing workflows and optimizing them through Automation to increase efficiency.
 - **Data Strategy:** Treating data as a strategic asset to gain actionable insights for smarter, real-time decision-making.

Digital Transformation: Why It Matters

Organizations pursue digital transformation to achieve several critical business goals:

- **Enhanced Customer Experience:** Meeting modern expectations for personalized, seamless interactions across multiple channels
- **Increased Agility:** Building the capacity to respond rapidly to market disruptions and changing customer demands
- **Operational Excellence:** Streamlining tasks and reducing costs through digitization and automation
- **Competitive Advantage:** According to McKinsey research, digital leaders have achieved significantly higher shareholder returns compared to "laggards"

Digital Transformation: Why It Matters in Higher Education

- Mission-Based
- Educating Our Next Generation of Leaders Who Are Steeped in the Digital World With Concomitant Toolkits
- Care-Compliance Continuum
 - Need Visibility to Care
 - Need Accuracy to Comply
 - Siloed Structure Functionally Prevents Consistent Responsiveness and Compliance
- Credit Ratings
- Insurability
- Legal Costs
- Integrity Costs
- Threats to Federal Funding
- Existential Threats
- Expectation of Transparency and Trust

Importance of Documentation

- “Tyranny of Temporal Compression”
 - The tendency, in hindsight, to compress all facts learned over a period of time and make assumptions as if they were all known at one earlier point in time.
- "In God we trust, all others must bring data."
 - Dr. W. Edwards Deming



$2+2=4$

Data is King

Importance of Documentation

- Federal regulations and investigations require extensive documentation
- Institutions may have to “show your work” years after real-time response
- Intake and initial assessment forms
- Opening and closing case management checklists, forms and template communications for consistency
- Memory markers
- Document the extra: texts, telephone calls, and meetings
- Reconcile existing data and case management systems





Proactive Steps

Culture of Care and Accountability

- Revise policies and procedures to incorporate lessons learned
- Reinforce centralized reporting and response
- Build in structures of accountability and oversight
- Provide training and education to reinforce core learnings
- Ensure sufficient systems for tracking relevant data
- Utilize performance management tools
- Develop audit schedule for key performance indicators
- Commit to continuous improvement

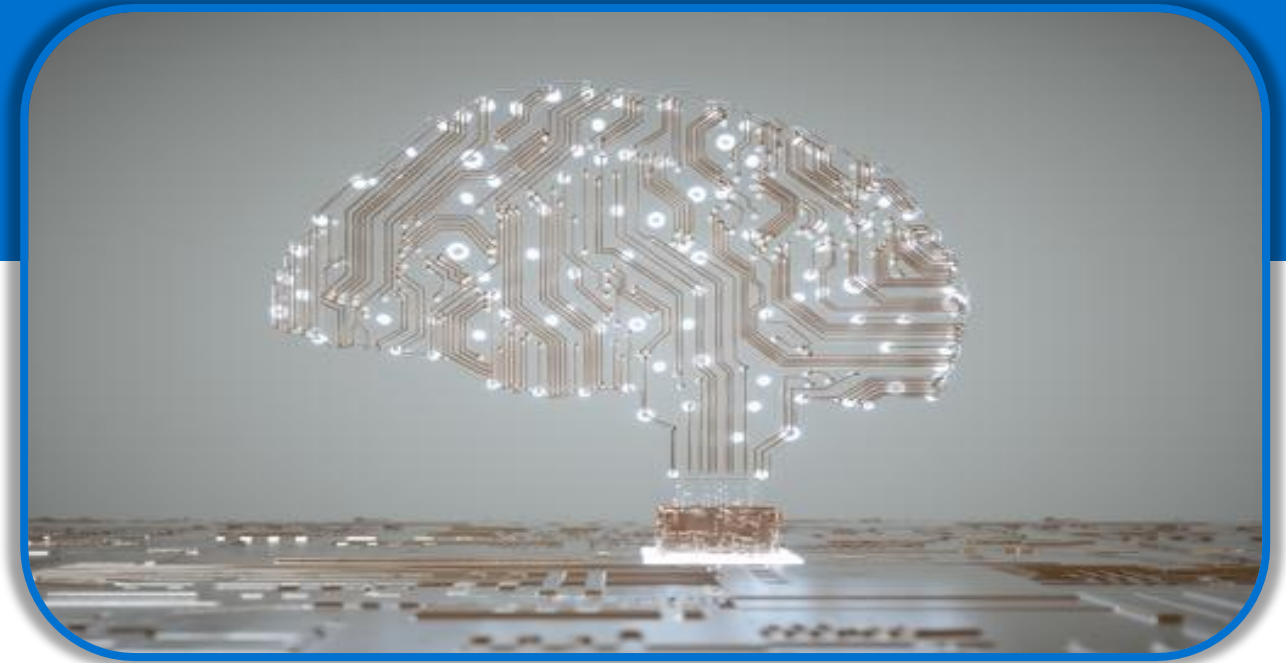


Proactive Steps

- Audits (Title VI, Dei, Title IX)
- Changes to Policies, Procedures and Programs
 - Reaffirmation, Modification, And/or Downsizing or Elimination of Dei Programs
 - Increased Support for Student Success
 - Affirmation of Institutional Neutrality or Use of Institutional Neutrality Statements
- Strengthen Compliance Programs
- Review and Implement Common Elements of Resolution Agreements
- Enhanced Communications About the Value of Higher Education
- Increase Advocacy
 - State and Federal Level
 - Inter-Institutional Compacts

What You Can Do Now

- Maintain Executive Action Awareness
- Utilize Colleague Networks
- Increase Compliance Fluency
- Elevate Response Management
- Show Your Work – Improve Processes and Documentation
- Communicate with Constituents/Trust-Building
- Preparation for Federal Inquiries, Investigations, or Reviews



Your Homework: Prepare Now



Educate

Engage senior leadership to educate about the pan-institutional investment required for effective compliance with civil rights, campus safety, and youth protection obligations



Identify and Diagnose

Review current policies, systems, and practices for strengths and challenges



Engage Partners

Engage compliance office, general counsel, and audit and risk committee of the board for institutional support

Disclaimer

- This PowerPoint presentation is not intended to be used as a stand-alone teaching tool
- These materials are meant to provide a framework for informed discussion, not to provide legal advice regarding specific institutions or contexts
- This presentation is not intended to be a comprehensive review of all compliance requirements under federal regulations
- Please consult with your administration and legal counsel regarding specific questions about compliance requirements for your institution
- All rights are reserved to Cozen O'Connor and Vector Solutions



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How Vector Solutions Can Help

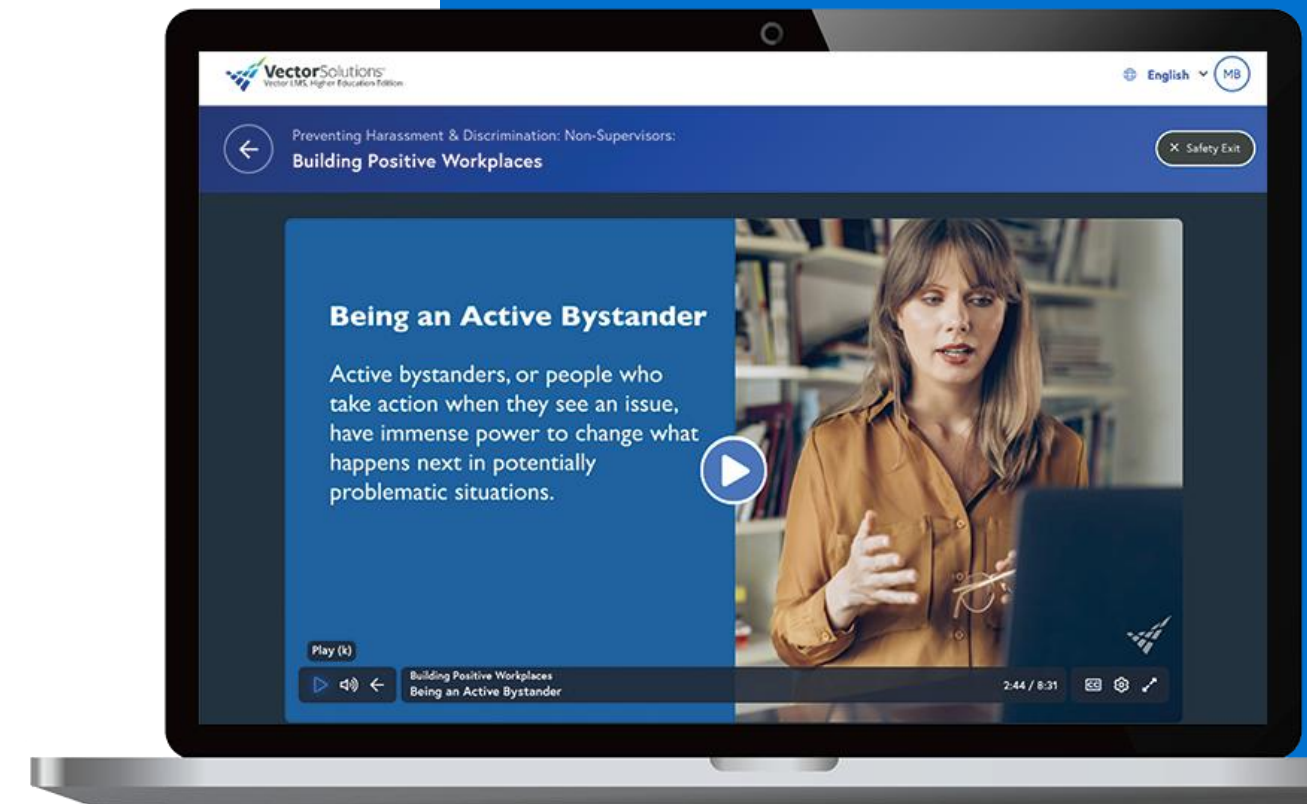
Faculty and Staff Training

Title IX, Title VI, and Sexual Assault Prevention Training:

- RespectEdu for Supervisors: Preventing Harassment & Discrimination
- RespectEdu for Non-Supervisors: Preventing Harassment & Discrimination
- RespectEdu For Faculty & Staff: Title IX and Clery Act
- Building Supportive Communities Taking Action
- Clery Act Overview
- Dating Violence: Identification and Prevention
- Discrimination Awareness in the Workplace
- Discrimination: Avoiding Discriminatory Practices
- Sexual Harassment: Policy and Prevention
- Sexual Harassment: Staff-to-Staff (State Variant: IL, TN)
- Understanding Title VI **(New)**
- Recognizing and Responding to Antisemitism **(New)**
- Recognizing and Responding to Islamophobia **(New)**

Additional Faculty and Staff Libraries:

- Athletics
- Health & Human Safety
- Human Resources & Workforce Management
- Security and Risk Mitigation
- Facilities Maintenance
- Environmental Health and Facilities Management



How Vector Solutions Can Help

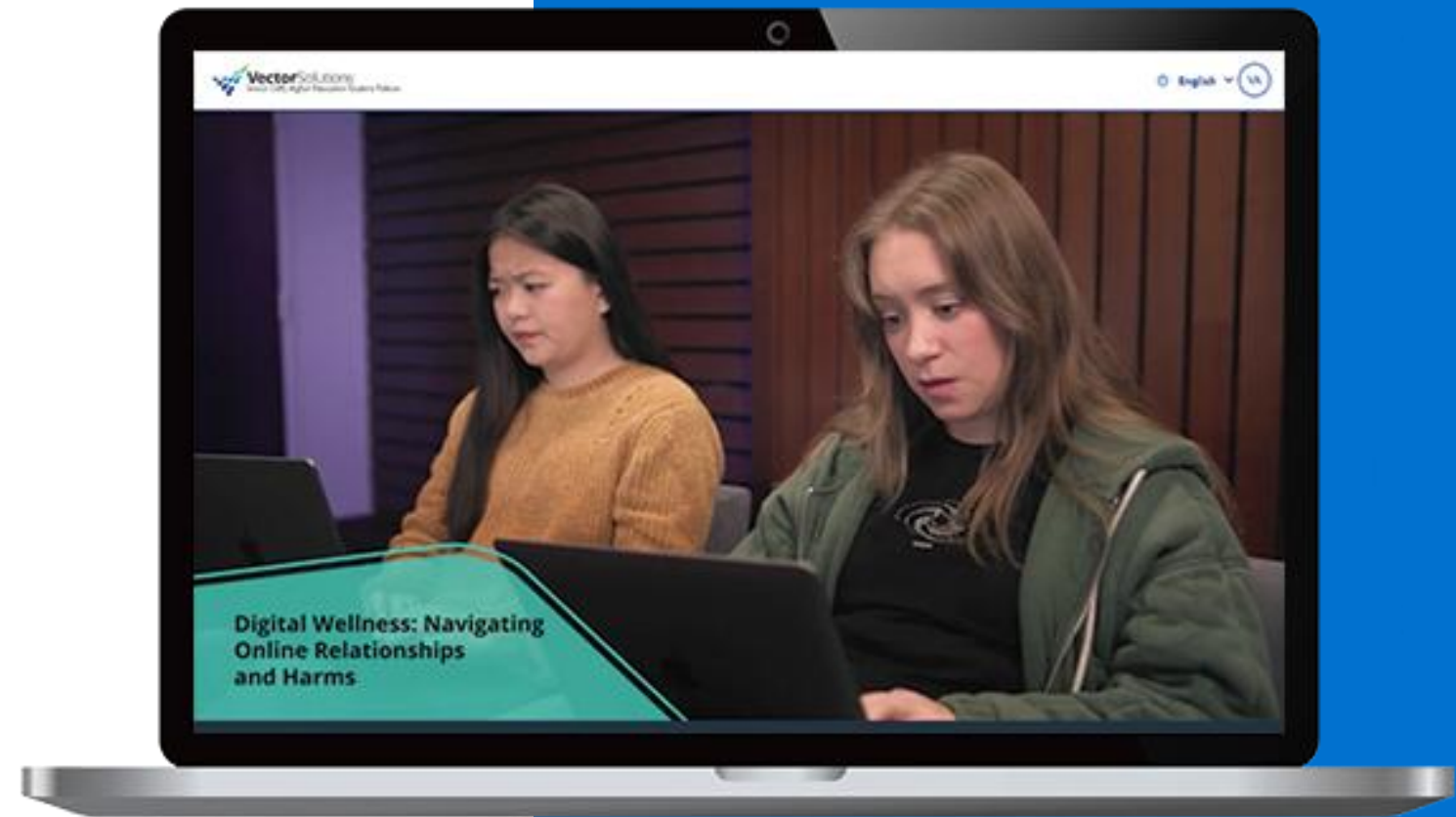
Student Training

Title IX, Title VI, and Sexual Assault Prevention Training:

- RespectEdu for College
- RespectEdu Foundations for College
- RespectEdu for Graduate Students
- RespectEdu Foundations for Graduate Students
- RespectEdu for Community College Students
- ResepectEdu Foundations for Community College Students
- RespectEdu for Modern Learners
- RespectEdu Foundations for Modern Learners
- RespectEdu for Athletes
- Understanding Antisemitism for Students **(New)**
- Understanding Islamophobia for Students **(New)**
- Title VI for Students **(New)**

Additional Student Libraries:

- Alcohol & Drug Misuse Prevention
- Wellness & Safety
- Athletics
- Career Readiness & Personal Development



Q&A

Note: If your question doesn't get answered during the allotted time, we will follow up by email.

Additional Questions? Visit us at VectorSolutions.com/HE



Thank You!

