



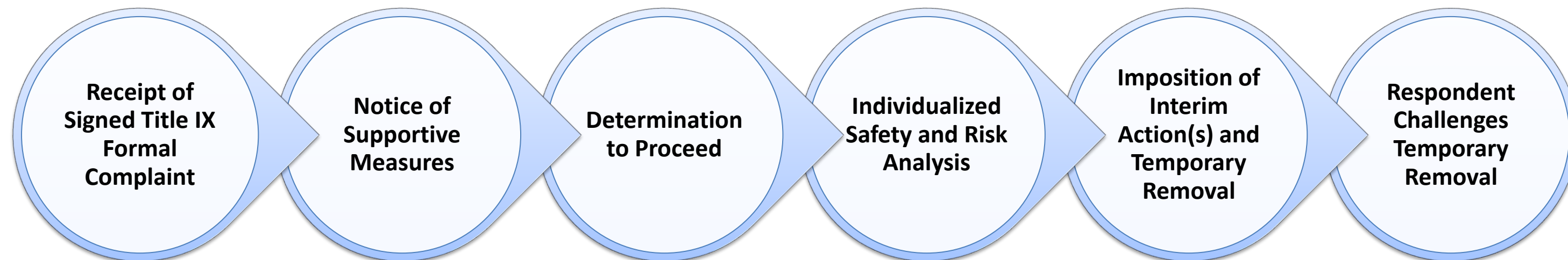
Fall 2025

Title IX Training
Removal Challenge
Officers

Agenda

- **Review Role and Responsibilities**
- **2020 Title IX Final Rule: Removal Challenge Process**
- **Review Documents**
- **Discuss Common Pitfalls**
- **Q&A**

How Do We Get to a Removal Challenge?



Interim Action

- **The Title IX Coordinator, Deputy Title IX Coordinator, or designee will:**
 - Engage in an individualized safety and risk analysis.
 - Consult with other Collin College departments (e.g., Collin College Police Department, SOBI Care Team, SOBI Threat Assessment Management Team) to assist in the individualized assessment and risk analysis, as appropriate.
 - Determine whether an immediate threat to the physical health or safety of any student or other individual arising from the allegation of prohibited conduct justifies the temporary removal of the Respondent.
 - Approve interim action(s), if appropriate.
 - Provide the Respondent with written notice of the interim action(s).
 - Meet with the Respondent to discuss and explain the interim action(s).

Temporary Removal

- If the interim action(s) include a temporary removal (e.g., temporary immediate suspension, temporary removal from Collin College Student Housing, temporary employee administrative leave), the Title IX Coordinator, Deputy Title IX Coordinator, or designee will:
 - Explain to the Respondent their right to challenge the interim action(s) immediately after the temporary removal.
 - Provide to the Respondent the *Notice to Challenge a Temporary Removal* form. The Respondent must complete this form if they choose to challenge the interim action(s).
- The Title IX Coordinator, Deputy Title IX Coordinator, or Designee will then submit to the designated Removal Challenge Officer:
 - The Respondent's completed *Notice to Challenge a Temporary Removal* form and
 - A brief rationale explaining the individualized safety and risk analysis utilized to approve the temporary removal.

Removal Challenge Officer's Role

- Title IX Coordinators, Deputy Title IX Coordinators, Informal Resolution Facilitators, Investigators, Live Hearing Advisors, Live Hearing Officers, and Appeal Decision Makers cannot serve as Removal Challenge Officers.
- Collin College maintains a pool of trained Removal Challenge Officers.
- When a Removal Challenge Officer is needed to serve on a case, the appropriate Title IX Coordinator, Deputy Title IX Coordinator, or designee will assign a Removal Challenge Officer from the pool.
- The Removal Challenge Officer must conduct a prompt, fair, impartial, unbiased, and equitable process from the beginning of the removal challenge review to the submission of their *Removal Challenge Officer's Decision* form.

Reviewing the Challenge

- **The Removal Challenge Officer will:**
 - Review the *Notice to Challenge a Temporary Removal* and all documentation received from the Title IX Coordinator, Deputy Title IX Coordinator, or designee.
 - Consider whether the temporary removal is appropriate.
 - Make a decision regarding the temporary removal.
 - Write a rationale explaining their decision.

Safety and Risk: Things to Consider

- Is there an immediate threat to the physical health or safety of a student or other individual?
- Would the behavior cause a reasonable person to fear for their safety or the safety of others?
- Will the temporary removal unfairly deprive a party of equal access to Collin College's education program or activity?
 - Alternatively, will not imposing the temporary removal unfairly deprive a party of equal access to Collin College's education program or activity?

Safety and Risk: Things to Consider (Cont.)

- Did any stalking behaviors occur before, during, or after the alleged incident(s)? If so, have the stalking behaviors continued to occur?
- Has the Respondent threatened violence or made any other communications about intent or plans for violence?
 - Does the Respondent appear to have the resources, intent, and motivation to carry out the threat?
- Were any weapons used during the alleged incident(s) or has the Respondent threatened to use any weapons?

Removal Challenge Officer's Decision

- The Removal Challenge Officer will complete the *Removal Challenge Officer's Decision* form.
- The Removal Challenge Officer will notify the parties and the Title IX Coordinator, Deputy Title IX Coordinator, or designee simultaneously in writing whether the removal is upheld or overturned within [10 College District business days](#) of receiving the challenge.
- The Removal Challenge Officer's decision is [final](#) and [non-appealable](#).
- The Removal Challenge Officer's obligation ends once they send the *Removal Challenge Officer's Decision* form.
- The Title IX Coordinator, Deputy Title IX Coordinator, or designee will be responsible for implementing the Removal Challenge officer's decision regarding the temporary removal.

Calculating “College District Business Days”

- College District business days exclude:
 1. Weekends (i.e., Saturdays and Sundays)
 2. National holidays recognized by Collin College
 3. College District closures
- Do not count the day you receive the challenge.
- Examples:
 1. If you receive the challenge on Monday, October 6, 2025, you will have until 4:30 p.m. on Monday, October 20, 2025, to make a decision and send the *Removal Challenge Officer's Decision* form to the parties.
 2. If you receive the challenge on Tuesday, December 23, 2025, you will have until 4:30 p.m. on Friday, January 16, 2026, to make a decision and send the *Removal Challenge Officer's Decision* form to the parties due to the Winter Break.

Question & Answer Session



Title IX Coordinators

Title IX Coordinator for Students

Terrence Brennan
District Dean of Students
Frisco Campus
9700 Wade Blvd.
Room F144B
Frisco, TX 75035
[972.881.5734](tel:972.881.5734)
tbrennan@collin.edu

Title IX Coordinator for Employees

Vacant

Deputy Title IX Coordinator for Students

Amy Throop
Associate Dean Title IX Compliance
Technical Campus
2550 Bending Branch Way
Suite A004/A006
Allen, TX 75013
[972.599.3126](tel:972.599.3126)
athroop@collin.edu

Deputy Title IX Coordinator for Employees

Tonya Jacobson
Manager Employee Relations
Collin Higher Education Center
3452 Spur 399
Suite 339
McKinney, TX 75069
[972.758.3856](tel:972.758.3856)
tjacobson@collin.edu