

1. Title IX Coordinator(s)

Definition:

The **Title IX Coordinator** is responsible for overseeing the school or district's compliance with Title IX. This includes:

- Receiving and responding to reports of sexual harassment.
- Coordinating the response to formal complaints.
- Ensuring that supportive measures are offered.
- Monitoring outcomes, identifying systemic issues, and coordinating training.

Can they serve multiple roles?

Yes, **but not all**. A Title IX Coordinator **may not serve as the Decision-Maker or the Appeals Officer**, but **can** serve as the **Investigator** or **Facilitator (Informal Resolution)**.

2. Investigator

Definition:

The Investigator gathers evidence related to a formal complaint of sexual harassment. Their responsibilities include:

- Interviewing parties and witnesses.
- Reviewing documents and evidence.
- Writing an investigative report that fairly summarizes relevant evidence.

Can they serve multiple roles?

Yes, but **not as the Decision-Maker or Appeals Officer** in the same case. An Investigator can also be the **Title IX Coordinator** or **Facilitator**, but **not** the person who determines responsibility.

3. Decision-Maker

Definition:

The Decision-Maker reviews the investigative report and all evidence, holds a hearing (if applicable at the postsecondary level), and issues a written determination of responsibility. In K–12 settings, hearings are not required.

Can they serve multiple roles?

No, the Decision-Maker must be a **separate person** from the Title IX Coordinator, Investigator, and Appeals Officer. This is to ensure impartiality.

4. Facilitator (Informal Resolution)

Definition:

The Facilitator oversees the **informal resolution process** (e.g., mediation or restorative practices), which can be used only **after** a formal complaint is filed and with **voluntary consent** from both parties.

Can they serve multiple roles?

Yes. The Facilitator can also be the **Title IX Coordinator** or **Investigator**, **but not** the **Decision-Maker** or **Appeals Officer** in the same case.

5. Appeals Officer

Definition:

The Appeals Officer handles **appeals** of the final determination or dismissal of a complaint. Grounds for appeal must be offered to both parties and typically include:

- Procedural irregularity.
- New evidence.
- Conflict of interest or bias.

Can they serve multiple roles?

No, the Appeals Officer must be **different** from the **Title IX Coordinator**, **Investigator**, and **Decision-Maker**.

Summary Table:

Role	Can be same person as...	Cannot be same person as...
Title IX Coordinator	Investigator, Facilitator	Decision-Maker, Appeals Officer
Investigator	Title IX Coordinator, Facilitator	Decision-Maker, Appeals Officer
Decision-Maker	<i>(Must be separate)</i>	Title IX Coordinator, Investigator, Appeals Officer
Facilitator	Title IX Coordinator, Investigator	Decision-Maker, Appeals Officer
Appeals Officer	<i>(Must be separate)</i>	Title IX Coordinator, Investigator, Decision-Maker