

Title IX

Compliance Toolkit for PASPA Members

The U.S. Department of Education recently released new Title IX Regulations mandating how elementary, secondary and post-secondary institutions must respond to allegations of sex discrimination in educational programs and activities that receive federal financial assistance.

Under these final rules, prompt and supportive measures, including remedies, must be provided to alleged victims, and schools and school districts must follow a specific grievance and resolution process for investigations. Of particular note, live testimony hearings are now a component of the grievance process. While such hearing are not required in K-12 schools, if held, they permit an adviser, who may be an attorney, to cross-examine the accused or the complainant.

Educational institutions have until August 14, 2020, to comply with these new regulations, and by that date, schools and school districts must have posted on their websites three key elements:

1. Contact information of their Title IX Coordinator(s)
2. A nondiscrimination policy
3. Training materials used by their Title IX personnel

At more than 2000 pages in length, these new regulations can be daunting to absorb at a time when many educational institutions are immersed in planning for the upcoming academic year as the COVID-19 pandemic continues its surge across the United States.



To help ease this additional burden on schools and school districts, Fox Rothschild created a convenient and economic toolkit to help ensure compliance with the new regulations by the deadline. Our toolkit features:

- Two part training (approximately 6 hours of content) tailored to school administrators, staff and those responsible for Title IX
 - o Part 1: Understanding the New Regulations (Morning Session)
 - o Part 2: Effectively Implementing the New Regulations (Afternoon Session)
- A copy of the training presentation materials, which can then be posted to the school or school district's website in compliance with the regulations.
- Policy and procedure document templates, including:
 - o Nondiscrimination policy, if needed, for compliance with the new regulations
 - o Incident reporting document, Incident intake checklist, Investigation Pre-Interview outline and outline of contents for a final outcome letter



PASPA Member Schools: Take Advantage of This Toolkit for Your Entire Title IX Team

Fox Rothschild is offering tiered pricing through PASPA. You'll receive online training in one day to ensure your compliance by August 14. Take advantage of PASPA's buying power that increases as school's register for training.

- Program Cost Per School (for Entire Team)
 - o 1-10 schools registered: \$5000 per school
 - o 11-15 schools registered: \$4000 per school
 - o 16-25 schools registered: \$3500 per school
 - o 26-35 schools registered: \$3000 per school
 - o 35 or more schools registered: \$2500 per school

Additionally, each registered school can schedule a one-hour private follow-up Q&A session online with the training team to ask Title IX questions, discuss specific school concerns or clarify training concepts. This follow-up training can be scheduled at a convenient time for your team through October 31, 2020. Finally, since we recognize that staffing changes are unavoidable, each school that registers for our summer training session can schedule a full online training session for any new Title IX team members during the 2020-2021 school year for \$500 per team member.

Toolkit Creator and Presenter: Kelley B. Hodge

A partner at Fox Rothschild, Kelley has more than two decades of experience in higher education, investigations, school safety, civil rights, labor and employment, criminal law and state and federal policymaking. She was the first African American woman to lead the Philadelphia District Attorney's office in its 167-year history, spearheading key initiatives addressing juvenile justice and school violence. Kelley was also the first independently identified Title IX Coordinator at the University of Virginia, where she designed and implemented the first-ever sex- and gender-based harassment policies across its 11 schools, including university-wide training on Title IX, the Violence Against Women Act and the Clery Act.

For More Information, Please Contact:



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