

Title IX Team Training

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GRACE
COLLEGE

Agenda

- Introductions
- Title IX principles
- Training requirements
- Revised policy
- Related policies
- 2024 Climate Survey Report
- PSAs for 25/26

What is Title IX?

Title IX

Title IX protects people from discrimination based on sex as they access or participate in any of our education programs or activities.

- ✓ *Important* because it requires schools to have processes, procedures, and personnel to respond to complaints of sex discrimination, harassment, and violence.

Title IX Principles

- Access
- Support
- Equity
- Education
- Community

Title IX Training Requirements

- Scope of Education Programs and Activities
- Roles in implementing the Policy
- Complaint Resolution Processes
- Appeals
- Serving impartially
- Maintaining privacy

Education Program and Activities

All the:

- Academic and extracurricular programs
- Locations
- Events
- Services
- Circumstances
- Operations of Grace

in which Grace exercises substantial control over both the Respondent and the context in which the alleged Prohibited Conduct occurred.

Applicable Roles

- Title IX Coordinator
 - Outreach, intake, notices, hearing facilitator, accountability
- Advisor – prepare for, support, attend meetings; hearing Q&A
- Informal Resolution Facilitator – guide to an agreement
- Investigator – collect evidence, present facts
- Hearing Officer – consider facts, draw conclusion, issue findings/sanctions
- Appellate Officer

Grace's Title IX Policy - TOC

- Policy statement
- Scope
- Reporting
- Resources for Help
- Supportive Measures
- False Allegations
- Amnesty
- Emergency Removal
- Prohibited Conduct
- Outreach and Intake
- Support-Based Response
- Rights of Parties
- Formal Complaint
- Dismissals / Consolidation
- Notice of Allegations
- Complaint Resolution Processes
- Sanctions
- Training
- Info Disclosure
- Records
- Accommodations
- Conflict of Interest
- Terms

Templates

- By role
 - Advisor
 - Investigator
 - Hearing Officer
- By process
 - Intro scripts
 - Investigations and hearings
 - Informal resolution agreements
- By activity
 - Procedural steps
 - Documentation of:
 - Evidence collection
 - Site visits
 - Witness interviews
 - Meetings

Related Policies

- Minors on Campus
- Examination of Athletes
- Notification of Employee Misconduct
- FERPA
- Travel with Students
- Codes of Conduct:
 - Employees
 - Students
 - Camp counselors
 - Campers

Team Member Characteristics

- Support
- Preparation, planning, organization
- Thoroughness
- Transparency
- Procedural compliance, fairness
- Trauma sensitivity
- Understand definitions, all elements
- *Non-biased*
- *Conflict of interest*
- *Impartiality*

Bias, Conflict of Interest, Prejudgment

- Non-biased
 - ✓ words and questions matter
- Conflict of interest
 - ✓ two roles
- Impartiality
 - ✓ not pre-judging facts

2024 Climate Survey

Goals:

1. Increase participation
2. Further improve students' sense of safety
3. Further reduce the number of survey items
4. Improve documentation of withdrawals/ resignations
5. Investigate availability of national benchmarks

PSAs Topics for 2025/2026

- Student training on:
 - ✓ Alcohol policy
 - ✓ Anti-Hazing
 - ✓ Bystander intervention
- Other topics to highlight in the coming year?