How to Build a Diverse and Comprehensive Title IX Investigative Team

Creating a Gameplan for Success
Texas Woman’s University

Campuses in Denton, Dallas and Houston, TX

Still Undefeated in Football!
Player Introductions

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Please ask questions!
Team History of Title IX at TWU

Mandate Given to Universities

- No full time Coordinator and/or Investigator established until 2014
- Initially oversaw by Student Life Division
  - Student Life Assistant VP became part-time Coordinator
  - Student Life Assistant VP “voluntold” a handful of staff to go through ATIXA Investigator training
  - Group chosen from a wide range of departments and backgrounds
  - Learned through the team approach
  - Legal counsel was not involved
Team History of Title IX at TWU

★ Changes in 2014 and Current

- Part-time Coordinator became VP of Student Life
  - Title IX oversight given fully over to Human Resources
- Full time Title IX Investigator hired
  - Serves as gatekeeper
  - Coordinates little “i” investigations
  - Primary investigator
- Changes on the horizon

● Civility & Community Standards Office

■ Discussions of how to integrate Student Code of Conduct with Title IX process
Problem Solved!.....?
Wrong!

★ Investigative team approach

Shared Caseload

Cost Saver for University

Large team of investigators - prevents work overload
Campus Resources & Outreach

★ Campus Outreach

Increased Visibility of office and preventative measures

Campus Informed

Opportunity for Student Involvement
Campus-Wide Expertise

⭐ Division Expertise

Develop team with experts across campus

Housing

Athletics

Study Abroad

Efficient for investigation timeline
Barriers to the End Zone

Problems & Potential Solutions with a Diverse Team Approach
Barriers to the End Zone

★ Lack of individuals with investigative experience

○ Very few personnel in higher education have a background in conducting investigations

○ Requires a comfort level in questioning, gathering evidence, fact-finding, and compiling reports
Barriers to the End Zone

★ Diverse educational and career backgrounds

- Assembling a part-time, voluntary team may pull individuals from various areas of your campus
- Creates challenges in scheduling, utilizing skill sets, and distribution of investigations
Barriers to the End Zone

★ Lack of familiarity with the law and policies guiding Title IX
  ○ Title IX landscape changes swiftly and frequently
  ○ Civil vs. Criminal considerations
  ○ Requires knowledge of not only institutional policy, but federal law
Barriers to the End Zone

★ Dealing with sensitive and volatile subject matter

- Are all potential team members prepared to deal with difficult cases and interviews?

- Involved parties and witnesses can range from uncooperative to emotional

- Cases can take a toll on those involved
Barriers to the End Zone

★ Gaining departmental and administrative buy-in

- “Borrowing” investigators from other departments adds to the existing workload

- Departments may not understand the value of Title IX investigations and processes
Scoring a Touchdown

★ Training, training, training

○ Create a budget with training in mind

○ Attend ATIXA trainings and conferences

○ Be aware of trainings in your region, search for webinars, blogs, forums, and templates
Scoring a Touchdown

Create on-campus partnerships

- Every department has its strengths, utilize them
- Try to involve as many functional areas as possible—athletics, student life/activities, academics, admissions
Scoring a Touchdown

★ Create open partnerships

- Network with other institutions to find out what works, share materials, and exchange ideas.

- We are all in this together, so collaboration can improve practices.
Scoring a Touchdown

★ Create a partnership with campus legal counsel

- Aids in shaping policy and procedure
- Provides guidance regarding current legal matters
Build Your ‘Fantasy’ Team

★ Who’s on it?
  o Various divisions/departments
  o Faculty/Staff

★ What roles will they play?

★ Next Steps
  o Budget
  o Barriers
  o SWOT Analysis

★ What is “winning”? 
  o Mandates
Build Your Fantasy Team - Discussion

★ What does your team look like?
★ What initial steps do you need to take to get there?
★ How does your team define winning?
TWU Playbook

Helpful Resources for Teamwork and Communication
Game Plan Flowcharts

Students
Game Plan Flowcharts

Staff
Game Plan Flowcharts
Faculty
Pre-Game Interviews

Pre-Interview Checklist
Game Day Playbook

Investigator Scripts:
Sexual Harassment

Always remember what is winning!

https://docs.google.com/document/d/1MoRC9R-7fOtXel3ZifNSrk_bViVSQleaXKrhvGHs2UV4/edit?usp=sharing
Investigator Scripts:
Sexual Exploitation

Always remember what is winning!

https://docs.google.com/document/d/1ie2j6X3ui3Qzo6_znONuqtqrH1edLeEduL0FyVrOv0/edit?usp=sharing
Game Day Playbook

Investigator Scripts:
Sexual Assault

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