



BIT Orientation Video

Role of Title IX

Presented by: Sandra Schuster, J.D., Partner, TNG

We are often asked about the role the Title IX office or the Title IX coordinator on a behavioral intervention team. Both Title IX and the BIT play an important, but different, role in the safety and support of students and employees. Please use this video and handout to guide your understanding of the role of Title IX on the BIT.

Role on the Team

The Title IX Coordinator or Deputy Coordinator is not a core member of the team. This means that they do not attend every meeting and do not have access to the BIT database. Instead, they serve as a middle circle member and are invited to the meeting when they may have insight into a case or there is an individual on the BIT agenda for which they have relevant information.

In this middle circle member role, they provide consultation to the BIT on matters related to gender-based violence or incidents, information on current cases relevant to the team, and serve as a referral source into the team for students who are engaging in or threatening violence, or who are in need of support.

Recognizing Areas of Expertise

BIT and Title IX each have unique areas of expertise related to individual support and safety. Title IX Coordinators are trained in investigations, hearings, due process, interim measures, and remediation of impact, but not necessarily in violence risk assessment and prevention. BITs, however, are trained in identifying, assessing, and responding to indicators of problematic and/or violent behavior but not necessarily in investigations, hearings, and remediation of impact for sex and gender-based incidents. BITs and Title IX systems need to communicate and rely on each other's areas of expertise.

Overlap of Cases



Given the mission of both bodies to intervene on issues related to safety, there is likely going to be overlap in cases being handled by BIT and Title IX. As such, BIT needs to be well trained in Title IX processes, and the Title IX Coordinator should be well trained in the operations of the BIT. Each entity stays in their lane, but cross-training provides an opportunity for interconnectedness, communication, and referrals. Title IX should refer cases involving incidents of aggression, threats of violence, acts of violence, harm to self, stalking, hazing, vandalism, and substance use to the BIT for assessment and intervention. Similarly, BIT should make referrals to Title IX for any case involving the possibility of sex and gender-based harassment or violence. Communication and cross referrals between BIT and Title IX utilizes the strengths and skill sets of each department, streamlining processes, reducing duplication and removing silos. These processes certainly have overlap and cases are likely to have a Title IX response as well as a BIT response. When the intersection of these two processes is done well, students and employees are better served, and institutions are better protected.