The purpose of the study was to examine the experiences of Title IX Coordinators at a university or college. The study included three questions pertaining to role definition, organizational positioning, and job qualifications of Title IX Coordinators. The design was a qualitative study with a phenomenological approach. The methods for the study included interviewing twelve Title IX Coordinators across the Midwest, observing two of the twelve Title IX Coordinators, and obtaining artifacts such as job descriptions and organizational charts. The themes reflected within the findings encompass areas such as compliance focused, Office of Civil Rights ambiguity, supervision reporting lines, structural considerations, education, qualifications, skills, and training. Recommendations for practice are offered to both the Office of Civil Rights and universities/colleges.