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Unpacking the 2020 Title IX Regulations: What Community Colleges Need to Know

Prepared for the North Carolina Community College System

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TITLE IX

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Adrienne Meador Murray, Vice President,
Equity Compliance and Civil Rights Services



In January 2014, Adrienne Meador Murray joined D. Stafford & Associates where she currently serves as the Vice President, Equity Compliance and Civil Rights Services after having been affiliated with D. Stafford & Associates as a part-time Associate since 2012 and the National Association of Clery Compliance Officers & Professionals (NACCOP) where she currently serves as Director of Training and Compliance Activities. Murray began her career in municipal law enforcement as a civilian employee with the City of Richmond Police Department (Virginia). She graduated from the Virginia Commonwealth University Police Training Academy and began her career as a sworn police officer for the University of Richmond (UR) Police Department (Virginia). At UR, Murray progressed through the ranks from a night shift patrol officer to Operations Lieutenant (overseeing criminal investigations, crime prevention and patrol) over the span of a decade before becoming the Chief of Police at Davidson

College in North Carolina. Most recently, Murray served as Chief of Police at Trinity Washington University (in Washington, D.C.).

As the Executive Director, Equity Compliance and Civil Rights Services for DSA, Murray builds on her 17-year career in law enforcement in which she became a nationally recognized expert in the field of best practice postsecondary institutional response to the sexual victimization of college women in the United States and in Canada. She is also a trained civil rights investigator and is well respected throughout the country for her ability to aid institutions in understating how to do best practice criminal and civil rights investigations concurrently. She is well known for her work in having provided support, advocacy and criminal investigative services for victims of sexual assault, stalking and intimate partner violence and is a sought-out speaker and investigator. She has expertise in the construction of best practice law enforcement standard operating procedures and training police officers to respond in best practice and trauma-informed ways to victims of sexual assault and intimate partner violence. In her current role, Murray coordinates curriculum development and instruction for national classes, including basic and advanced sexual misconduct investigation classes; an investigation of dating violence, domestic violence and stalking class; and a Title IX Coordinator/Investigator class offered through D. Stafford & Associates. To date, Murray has trained more than 3,500 criminal and civil rights investigators throughout the U.S.

Drawing on her experiences as a trained criminal and civil rights investigator, Murray also oversees independent investigations of complex sexual misconduct cases; conducts audits of Title IX/VAWA



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Compliance; drafts institutional sexual misconduct policies and procedures; and conducts campus-based trainings pertaining to the resolution of sexual misconduct offenses on college and university campuses. Murray frequently presents at regional and national conferences on topics such as the *Sexual Victimization of College Women*, *Understanding Consent and Incapacitation*, and *Responding to Sexual Assault on Campus: Clery Act and Title IX Implications*. Murray also conducts provincially specific sexual misconduct trainings throughout Canada.

Murray is a graduate of the University of Richmond, where she received her Bachelor's Degree in Applied Studies in Human Resource Management and of New England College, where she received her Master's Degree in Campus Public Safety Administration. Murray is also a graduate of the 235th session of the prestigious FBI National Academy where she was awarded a graduate certificate in Criminal Justice from the University of Virginia. She has authored numerous journal articles.

UNPACKING THE 2020 TITLE IX REGULATIONS: WHAT COMMUNITY COLLEGES NEED TO KNOW



Presented by Adrienne Meador Murray for
NC Community Colleges on
January 8, 2026
(90-minute webinar)

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AGENDA

- Title IX Law
- Title IX Regulations - Major Elements in Response
- Policy and Procedure Review
- Pregnancy Protections

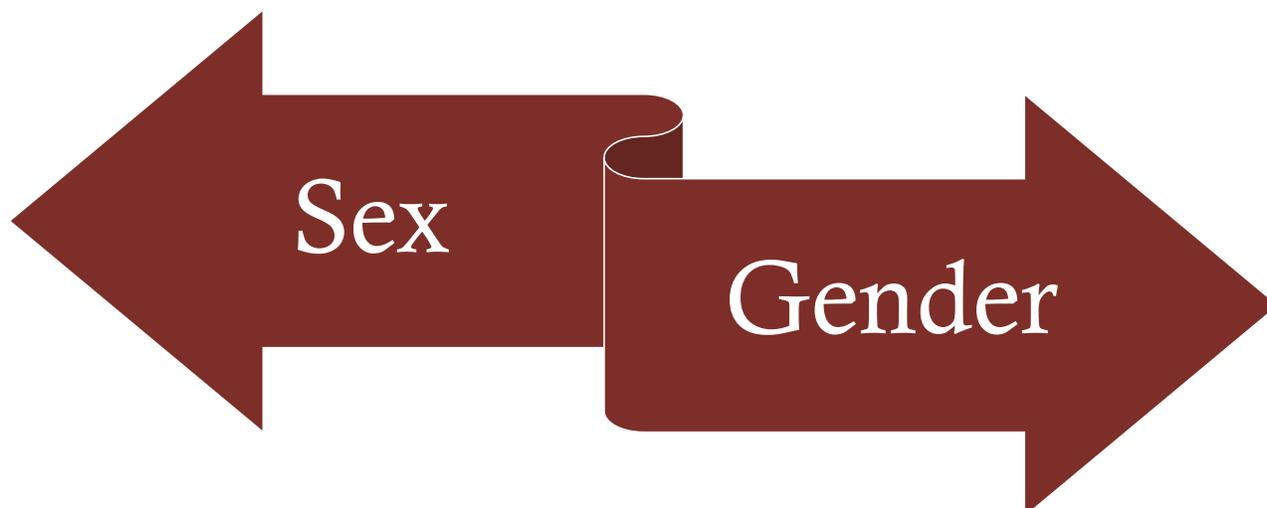
TITLE IX, EDUCATION AMENDMENTS OF 1972, 20 U.S.C. § 1681

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

§ 1681(c) - “EDUCATIONAL INSTITUTION”

Any public or private preschool, elementary, or secondary school, or any institution of vocational, professional, or higher education, except that in the case of an educational institution composed of more than one school, college, or department which are administratively separate units, such term means each such school, college, or department.

SEX VS. GENDER: WHY DEFINITIONS MATTER IN FEDERAL POLICY



UNDERSTANDING TRUMP'S TRANS/BATHROOM EXECUTIVE ORDER & TITLE IX IN NORTH CAROLINA

What the Executive Order Does

In January 2025, President Trump signed an executive order defining “sex” under federal policy as biological sex at birth, rejecting “gender identity” as a protected category in federal agency interpretation.

The U.S. Department of Education (ED) was directed to rescind rules that include gender identity in Title IX protections and revert to the 2020 Title IX regulations, which interpret “sex discrimination” more narrowly.

As a result, federal guidance about bathrooms and facilities is being amended in accordance with this policy shift.

WHAT THIS MEANS FOR SCHOOLS

Title IX by statute prohibits discrimination “on the basis of sex” in federally funded education programs. But the EO and ED’s direction **narrow the enforcement focus to sex assigned at birth**.

ED’s Office for Civil Rights (OCR) has taken action against schools allowing policies that distinguish rights based on gender identity (e.g., restroom/locker access or athletics), claiming Title IX violations. Recent cases in Virginia illustrate this enforcement trend.

Courts remain divided on how Title IX applies to gender identity, with some federal appellate decisions suggesting access consistent with gender identity may violate Title IX, and others finding such exclusions discriminatory.

NC **does not have a recently enforceable statewide directive** that overrides federal nondiscrimination law at schools; earlier restrictions (e.g., HB2 bathroom requirements) have been repealed, and NC law defers regulation of facility access to the General Assembly.

THE TAKEAWAY



Executive orders don’t change federal law; they guide agency enforcement priorities.



Title IX still exists as a statute passed by Congress.



In NC, state laws about gender identity in schools may also intersect with federal Title IX. Institutions should coordinate with legal counsel.

BEFORE WE BEGIN...

Sex Discrimination

§ 106.8(c)

- “grievance procedures that provide for the prompt and equitable resolution of student and employee complaints.”
- Any person may report sex discrimination to the Title IX Coordinator
- Must publish grievance procedures to address sex discrimination
- No requirement other than “prompt” and “equitable”

Sexual Harassment

§ 106.44 and § 106.45

Other Behaviors

Conduct codes

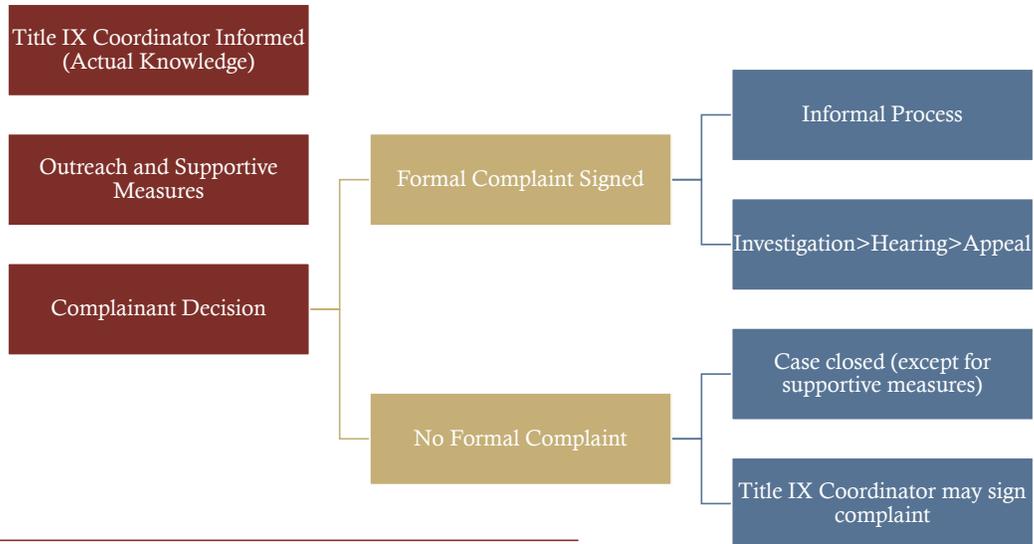
THE 3 REQUIREMENTS FOR CONDUCT TO BE “IN” FOR TITLE IX

1. Prohibited
Conduct

2. Jurisdiction
of Persons

3. Jurisdiction
of Activity

2020 TITLE IX CASE FLOWCHART



SEX-BASED HARASSMENT



QUID PRO QUO HARASSMENT

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13



QUID PRO QUO HARASSMENT

An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct

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14

HOSTILE ENVIRONMENT HARASSMENT

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15



HOSTILE ENVIRONMENT HARASSMENT

Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity.

HOSTILE ENVIRONMENT INVESTIGATIONS

Type, frequency, and duration of the conduct

Location of the conduct and the context

Parties' ages, roles, previous interactions, other factors

Degree to which the conduct affected access to the program or activity

Other sex-based harassment in the program or activity

SEXUAL
ASSAULT



CLERY DEFINITIONS OF SEXUAL ASSAULT USED BY TITLE IX

- **Rape** - The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling**: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
- **Incest** - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** - Sexual intercourse with a person who is under the statutory age of consent.

34 CFR 668 Appendix A

NEW NIBRS LANGUAGE REPLACES FONDLING

OLD: *Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.*

NEW: *Criminal Sexual Contact: The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. The forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. This offense includes instances where the victim is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication.*

STALKING



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21



STALKING

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- (A) Fear for the person's safety or the safety of others; or
- (B) Suffer substantial emotional distress.

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22

INTIMATE PARTNER VIOLENCE



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23



DATING VIOLENCE

Violence committed by a person:

(A) Who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and

(B) Where the existence of such a relationship shall be determined based on a consideration of the following factors:

- (1) The length of the relationship;
- (2) The type of relationship; and
- (3) The frequency of interaction between the persons involved in the relationship.

§ 106.2

DOMESTIC VIOLENCE

The term “domestic violence” includes felony or misdemeanor crimes of violence committed

- by a current or former spouse or intimate partner of the victim,
- by a person with whom the victim shares a child in common,
- a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or
- by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

RECEIVING A REPORT



Report vs. Complaint

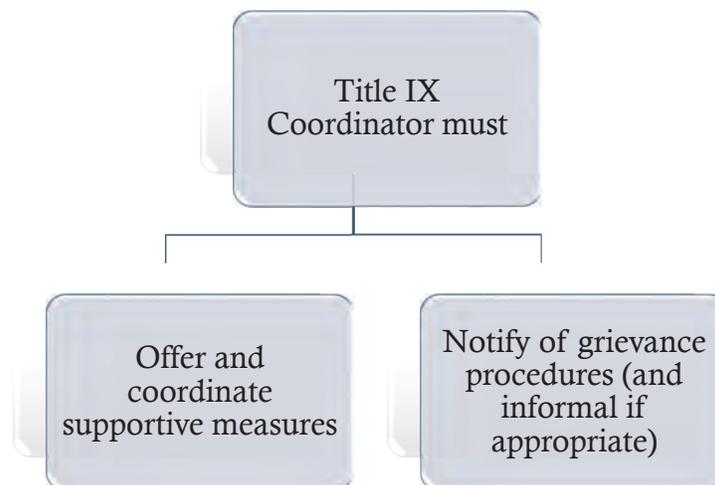
INTAKE MEETINGS



We do not make a determination as to whether the alleged violation occurred or not...that is the job of the Decision Maker at the consultation of the formal grievance process.



TITLE IX COORDINATOR OUTREACH DUTIES TO COMPLAINANT



WHAT SUPPORTIVE MEASURES ARE POSSIBLE?

Follow Up Questions:

What if the Complainant is at a clinical site?

What if the Respondent is an employee? Third party?



Remember

Clery obligations!

- CSA duties
- Rights and options
- Who assesses for timely warning?



Meeting Follow-up

Take a temperature check



- What are the alleged violations?
- Should there be an emergency removal/administrative leave?
- What if it would not “reasonably constitute sex discrimination?”

FORMAL COMPLAINT

Formal complaint means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the recipient investigate the allegation of sexual harassment.



What if the complainant doesn't respond or doesn't want to proceed?

TITLE IX-INITIATED COMPLAINTS

The Title IX Coordinator can initiate a complaint. The Title IX Coordinator is not considered the complainant or a party.

EIGHT FACTORS TO CONSIDER

Complainant's
request

Safety
concerns

Risk of
additional acts

Severity of
allegation

Age and
relationship

Scope and
pattern

Evidence

Alternatives to
resolve

What circumstances may warrant the Title IX Coordinator to initiate a complaint?



IF TITLE IX INITIATES A COMPLAINT...

Notify the complainant prior to doing so and appropriately address reasonable concerns about the complainant's safety or the safety of others, including by providing supportive measures.

DISMISSALS

- Must
 - The formal complaint, on its face, does not constitute sexual harassment
 - Not in educational program or activity
 - Not in the United States
- May
 - Complainant withdraws complaint
 - Respondent no longer enrolled
 - Prevented from gathering evidence

INVESTIGATIONS "MUSTS"



Provide notice of meetings, time to prepare



Provide an opportunity for the parties to present evidence, including fact witnesses



Allow advisor of choice



Allow reasonable extensions of time

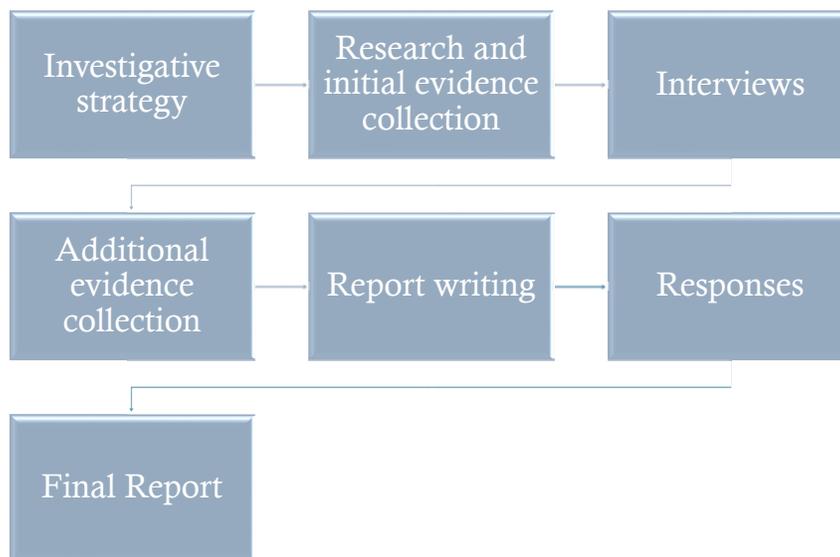


Provide party and advisor access to evidence (2020 - any, 2024 - relevant)



Create an investigative report that summarizes relevant evidence

INVESTIGATION ROAD MAP



LIVE HEARING REQUIREMENTS (2020 TITLE IX REGULATIONS)

Live hearing is required	Decision-maker must be impartial	Advisors are required for questioning	Cross-examination is mandatory	Relevance determinations
<ul style="list-style-type: none"> • Postsecondary institutions must conduct a live hearing before making a responsibility determination. 	<ul style="list-style-type: none"> • The decision-maker cannot be the Title IX Coordinator or investigator. • Must be free from bias or conflict of interest. 	<ul style="list-style-type: none"> • Each party may have an advisor of their choice (including an attorney). • If a party does not have an advisor, the institution must provide one at no cost. 	<ul style="list-style-type: none"> • All cross-examination must be conducted directly, orally, and in real time by the party's advisor. • Parties may not question each other directly. 	<ul style="list-style-type: none"> • The decision-maker must determine whether each question is relevant before it is answered. • The decision-maker must explain any decision to exclude a question.

LIVE HEARING REQUIREMENTS (2020 TITLE IX REGULATIONS) (CONTINUED)

Separate rooms permitted

At the request of either party, the institution must allow the hearing to occur with parties in separate rooms, using technology that enables real-time participation.

Evidence review

The decision-maker must base the determination only on evidence presented at the hearing. All evidence must have been previously shared with the parties for inspection and review.

Recording or transcript required

The institution must create an audio or audiovisual recording, or a transcript, of the hearing. The recording or transcript must be made available to the parties.



WRITTEN DETERMINATION

After the hearing, the decision-maker must issue a written determination including:

- ❖ Allegations
- ❖ Procedural steps taken
- ❖ Findings of fact
- ❖ Conclusions regarding the policy
- ❖ Rationale for the result
- ❖ Sanctions (if any)
- ❖ Remedies (if applicable)
- ❖ Appeal information

BASES FOR APPEAL OF DISMISSAL



Procedural Irregularity



New Evidence



Bias or Conflict of Interest



WHAT POLICY AND PROCEDURE DO YOU USE TO RESOLVE THE FOLLOWING AT YOUR INSTITUTION?

Title IX-student on student

Title IX-employee on student

Non-Title IX-staff member on staff member

Non-Title IX-student on student

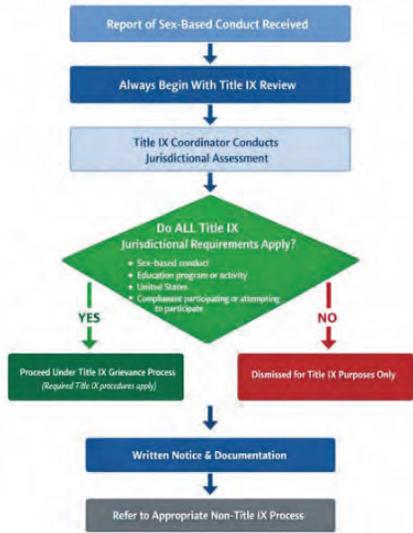
Non-Title IX-faculty member on student

Non-Title IX-student on staff member

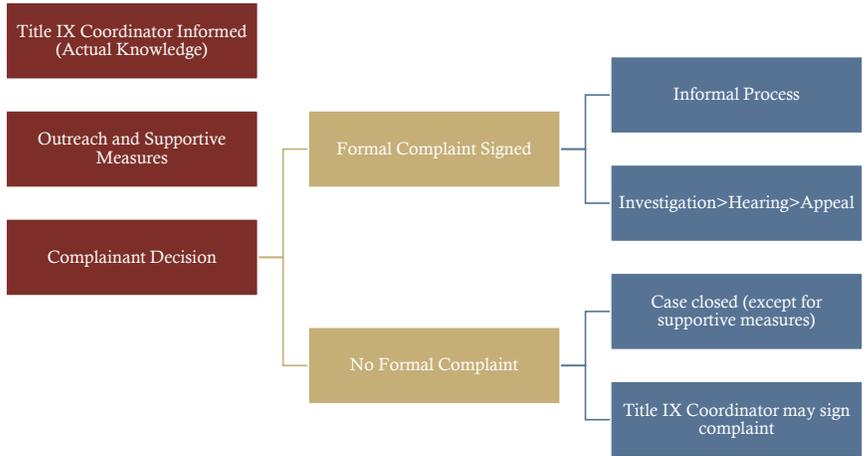
Non-Title IX-student on faculty member

Non-Title IX-staff member on faculty job applicant

Title IX Intake & Jurisdiction Flowchart



Title IX Grievance Process Pathway



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PREGNANCY AND TITLE IX



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Discrimination or harassment on the basis of pregnancy or related conditions is illegal.

It's also not new! It has been a part of Title IX since its passing.



§106.40(a) STATUS GENERALLY

A recipient shall not apply any rule concerning a student's actual or potential parental, family, or marital status which treats students differently on the basis of sex.

§106.40(b) - PREGNANCY AND RELATED CONDITIONS



Voluntary participation in a comparable program



Documentation only if applied for other conditions



Treated in the same manner as other temporary disabilities



Justification for a leave of absence



VOLUNTARY PARTICIPATION

A recipient shall not discriminate against any student or exclude any student from its education program or activity, including any class or extracurricular activity, on the basis of such student's pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom, unless the student requests voluntarily to participate in a separate portion of the program or activity of the recipient.

§106.40(b)(1)



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DOCUMENTATION

A recipient may require such a student to obtain the certification of a physician that the student is physically and emotionally able to continue participation so long as such a certification is required of all students for other physical or emotional conditions requiring the attention of a physician.

§106.40(b)(2)

55



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TREATED IN THE SAME MANNER AS OTHER TEMPORARY DISABILITIES

A recipient shall treat pregnancy, childbirth, false pregnancy, termination of pregnancy and recovery therefrom in the same manner and under the same policies as any other temporary disability with respect to any medical or hospital benefit, service, plan or policy which such recipient administers, operates, offers, or participates in with respect to students admitted to the recipient's educational program or activity.

§106.40(b)(4)

56

JUSTIFICATION FOR LEAVE OF ABSENCE

In the case of a recipient which does not maintain a leave policy for its students, or in the case of a student who does not otherwise qualify for leave under such a policy, a recipient shall treat pregnancy, childbirth, false pregnancy, termination of pregnancy and recovery therefrom as a justification for a leave of absence for so long a period of time as is deemed medically necessary by the student's physician, at the conclusion of which the student shall be reinstated to the status which she held when the leave began.

§106.40(b)(5)

57



LACTATION UNDER TITLE IX

A School MUST:

- Provide reasonable break time to express milk
- Provide private, free from intrusion, non-bathroom lactation space
- Offer academic and workplace flexibility (attendance, deadlines, scheduling)
- Ensure accommodations are timely, effective, and non-punitive

Prohibited Practices

- Treating lactation as discretionary or informal
- Requiring unnecessary medical documentation
- Penalizing participation, performance, or progress
- Retaliating against individuals requesting support



PREGNANT STUDENT

A 22-year-old student in an allied health sciences program at a NC community college notifies her program coordinator that she is 28-weeks pregnant and will need to occasionally miss class due to routine prenatal appointments and will require a brief medical leave later in the semester to give birth.

The program director informs the student that clinical placements require full, continuous attendance and that the program cannot accommodate leaves or modified schedules. She is also told that failure to miss class will result in her receiving a zero for 10% of her grade due to “missing class participation.”

Shortly afterward the learner is told she cannot continue the clinical placement and is removed from her cohort.

Is this discrimination on the basis of pregnancy?

KEY LEGAL ISSUES & REMEDIES



Pregnancy and related conditions are protected under Title IX

- OCR considers pregnancy, childbirth, and related medical conditions protected statuses in all federally funded education programs.

Institutions must provide reasonable modifications

- OCR requires schools to make reasonable academic and programmatic adjustments for pregnant students comparable to those provided for other temporary medical conditions.
- The institution did not engage in an individualized assessment or consider alternatives.

Pregnancy-related absences must be excused

- OCR guidance states that absences due to pregnancy or related medical conditions must be treated as medically excused.
- Penalizing participation grades for pregnancy-related absences violates Title IX.

Policies cannot be applied in a discriminatory manner

- OCR finds Title IX violations where blanket attendance or clinical policies disproportionately exclude pregnant students.
- Program requirements do not override federal civil rights obligations.

Exclusion from a program is prohibited

- OCR prohibits removing, excluding, or forcing a pregnant student to withdraw from a program or clinical placement because of pregnancy or the need for medical leave.
- Removing the student from her cohort constitutes an adverse action based on pregnancy.

RECOMMENDED INSTITUTIONAL REMEDIES AND STEPS



- Immediately reinstate student to her cohort or an equivalent placement while assessing reasonable accommodations.
- Offer individualized accommodations: temporary modified schedules, make-up clinical hours, flexible leave options, remote coursework where clinically appropriate, and assignment of an academic case manager.
- Provide academic and financial supports: counseling, disability or leave paperwork assistance, pro-rated tuition adjustments if removed in error, and referral to campus/student services.
- Conduct prompt review of the program’s attendance and accommodation policies; suspend any blanket exclusion based on pregnancy.
- Train staff and faculty on pregnancy discrimination protections and the requirement to engage in individualized, documented accommodation processes.
- Document all communications, accommodations offered, and the institution’s reasoned determinations to show compliance.

Situation	May a Doctor’s Note Be Required?	Title IX–Guidance
Pregnancy, childbirth, or lactation accommodations (general)	NO (generally)	Schools must provide reasonable modifications without requiring medical documentation unless narrowly necessary to determine the accommodation.
Routine lactation needs (break time, private space)	NO	Lactation is a protected condition; documentation requirements may create an unlawful barrier.
Short-term absences related to pregnancy or childbirth	NO (in most cases)	Absences must be excused for the period deemed medically necessary. Schools may not require documentation unless they do so uniformly for all comparable medical absences.
Pregnancy-related absences exceeding standard leave limits	YES, if applied uniformly	Neutral leave policies may be applied, including documentation, only if required for other temporary medical conditions and paired with a meaningful opportunity to return to the same academic status.
Temporary academic flexibility (deadlines, attendance adjustments)	NO	Flexibility must be granted without unnecessary documentation barriers.
Non-Title IX disability accommodations (ADA/504)	YES (often appropriate)	Documentation may be required under disability processes, not Title IX.
Safety-sensitive roles or clinical placements	LIMITED / CASE-BY-CASE	Documentation may be requested only when directly related to essential requirements and applied consistently.
Extended leave unrelated to pregnancy or lactation	YES	Standard institutional policies apply.
Suspected misuse or conflicting accommodation requests	RARE/LAST RESORT	Documentation should not be the default; consult Title IX and legal counsel before requesting.

Title IX Coordinator Track – Course Overview



Title IX Investigator Track

-  Tier 1: Sex-Based Harassment Investigations
-  Tier 2: Dating/Domestic Violence & Stalking (DVDVS) Investigations
-  Tier 3: Case Study & Simulations
-  Tier 4: Statement Analysis
-  Tier 5: Report Writing
-  Tier 6: Technology & Investigations
-  Tier 7: Violence Against Men

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NACCOP Title IX & Equity Alliance

The Alliance is a dedicated affinity group through which Title IX and Equity Professionals, and the practitioners who support and/or supervise them, can benefit from NACCOP's expertise in complying with the Clery Act, Title IX, and other civil rights laws that affect their work.

BENEFITS OF JOINING THE ALLIANCE

- **Access to NACCOP's annual 9 on IX webinar series at no additional cost (a \$710 value)**
 - These 60-minute succinct webinars will offer legal insight and practical guidance on Title IX topics from experts who have served or are currently serving as active practitioners on college and university campuses.
- **Alliance-Exclusive Professional Development Opportunities such as the Title IX & Equity Open House Discussion Series**
 - An Alliance-exclusive virtual open house will be held bi-monthly (every other month, 6 sessions annually) to engage with experts from NACCOP's partner organization, D. Stafford & Associates, as well as other invited guests, to discuss current trends and issues. Each open house will focus on a specific topic for discussion and participants will be encouraged to engage in the conversation.
- **Access to Alliance-Exclusive Whitepapers regarding Title VI, VII, and IX**
- **Connect and collaborate with other Title IX and Equity Professionals via an Alliance-restricted Listserv**
- **Discounted Professional Development Opportunities**
 - Coffee and Conversations webinar series and individual webinars focused on Title IX & Equity compliance issues
- **A 50% discount on the Title IX Notice Document Library developed by NACCOP's Partner Organization, D. Stafford & Associates (a \$335 value)**

Join the Alliance

Eligible individuals must have Institutional, Professional, or Committee Membership with NACCOP.

Cost: \$425 for 1 year subscription

(The first year of enrollment will be pro-rated to match the NACCOP membership expiration date.)

Request to Join: <https://naccop.memberclicks.net/join-the-alliance>

Questions? Contact us at info@naccop.org or 302-344-1068.



ENHANCE YOUR KNOWLEDGE. PROTECT YOUR CAMPUS.

D. Stafford & Associates Services

- Clery Act Services: Independent Reviews of Clery Compliance, ASR Reviews, Training at Individual Campuses, and Assistance with Department of Education Audits
- Drug-Free Schools and Communities Act (DFSCA) Services: Review of Drug and Alcohol Abuse Prevention Program (DAAPP), DAAPP Disclosure Process, and Biennial Review
- Campus Police/Public Safety/ Security Management Studies and Organizational Assessments
- Arming Assessments
- Physical Security and Vulnerability/ Threat Assessments
- Expert Witness and Litigation Consultation
- Accreditation Assessments and Planning
- Behavioral Intervention Team/ Threat Assessment Team Procedure Assessments and Training
- Active Shooter Training for Armed and Unarmed Agencies
- Title IX Services: Sexual Misconduct Policy Review or Development, Training at Individual Campuses, and Assistance with Office for Civil Rights Investigations
- Independent Civil Rights (Title IX) Investigations of Alleged Sexual Misconduct/Harassment
- Executive Searches for Chiefs and Directors of Campus Police/Public Safety Agencies
- Searches for Clery Compliance Officer/ Director and Title IX Coordinator positions
- Interim Chief/Director Placement
- Part-Time Clery Compliance Consultant Service (DSA can provide a team member to serve as the CCO for your Institution)
- Community Policing and Sexual Assault Program Assessment and Training
- Emergency Response Training & Exercises
- Procedural Justice Assessments (www.campusproceduraljustice.com)

D. Stafford & Associates National Training Classes

- D. Stafford & Associates (DSA) Clery Act Compliance Training Academy (5 days)
 - DSA Advanced Clery Act Compliance Training Academy: Practical Application
 - Title IX Coordinator Classes—Multiple Tiers
 - Title IX Investigator Classes—Multiple Tiers
 - Behavioral Intervention/Threat Assessment Team Training
 - Behavioral Intervention/Threat Assessment Chair Training
-  DSA offers several training classes and other consulting services for Canadian institutions of higher education. Visit the Canadian Services Tab of the DSA website for more information.

Visit www.dstaffordandassociates.com
For additional information about DSA Services and/or Classes



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DSA TRAINING CLASSES

TIER 1: CLERY ACT COMPLIANCE TRAINING ACADEMY

This 5 day training academy is designed to be a comprehensive and intensive training experience. The Academy addresses all statutory and regulatory requirements of the Clery Act (including relevant sub-regulatory guidance provided by the U.S. Department of Education). The training academy experience will benefit individuals who have not had previous Clery Act training, as we start with the basics and work into more advanced concepts. The academy will also benefit those who want to enhance their knowledge of the law. The academy includes a significant amount of training in classifying crimes according to Clery Act definitions and standards. The academy features interactive instruction; group exercises; and use of an electronic testing system to reinforce the concepts learned. Each attendee is provided with electronic access to numerous forms and documents that will assist each attendee in developing a system for compliance at their institution.

BEHAVIORAL INTERVENTION/THREAT ASSESSMENT CLASSES

DSA offers two Behavioral Intervention Team (BIT)/Threat Assessment Team (TAT) Classes: one for BIT/TAT team members, and one for the chairperson of these teams.

To learn more about any DSA class, visit www.dstaffordandassociates.com/training



TIER 2: ADVANCED CLERY ACT COMPLIANCE TRAINING ACADEMY: PRACTICAL APPLICATION

This training program provides an opportunity for attendees to build upon the foundation provided in the DSA Clery Act Compliance Training Academy through a combination of instruction, discussion, and group-based learning activities that explore how to practically apply relevant laws and ED guidance to some of the most vexing issues facing practitioners. Our Clery Academy Graduates love this class.

This experience is designed to be interactive, with attendees participating in group analysis and exercises throughout the class. Participants will be able to assess their ability to competently apply the law to specific scenarios and problems while evaluating pertinent operating procedures and practices that relate to complying with the Clery Act.

The class size is limited to 35 attendees to allow for a significant amount of interactive discussion and group exercises. Attendees must have successfully completed the DSA Clery Act Compliance Training Academy to be eligible to attend.

TITLE IX COORDINATOR AND INVESTIGATOR CLASSES

DSA offers a Title IX Coordinator track and a Title IX Investigator track with several Tiers (classes) in each track. Attendees can enroll in any classes that will assist them in performing their Title IX-related duties.

The DSA Title IX team has trained over 10,000 Title IX Coordinators, Investigators, Hearing Officers, and Advisors across the country and is well-known for delving into the practical application of Title IX. The DSA team is comprised of seasoned practitioners, and all have served as Title IX Coordinators/Deputy Coordinators and Investigators for institutions of higher education. As changes to the required processes are made by the Office for Civil Rights, those changes are immediately incorporated into all relevant DSA classes.

NACCOP

CLERY COMPLIANCE OFFICER CERTIFICATION PROGRAM

NACCOP offers a Clery Compliance Officer Certification Program (CCO Certification Program) for eligible employees of colleges and universities who want to benefit from NACCOP's unmatched practical expertise in leading and managing Clery.

The CCO Certification Program will provide participants with the opportunity to immerse themselves in a comprehensive professional development program that leads to a professional credential from the only association serving the needs of Clery compliance officers and professionals.

NACCOP FOUNDATIONS OF THE CLERY ACT CLASS

This 2 day training will provide a basic overview of the requirements of the Clery Act and is suited for people who are new to the Clery Act as well as those who have previously attended Clery Act training, as we continually update the curriculum to include new information received from the U.S. Department of Education based on our questions about practical application of the regulations and handbook.



To learn more about any of these NACCOP classes/programs, visit: www.naccop.org

NACCOP ONLINE VAWA ADJUDICATOR TRAINING PROGRAM

Officials involved in adjudicating student conduct and employee violations involving incidents of dating violence, domestic violence, sexual assault, and stalking are required to receive annual training. This program, developed by the National Association of Clery Compliance Officers and Professionals (NACCOP) will allow for these officials to participate in a low-cost, convenient training program to meet this requirement.

This online, self-paced training program provides participants with an affordable, convenient way to meet the VAWA annual training requirement. Institutions can purchase the training for several hundred dollars for up to 20 learners.