

BIT/CARE/Threat Title IX Case

Maya, a first-year student, tells a resident assistant that she was sexually assaulted by Jordan, a sophomore she met at an off-campus party. Maya says she does not want to file a formal complaint right now, but she is scared because Jordan lives in a nearby residence hall and keeps texting, “We need to talk,” and showing up near her dining hall shift. Over the next week, Maya misses classes, has panic symptoms, and asks to switch lab sections and move rooms.

- The Title IX office reaches out to offer supportive measures and explain reporting options.
- The CARE/BIT team receives a referral from Counseling, noting escalating anxiety, sleep disruption, and fear of running into Jordan
- Campus Safety shares Jordan was seen pacing outside Maya’s building late at night and told a friend, “If she ruins my life, I’ll make sure she regrets it.”
- Residential life staff receive a call from Maya’s roommates’ mother, concerned about what happened.
- The threat assessment team begins a parallel, limited-scope assessment focused on safety and potential escalation.

In a case like Maya and Jordan’s, Title IX is responsible for the civil-rights response, including explaining options, offering supportive measures, and, if a formal complaint is filed, conducting a fair process that protects access to education. But the impact of sexual misconduct rarely stays neatly inside one office’s lane. A student may be panicking, missing class, changing routines, and trying to stay safe while also deciding what they want to do next. That’s where BIT/CARE matters. The CARE team can coordinate housing, academic, and wellness supports, monitor how the student is functioning over time, and ensure the student doesn’t have to repeat the story to five different people just to get basic help.

At the same time, behavior around a report can escalate in ways that require a different kind of lens. If there are stalking-like patterns, boundary violations, concerns about retaliation, or threatening statements, the threat team and Campus Safety can assess risk and recommend concrete safety steps, without attempting to “prove” the underlying allegation. When Title IX, BIT/CARE, and threat assessment collaborate, the campus receives a coordinated plan with supportive measures that work day-to-day, clear boundaries and enforcement, and a shared understanding of what “warning signs” look like. When done well, that collaboration protects the integrity of the Title IX process and prevents gaps where a student feels unprotected or where escalating behavior is not addressed in time.

Why involve BIT/CARE if Title IX is already responding?

Title IX oversees the civil rights process and supportive measures, while BIT/CARE focuses on well-being, stabilization, and coordinated campus supports. Many cases require both process and ongoing care.

What triggers threat assessment involvement here?

Escalation indicators include persistent unwanted contact, stalking-like behavior, boundary violations, and statements suggesting retaliation or “ruin my life” thinking. Threat assessment adds structured risk evaluation and safety planning.

What information should be shared across teams, and what should not?

Share need-to-know safety and support facts (patterns of contact, escalation concerns, protective steps in place). Avoid sharing unnecessary sensitive details or conducting parallel fact-finding that could compromise the Title IX process.

How do you avoid BIT/CARE “investigating”?

BIT/CARE documents what is needed for safety and support (impact, functioning, barriers, resources) and routes conduct allegations back to Title IX. BIT/CARE does not conduct witness interviews to prove what happened.

What does “parallel process” look like in practice?

Title IX handles complaint options, procedural steps, and supportive measures; threat assessment evaluates risk and recommends safety mitigations; BIT/CARE coordinates support and monitoring. All align on one coordinated safety plan.

What’s a strong coordinated outcome in the first 72 hours?

Immediate supportive measures (housing/class/work adjustments), clear boundaries (no-contact directive), safety planning (routes, escorts if wanted, reporting violations), monitoring for escalation/retaliation, and one agreed communication plan so the student isn’t bounced between offices.