

## Higher Education Title IX Coordinator Online Course

### **Investigating Consent**

A look at campus policy, federal and state definitions of consent as well as challenges to investigating consent.

Learning Objectives:

- develop skills in how to interview when trying to identify whether consent was present in a case
- clear language relating to consent for report writing
- better understand consent and what consent may look like in a Title IX case

### **Dynamics of Interpersonal Violence in Campuses**

A look at sexual harassment, sexual assault, stalking and dating and domestic violence as it affects students on campuses.

Learning Objectives:

- prevalence rates on campuses and nationally
- types of interpersonal violence included in Title IX, VAWA and Clery
- dynamics of stalking on campuses
- identifying and eliminating barriers to reporting within the Title IX process

### **Overview of Title IX Law**

A brief history of Title IX and its evolution since 1972. Overview and discussion of scope of issue areas covered by Title IX. A review of basic federal requirements including notice of non-discrimination, grievance procedure and scope of Title IX Coordinator's role. Integration of relevant state law.

Learning Objectives:

- clear understanding of requirements of Title IX
- identify how investigations fit into Title IX requirements

### **Neurobiology of Trauma**

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How trauma affects the brain including acute trauma, memory recall, long term effects of trauma, reporting and process of information.

Learning Objectives:

- identify types of trauma and their effects on students understand how trauma
- affects memory and impacts physiological changes
- adopt trauma-informed skills to mitigate impacts of trauma on students within the Title IX process

## **Other Topics of Title IX**

Title IX is often only associated with sexual harassment and sexual assault. This module takes a look at other areas of Title IX.

Learning Objectives:

- understand scope of Title IX and how different topic areas present themselves on campuses
- identify how Title IX defines sex-based discrimination in athletics, single-sex classrooms, gender identify and pregnant and parenting students.

## **Report Writing**

How to conduct complainant, witness and respondent interviews and best practices in better report writing and documentation.

Learning Objectives:

- understanding of preparation for interviews including scheduling and room selection
- best practices in interviewing techniques
- basics of a Title IX report

## **Bias, Equity and Respondents**

Identifying personal bias as an investigator, equity as defined by Title IX in both investigations and policies as well as best practices in serving respondents.

Learning Objectives:

- develop clear understanding of different types of bias that may affect an investigation.
- respondent rights within an equity lens

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- definition of equity within Title IX
- best practices in striving for equity within Title IX

## **Conduct Title IX Investigation & Interviews**

Look at investigations starting with notice to finding, what is required in a Title IX investigation and what are the different models and practices for accomplishing them.

Learning Objectives:

- understand what stages of Title IX investigation are from disclosure to finding and sanctions
- identify rights of parties and requirements under Title IX look at role of investigator, Title IX Coordinator and other actors within an investigation

## **Discrimination on the Basis of Sex**

A look at sex discrimination, different treatment, disparate impact and retaliation as defined in Title IX.

Learning Objectives:

- understand types of sex discrimination including different treatment, disparate impact and retaliation.
- understand how to apply direct and circumstantial evidence to reach conclusions.
- define types of harassment including hostile environment and quid pro quo harassment.

## **Preparing for the New Title IX Regulations**

A look at the draft regulations released by the U.S. Department of Education. Participants will gain an understanding of how the new regulations will change Title IX processes on campuses, and how to prepare for them.

Learning Objectives:

- overview of what is included in the draft regulations
- identify how changes in regulations will impact policy and procedures on campus
- create a roadmap for how to prepare for new regulations
- understand what questions need to be answered for each school when creating a plan for compliance