



NAVIGATING TITLE VI PROACTIVELY

A Webinar for Higher Education Professionals

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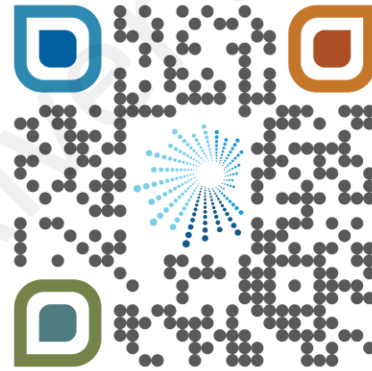
MEET YOUR FACILITATORS



Kateeka Harris
She/her



Jody Shipper
She/her



Andrea Stagg
She/her



Omar Torres
He/Him

AGENDA

● | What is Title VI?

● | Recent OCR Resolution Agreements

● | Overall Best Practices for Title VI Complaints

● | Remedies and Solutions

● | Examples

WHAT IS TITLE VI?

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TITLE VI OVERVIEW

- History of Title VI
 - Race
 - Color
 - National Origin
- Is Religion covered under Title VI?
 - National Origin Discrimination
 - *Citizenship/Residency in a country with dominant religion*
 - Harassment Connected to Actual or Perceived Shared Ancestry (or ethnic characteristics)



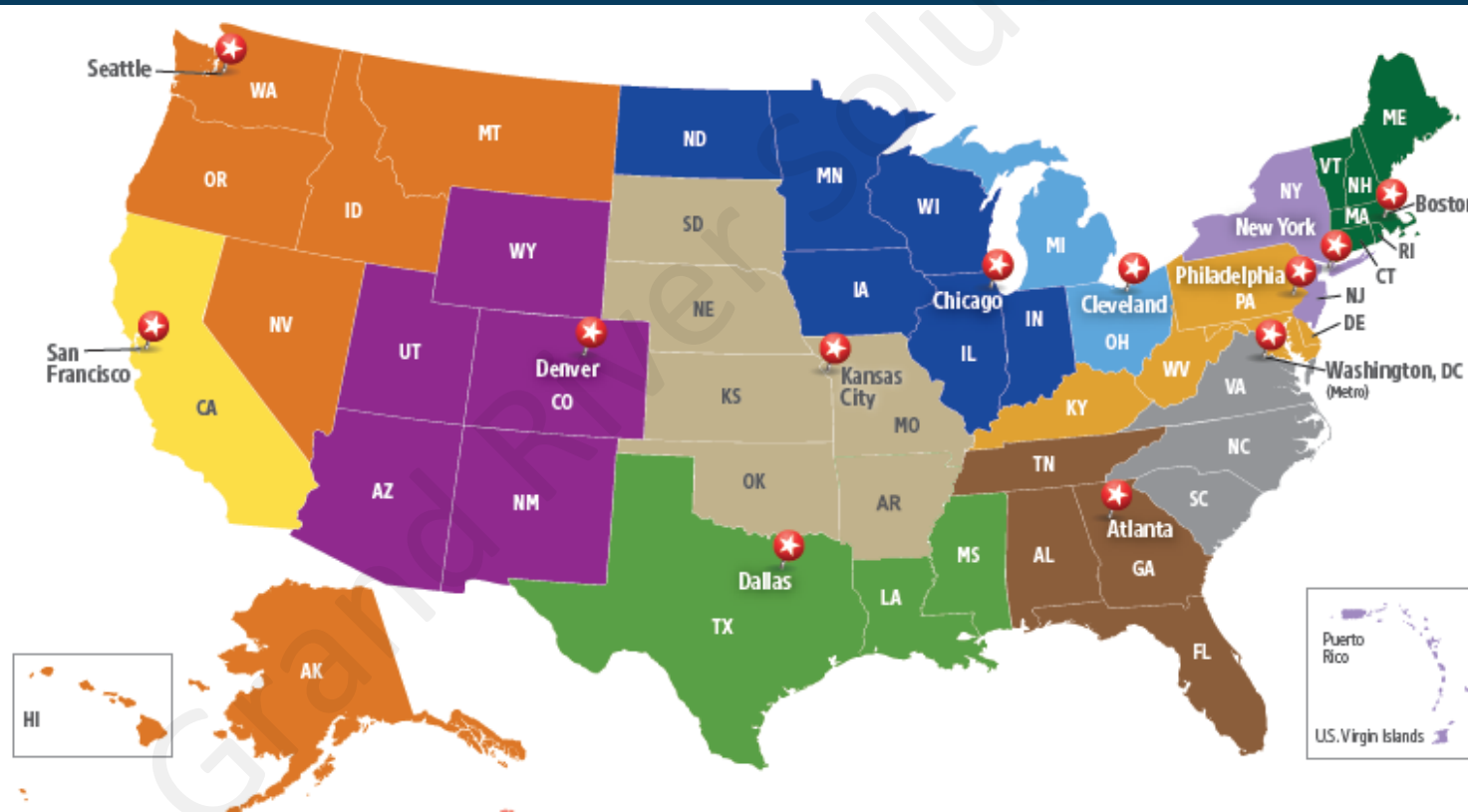
TITLE VI OVERVIEW

- Where Is Religion covered?
 - Title VII
 - US Department of Housing & Urban Development
 - *Fair Housing Act*
 - *Campus Residence Halls/Apartments*
 - US Department of Justice
 - *Title IV*
 - *Discrimination (based on student's race, color, national origin, sex, and/or religion)*



RECENT OCR RESOLUTION AGREEMENTS

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OCR Regional Offices

RECENT OCR RESOLUTION AGREEMENTS

- Muhlenberg College (September 2024)
- University of Illinois (September 2024)
- Drexel University (August 2024)
- Brown (July 2024)
- Lafayette College (June 2024)
- City University of New York (CUNY) (June 2024)
- University of Michigan (June 2024)



RECENT OCR RESOLUTION AGREEMENTS (K-12)



- Red Clay Consolidated School District (January 2024)
- Park City School District (March 2024)

RECENT OCR GUIDANCE AND FACT SHEETS

Six Title VI Guidance Documents since January 2023

- January 2023
- May 2023
- November 2023
- March 2024
- May 2024
- July 2024

OVERALL BEST PRACTICES FOR TITLE VI COMPLAINTS

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BEST PRACTICES: OVERALL

- Title IX "Take the best, leave the rest"
- Policy Practice Point
- Publicity
- Consistency of Information
- Adequate Training
- Resolution Process(es)

BEST PRACTICES: POLICY

- Clear Definitions
- Answer Important Questions
 - *Explanations on how complaints will be handled*
 - *How to make a report*
 - *Supportive measures?*
 - *Advisors?*
 - *Written notice?*
 - *Evidence review?*
- Protected Speech Concerns

BEST PRACTICES: INVESTIGATION PRACTICES

- Scope of Investigations
- First Amendment Concerns
- Academic Freedom Concerns

REMEDIES AND SOLUTIONS

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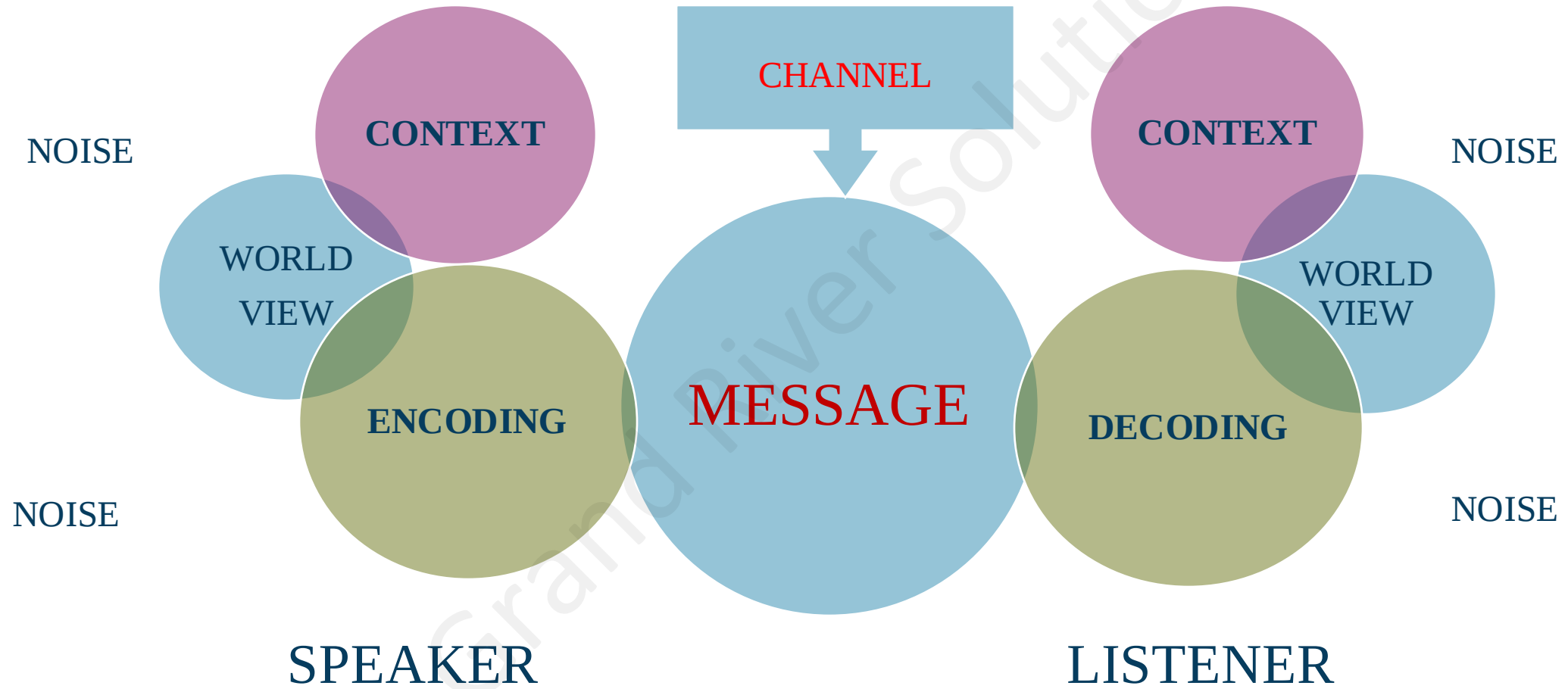


CONFLICT AS A VERB IS DEFINED AS

Verb (Used without object)

To come into collision or disagreement; be contradictory, at variance, or in opposition; clash:

COMMUNICATION CONFLICT



CAMPUS TRAININGS TO CONSIDER



- Campus Safety/Campus Police: Response Protocols and De-Escalation Techniques
- Campus Wide: Where to Report
- Title VI Resolution Process Participants
- Level-Setting
- Prevention
- Faculty Members: Classroom Management Techniques
- Faculty and Staff: Effective Dialogue and Critical Conversations

EXAMPLES

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Mark Abramson / The New York Times / Redux

EXAMPLE #1



A professor of history was teaching a course on “History of the Modern Middle East.” During the lecture, the professor was discussing the religions of Iran and described one religion as being “more important” than any of the others. A student in the class was offended and raised his hand to tell her so. In response, the professor stated that she has studied the Middle East for more years than the student has been alive, and that she is from Iran whereas the student is not, and therefore she has better first-hand knowledge of the country and its religions. The student filed a complaint alleging that he was harassed on the basis of his national origin.

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