



EMORY
UNIVERSITY

EMORY DEPARTMENT OF TITLE IX: DEPUTY TITLE IX COORDINATORS TRAINING

July 16, 2026



Learning Objectives:

- Department of Title IX (DTIX) Introductions and Updates
- Emory University Sex and Gender-based Harassment & Discrimination, Policy 8.2
- My Role as a Deputy
- DTIX Resolution Processes Overview
- Federal Title IX Update
- Scenario Practice
- Ask a Title IX Coordinator: Questions & Answers Portion

Emory Title IX Team



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Content Warning:
*The following presentation includes references
to sexual misconduct, sexual assault, and other
uncomfortable topics.*

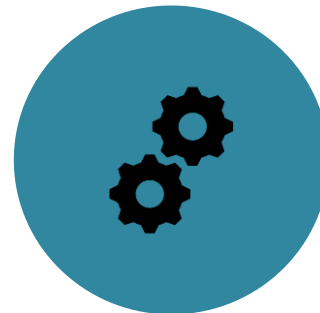


Emory Policy 8.2 – Sex and Gender-Based Harassment and Discrimination Policy

What is Title IX?



Protects individuals from discrimination based on sex in education programs or activities that receive federal financial assistance.



Sexual harassment, sexual violence, dating violence, domestic violence or stalking.



Requires a prompt and timely response by institutions that receive federal financial aid (title IV funds)



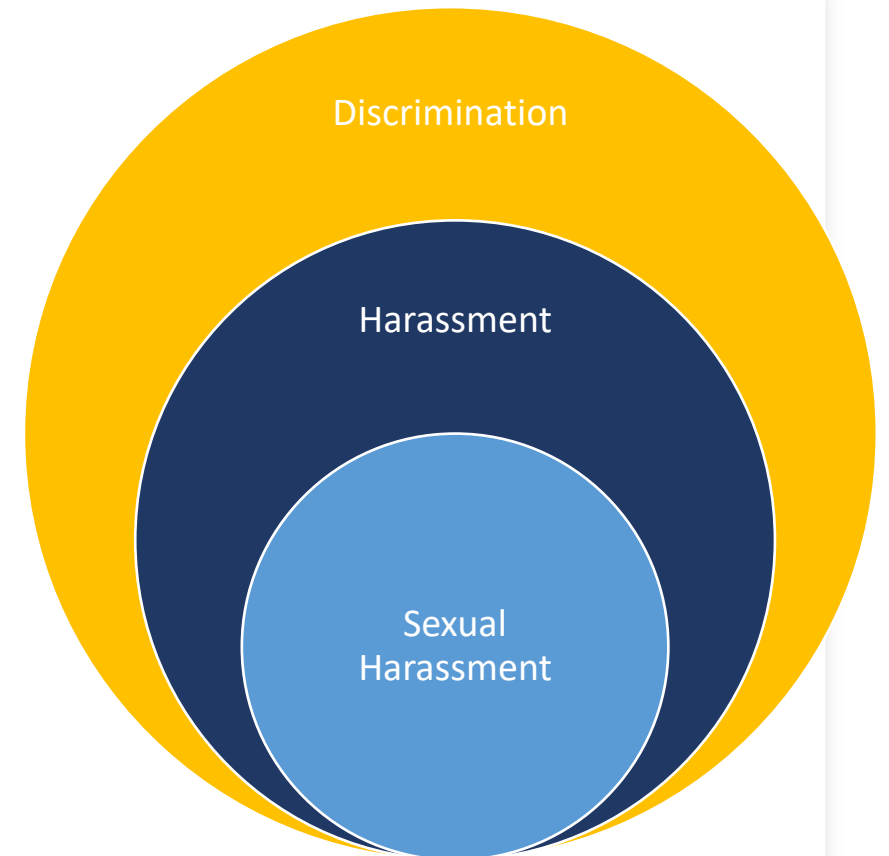
Emory Policy 8.2:

Emory cannot and will not tolerate discrimination against or harassment of any individual or group based upon race, sex, color, religion, ethnic or national origin, genetic information, age, disability, sexual orientation, gender identity, gender expression, veteran's status, or any factor that is a prohibited consideration under applicable law. The university recognizes its responsibility to increase awareness of sex discrimination, prevent its occurrence, and diligently investigate reports of misconduct.



What Does DTIX Cover?

- ▶ Sex/Gender-Based Discrimination
- ▶ Sexual Harassment
 - ▶ Hostile Environment
 - ▶ Quid Pro Quo
 - ▶ Sexual Assault
- ▶ Non-Consensual Sexual Contact/Intercourse
- ▶ Sexual Exploitation
- ▶ Dating/Domestic Violence
- ▶ Stalking
- ▶ Pregnancy/Parenting





Title IX Misconduct

- Within the United States
- Within a university program or activity
- Incident type:
 - Quid pro quo sexual harassment by employees
 - Sexual harassment that is severe and pervasive
 - Sexual assault
 - Dating violence or domestic violence
 - Stalking on the basis of sex

Prohibited Conduct/ Sexual Misconduct

- Includes study abroad
- Includes off-campus behavior that poses a campus threat or creates a hostile environment
- Incident type:
 - Non-consensual sexual contact/intercourse
 - Sexual exploitation
 - Assisting in prohibited conduct
 - Retaliation
 - Violation of protective measure
 - Gender-based harassment
 - Other forms of sexual harassment not covered by Title IX



Scope

“Education program or activity” is:

All operations of the institution, including “locations, events, or circumstances over which the recipient exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and . . . any building owned or controlled by a student organization that is officially recognized by a postsecondary institution.”

Applies to employees, including employee-on-employee conduct

What does it mean to be a Deputy TIXC?

What is a Deputy Title IX Coordinator

Deputy Coordinators are individuals designated by an institution to assist with the management and implementation of population-specific compliance strategies and programs.



What does this look like in your perspective colleges? How does it differ from the role of TIXC?

What does this mean for you?

In your position, you are classified as a Responsible Employee.



Point person for your school's faculty, staff and students for Title IX issues.
Serve as the school's liaison to the Department of Title IX.



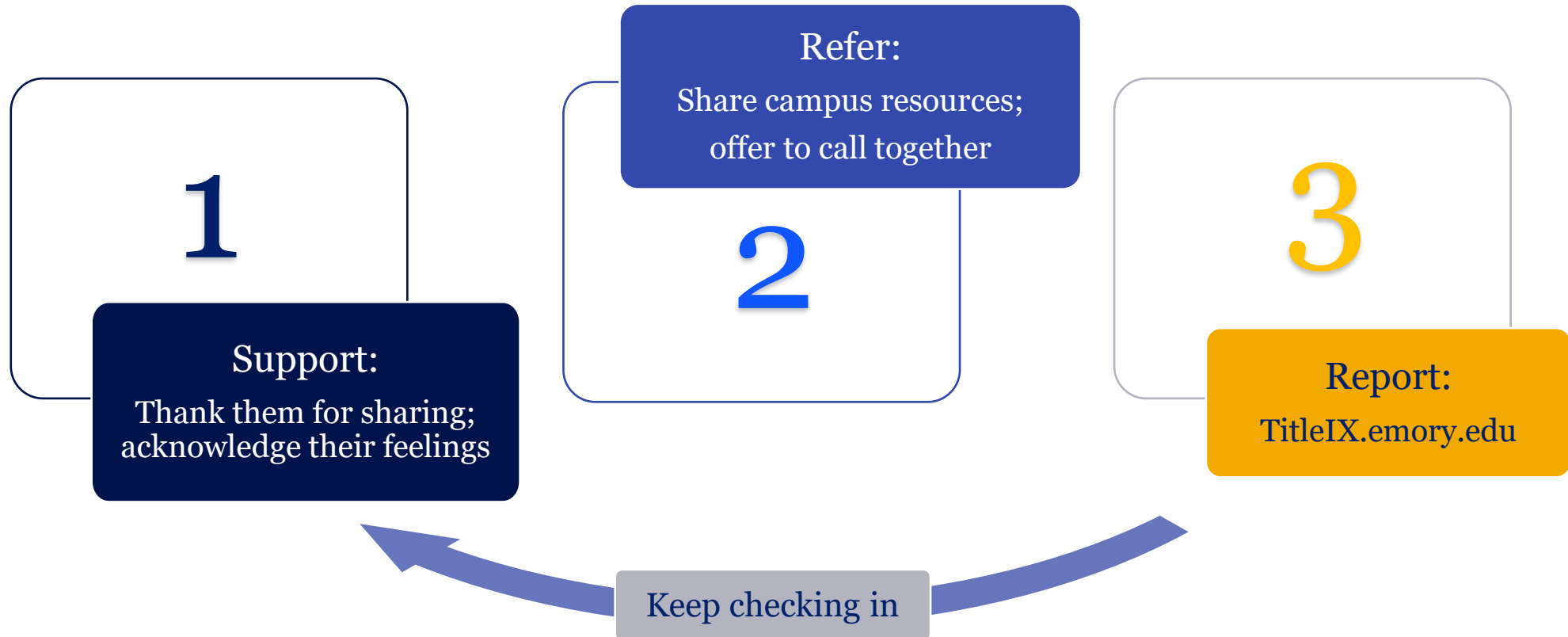
Serve as a resource to parties.

- Basic understanding of stages of the Title IX process from investigation through appeal.
 - Understand various on-campus resources available to Complainants and Respondents.
- 

Serve as a resource to faculty and staff members as it relates to short-term academic accommodations or other supportive measures, how to report sexual misconduct involving students, and their role as mandatory reporters of sexual misconduct.



Support – Refer – Report



Title IX | Emory University | Atlanta

equityandcompliance.emory.edu/title-ix/

HOMEABOUT USEQUITY AND CIVIL RIGHTS COMPLIANCE**TITLE IX**ACCESSIBILITY SERVICESRESOURCESQUICK ESCAPE

Title IX

FILE A REPORT

If you would like to file a report of sexual misconduct, please click the "FILE A REPORT" button above. You will be redirected to an online reporting form. The Department of Title IX will receive your form upon submission and will contact the impacted party to discuss resources, supportive measures, and the complaint process.

REQUEST PREGNANCY ACCOMMODATION

If you would like to request an accommodation for a pregnancy or pregnancy-related condition, please click the "REQUEST PREGNANCY ACCOMMODATION" button above. You will be redirected to an online reporting form. Once at the reporting form, please select "Pregnancy Accommodations" for the report type.

TITLE IX

FILE A REPORT

REPORTING AND FAQs

SEX AND GENDER-BASED HARASSMENT AND DISCRIMINATION POLICY

PREGNANCY NON-DISCRIMINATION POLICIES

SEXUAL MISCONDUCT RESOURCES

TITLE IX PROCESS

TRAINING

STAFF DIRECTORY

Additional Responsibilities

- DTIX is not a crisis resource
 - Call Emory Police Department in an emergency or to make a police report
 - Refer Atlanta students to Office of the Respect 24/7
- You are also a Campus Security Authority with a separate duty to report at clery.emory.edu
- You may also refer a case to the Threat Assessment Team

Privacy vs. Confidentiality

Private resources: advisors
in ASC, Title IX Deputies,
other staff

Confidential resources:
Counselors in CAPS/CCS,
Chaplain in ORSL, Office
of Respect (ATL), FSAP

Knowing the difference is
important. Responsible
employees (mandated
reporters) are federally
required to report if/when
someone reports a Title IX
related matter



Expectations and Bias

- Any individual designated as a Title IX Coordinator, investigator, decision-maker, or to facilitate an informal resolution process, must “not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.” §106.45(b)(1)(iii)
- But not advisors. . .
 - The final regulations impose no prohibition of conflict of interest or bias for advisors



Helping Community Members Understand Rights

- Prompt, fair, reliable, and equitable procedures, consistent with university policies
- Process conducted by officials without conflict of interest or bias
- Resources and supportive measures, such as a MNCOs (mutual no contact orders) or changing academic, employment, or living situations. Access is independent of investigation status.
- To have an advisor of choice attend all related meetings, including hearings
- Timely notice of all meetings plus periodic status updates
- To have made available, upon request, any information or evidence
- Preponderance of the evidence standard
- To receive notice of the outcome in writing (including the rationale for the outcome)
- To appeal the outcome and/or disciplinary sanctions
- No retaliation or intimidation for participating

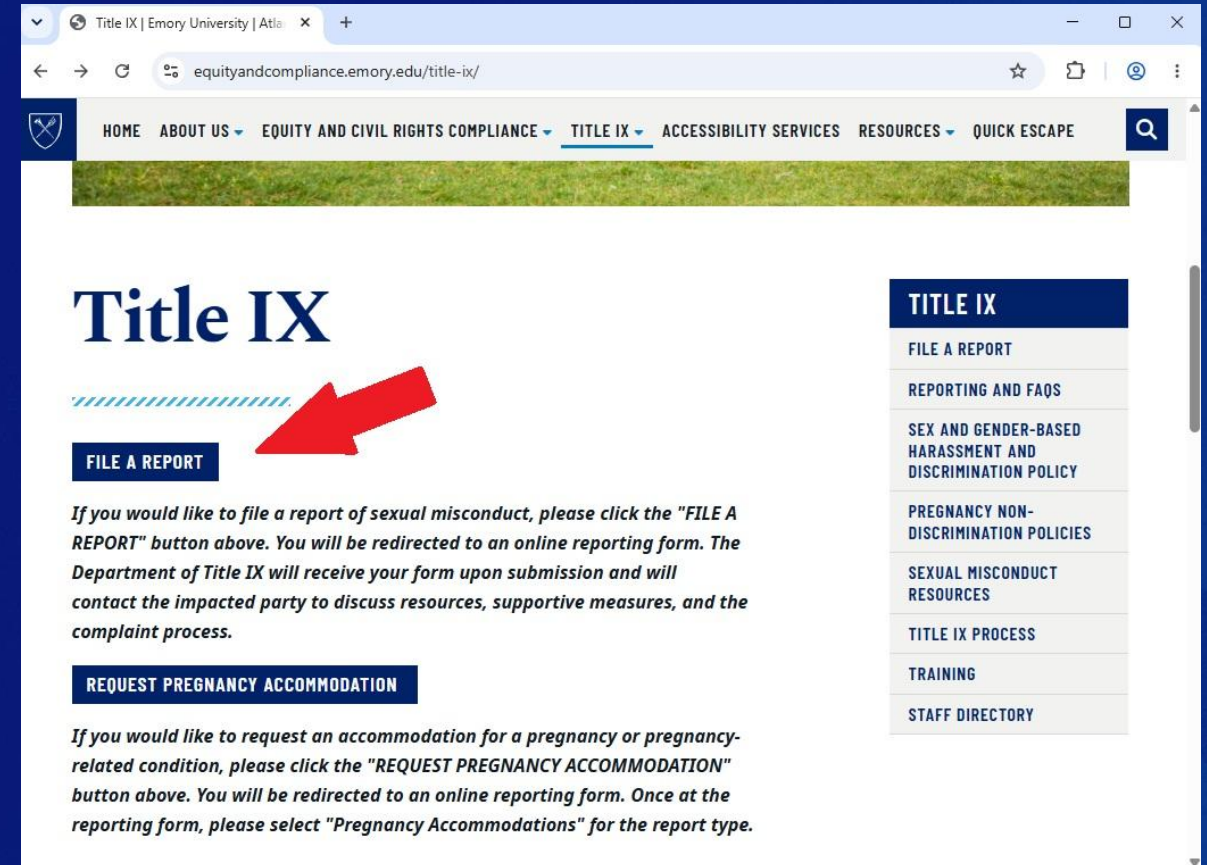
Pregnancy and Parenting



- See Policy 8.21 (employees), 8.22 (students), 4.91 (lactation support)
- See also Pregnant Workers Fairness Act (PWFA)
- Covers pregnancy and related conditions (childbirth, pregnancy termination, related medical issues, recovery, etc.)
- Not a disability, but may overlap with DAS
- Documentation may or may not be necessary

Pregnancy and Parenting

- Pregnant people who need accommodations should complete the form on the Title IX website
- Reasonable accommodations that do not cause undue hardship for the program:
 - Extra breaks to drink water, eat, rest, use the restroom, etc.
 - Change of equipment, workstation, dress code, etc.
 - Temporary change in duties
 - Leave of absence or leave for appointments
 - Telework
- An interactive and possibly ongoing process



The Title IX Process

What happens after a report is made?

- Department of Title IX (DTIX) outreach to affected party or parties
- Outreach includes information about:
 - The Department of Title IX
 - Available resources
 - Supportive measures
- Meeting with the Department of Title IX.
- Outreach does not mean that an investigation is automatically opened.
- Complainants drive the Title IX process, and DTIX will proceed with a Formal Complaint/investigation only in rare circumstances.
- Students may decline to meet with the Department of Title IX.



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Meeting with DTIX

- If parties agree to meet with the Department of Title IX, they may have a support person and a Title IX advisor present for all meetings.
- Complainants may access resources and supportive measures without filing a Formal Complaint or sharing additional information about their experience.
- During the meeting, DTIX will discuss the Formal Complaint process with the affected student:
 - Filing a Formal Complaint, Investigation, Hearing or Alternative Resolution, Appeal



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DTIX Administrative Resolution Processes

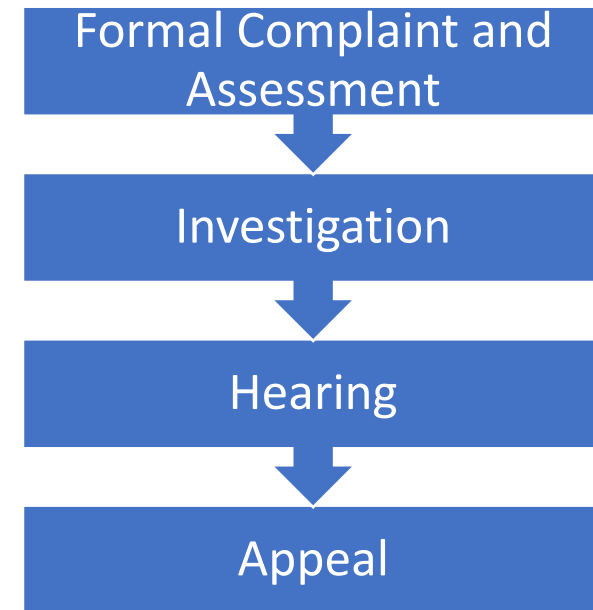
Informal



Prohibited Conduct (appendix B)



Title IX (appendix A)



Supportive Measures

Individualized, non-punitive, personalized services or support designed to prevent or remedy the effects of sex-based discrimination or harassment

Available with or without a formal complaint

Examples: Counseling services, academic or housing accommodations, modification of work or class schedule/location, safety escort, no-contact orders, residential changes



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Resources

- **CAPS**
- **FSAP**
- **Office of Religious & Spiritual Life**
- **Student Health Services**
- **Ombuds**
- Advising Support Center
- Student Case Management and Intervention Services
- Campus Police
- Residential Education and Services (RES)
- Title IX Deputies

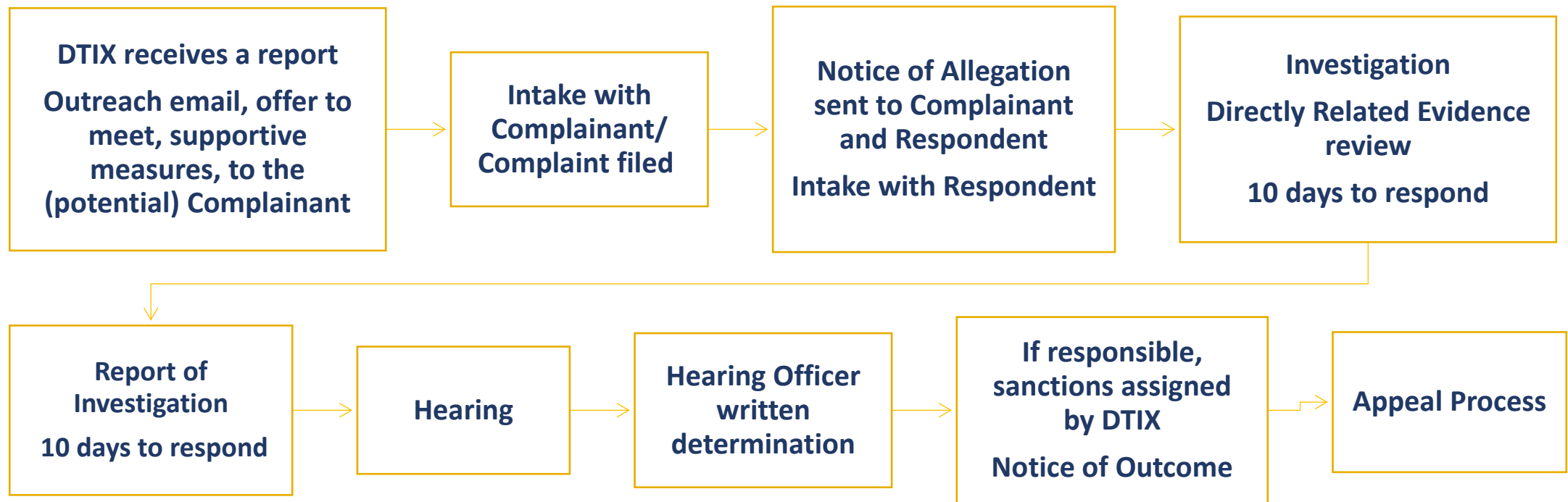
Confidential resources



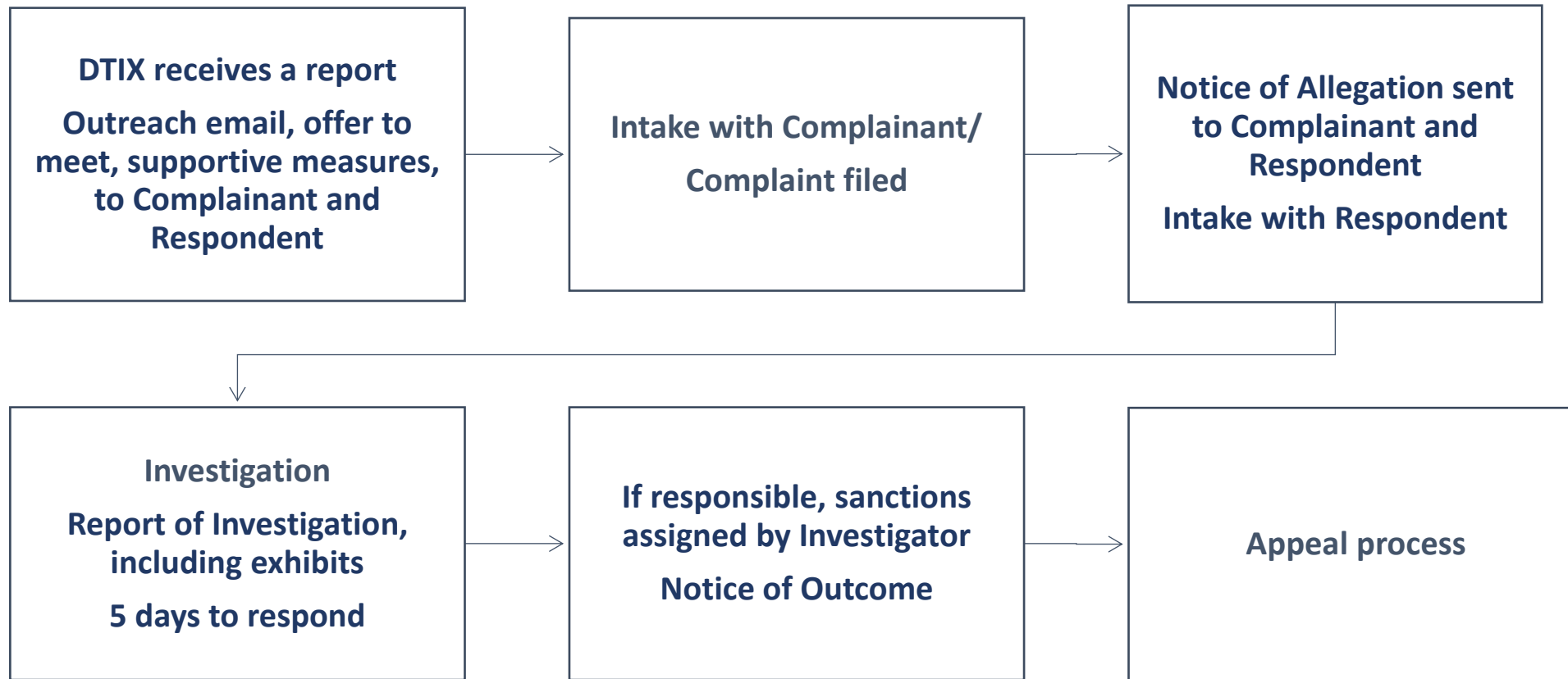
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Detailed Formal Administration Resolution Process (Appendix A)



Detailed Formal Administration Resolution Process (Appendix B)





Sanctions

RECOMMENDED SANCTIONS FOR STUDENTS

- Revocation of Degree
- Revocation of Alumni Privileges
- Expulsion
- Suspension
- Disciplinary Probation
- Removal from Student Housing and/or University premises
- Dismissal from University Employment
- Successful completion of educational training programs
- Loss of University privileges
- Community Service
- Counseling or Mentoring

RECOMMENDED SANCTIONS FOR EMPLOYEES

- Apology or Reprimand
- Remedial Training
- Workplace Restriction
- Denial of Promotion, Merit Pay Increase, or Other Benefit
- Reassignment
- Suspension
- Separation



Gounds for an Appeal

APPENDIX A

Both parties have the right to appeal on the following bases:

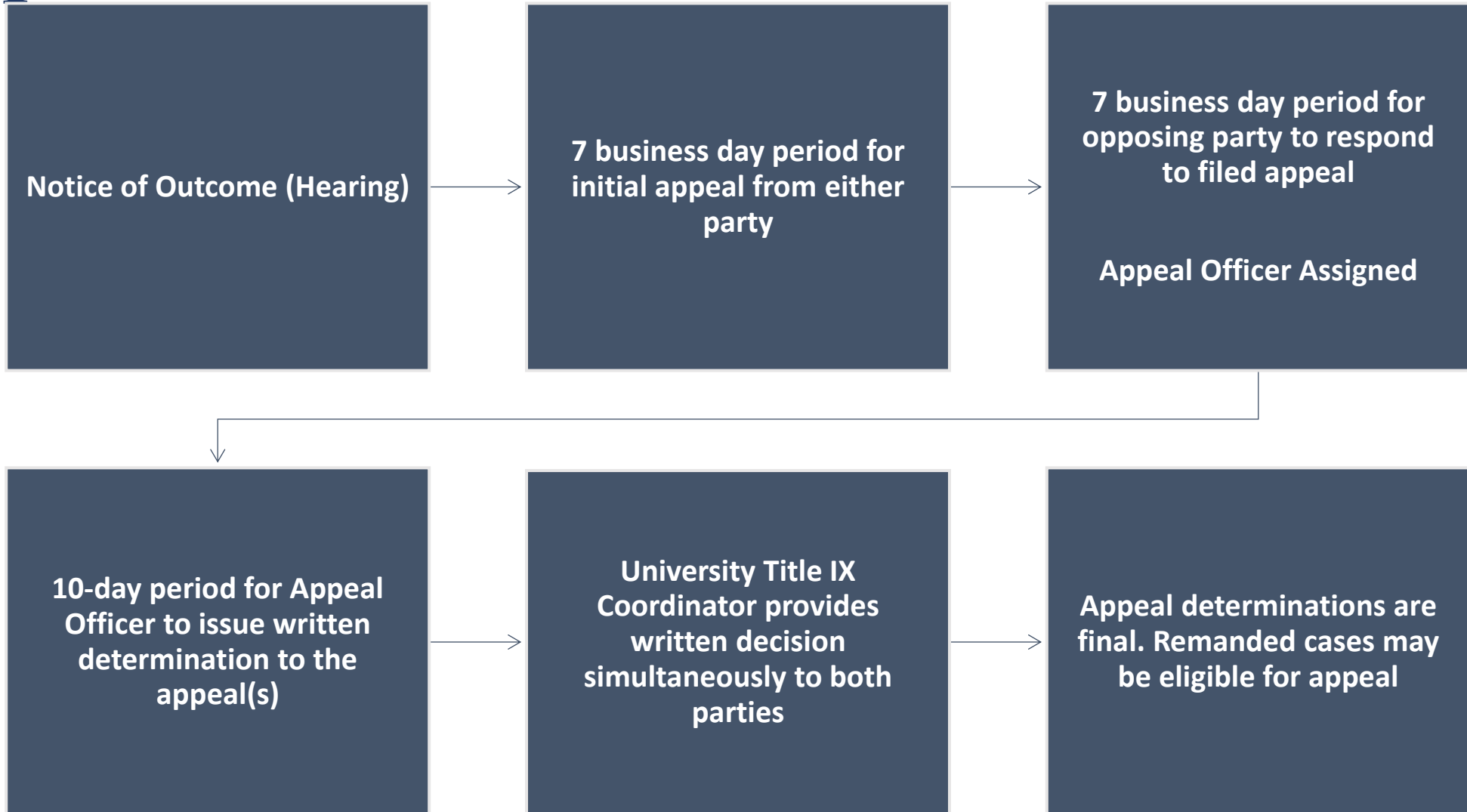
- **Procedural irregularity** that affected the outcome of the matter, which may include, but is not limited to, failure to objectively evaluate all relevant evidence.
- **New evidence** that was not reasonably available at the time.
- The Title IX Coordinator, investigator(s) or decision-maker(s) had a **conflict of interest or bias** for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

APPENDIX B

Both parties have the right to appeal on the following bases:

- To consider **new information** not known or knowable to the appealing party during the investigation.
- To allege a significant **procedural error** that may have substantially impacted the fairness of the investigation, the decision, and/or the sanction.
- To allege that the **sanction imposed is overly excessive or insufficient** based upon the weight of the information.

Appellate Process



Federal Title IX Update



In the News

- This year, Title IX was amended to define “sex” as “an individual’s immutable biological classification as either male or female.”
- On June 30, 2026, U.S. Supreme Court ruled 6-3 that states can prohibit transgender women from competing on women’s sports teams.
 - Based on the definition of sex above. Excludes gender identity.
 - Emory follows NCAA policy and therefore changes are not needed here.

Scenario Practice



Scenario #1

- A faculty member, Dr. Lee, approaches you to discuss a matter with a student, Ambrosia. Dr. Lee states, “Ambrosia wants to switch to another lab section because a student in her lab sexually assaulted her last year. She told me a lot more about what happened and identified the other student. I promised to keep it confidential. I know what a big deal these cases can become, so before you ask me to file a report, I’m not going to do that. Can we just help her switch and keep this quiet?”
- **What would you say to Dr. Lee? Support-Refer-Report**
- **How would you explain the Title IX reporting process?**
- **How would you address the lab request?**
- **What additional steps will you take after the conversation?**





Scenario #2

- Six graduate students and a few professors are away in Chicago for a week for a big annual conference. On Saturday, Diego discloses that he recently broke up with Casey who now keeps knocking on his hotel room door to insist they talk about the breakup. Diego is scared of Casey, wants no contact, and wants to be left alone so he can participate in the conference.
- **What would you say to Diego? Support-Refer-Report**
- **Where will you refer Diego?**
- **How would you address the MNCO request during the weekend?**
- **What additional steps will you take after the conversation?**





Scenario #3

- Priya is pregnant and having difficulty keeping up in her clinical program this semester. She has missed some hours due to doctor's appointments and morning sickness. It's hard to be on her feet during the long hours, especially without water or restroom breaks.
- **What would you say to Priya? Support-Refer-Report**
- **Where will you refer Priya?**
- **What documentation is needed?**
- **What accommodations could be offered?**



Contact Information

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