

COORDINATORS MODULE

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1. Coordinator is overly empathetic, biased in favor of the complainant

Thank you for meeting with me today. I heard what happened to you. It's terrible, and I'm so sorry. I want you to know that at this school, we believe women, and we're going to support you through this and take strong disciplinary action. That's the only message the patriarchy understands. Let's talk about how you should draft your formal complaint and who should serve as your advisor. Also, we can provide any support and resources that you ask for, so let's make a list of those items and also determine whether your schedule and/or grades should be adjusted. You're not alone anymore; we're on your side.

2. Coordinator perceives complainant as potential litigant against school

Thank you for meeting with me today. I understand your allegations. Unless and until they are proven, they are only claims, and no disciplinary action can be taken against the alleged respondent, who we presume to be not responsible. The College is acting promptly and appropriately with regard to this situation. The College will consider your wishes when it comes to support, but the final decision remains with the school, and we will not provide any support that we consider unreasonable. It's also important that you know that the College is not obligated to proceed with this matter unless it meets certain legal requirements, which we will now discuss. You have access to the College's Sexual Misconduct Policy and Procedures and should read them because you will be bound by their provisions. Let's review in detail the Policy and Procedures so that you can understand that the limits on what you are entitled to under the rules.

3. Coordinator assumes too much legal knowledge on the part of the complainant

Thank you for meeting with me today. I received notice of the alleged Title IX misconduct against you that now constitutes actual knowledge on my part. We will need to decide today whether your situation meets the criteria for a formal complaint under Title IX and its implementing regulations. As a recipient, we are prohibited from discriminating against persons on the basis of sex under Part 106 and have adopted a grievance process consistent with the requirements of section 106.45. Let's first

talk through the deliberate indifference standard and supportive measures, and then we will move on to jurisdictional requirements and the mandatory and discretionary dismissal analysis. Would you like to request any supportive measures, if so, which ones, and are you participating or attempting to participate in the College's education program and activity, as defined by Title IX, in a manner that makes you eligible to file a formal complaint under Title IX?

4. Dream Coordinator gets it just right

Thank you for coming to meet with me. Your roommate told us you may have been sexually harassed, so I am here to offer you support and information. This office coordinates support across different areas – academic accommodations, safety measures – so we can look at the list of resources to see what might be helpful. I also want to talk to you about your options if you want to pursue disciplinary action. I'll explain how to file a formal complaint, but please know that supportive measures are available to you whether or not you choose to do that. All this information might feel a little overwhelming, but don't worry. You don't have to make any decisions until you're ready. After we talk today, I'll email you some handouts that lay everything out in writing. And we can schedule a follow-up Zoom to answer any questions you have.