## **TRAINING IN TITLE IX AND CLERY ACT AT LIBI**

## **TITLE IX COORDINATORS’ TRAINING**

The **Title IX Coordinators** at **Long Island Business Institute** attended extensive training on both the ***Title IX*** and ***Clery Act*** regulations. This training, in several distributed formats which included online courses, webinars, internal and external facilitations, allowed for diverse viewpoints from subject matter experts on sexual harassment and other reportable crimes. With major changes to Title IX and the Clery Act in 2020, it is vital for Title IX Coordinators to keep abreast of, and to follow, the necessary steps to lead a non-biased investigation complaint made by a student and/or an employee of LIBI. The Title IX Coordinators work in conjunction with the newly defined roles of Investigator, Advisor, Decision-Maker, and Informal Resolution Facilitator.

LIBI employees participated in the online course, ***Harassment Training***, sponsored by **HRdirect smart apps** from **July 15 – August 14, 2020**. The training included up to 6 Modules related to sexual harassment prevention, an annual compliance requirement under Title IX:

1. Understanding Harassment
2. Examples of Harassment
3. Special Considerations for Sexual Harassment
4. Your Responsibility & Reporting
5. Diversity & Inclusion
6. Additional Manager Obligations (*required for manager-level*)

The Module trainings were voice-activated and ran anywhere from 11-minutes to 21-minutes in length, totaling 105 minutes. Each addressed the types of issues employees may experience or be witness to while in a workplace setting. As each Module was a stand-alone, the training could be taken out of sequence. There was a Quiz at the close of each Module to review for understanding. This course was an invaluable reference for LIBI employees.

The following matrix, by format, sponsor, and event, represents the training attended by LIBI’s Title IX Coordinators and/or employees from August 2019 through August 2020.

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| **Training in Title IX and Clery Act at LIBI** |
| **OnlineCourses** | **Webinars** | **In-HouseFacilitator** | **Off-SiteFacilitators** | **Sponsor** | **Event** |
|   | þ |   |   | Clery Center | Kristen's Krusade Film Launch: Then Everything Changed |
|   | þ |   |   | i-Sight | Sexual Harassment Investigations in the News: Lessons Learned from a Year of Upheaval |
| þ |   |   |   | emPower Solutions | Campus Security Authority |
| þ |   |   |   | emPower Solutions | The Clery Act |
| þ |   |   |   | emPower Solutions | Title IX - Employees |
|   |   | þ |   | Mayor's Office to End Domestic andGender-Based Violence | Intimate Partner Violence 101 |
|   |   |   | þ | New York UniversityAllied UniversalClery CenterU.S. Department of Education | NYC Regional Clery Compliance Symposium |
|   | þ |   |   | BrightTALK | Define the Line: How to Help Eliminate Workplace Harassment |
| þ |   |   |   | emPower Solutions | Sexual Harassment Prevention |
|   | þ |   |   | Duane Morris Institute | The New Role of the Title IX Coordinator |
| þ |   |   |   | ProTrainings | Sexual Harassment Training |
|   | þ |   |   | NYC Commission on Human Rights | Anti-Sexual Harassment Training: Tools and strategies to create a harassment-free workplace (*annual*) |
|   | þ |   |   | Campus Safety Online Summit | Accounting for the Other: Examining Clery Act Emergency Notification Policies in Light of COVID-19 Response |
| þ |   |   |   | Clery Center | Jeanne Clery Act Compliance: A Collaborative Team Approach |
|   | þ |   |   | Duane Morris Institute | Preparing for the Implementation of the New Title IX Final Rule: The Investigator and Advisor |
|   | þ |   |   | Husch Blackwell | Clery in Light of COVID-19: What will change, and what will stay the same? |
|  | þ |   |   | Duane Morris Institute | Title IX Decision-Maker and Informal Resolution Facilitator |
| þ |   |   |   | HRdirect smart apps | Harassment Training (*annual*) |