



Fagen Friedman & Fulfroost LLP

2020 Title IX Regulations: Informal Resolution Facilitators Training



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Initial Training Review

- Definition of Title IX sexual Harassment
- Scope of Education Program/Activity



What is Informal Resolution?

- Informal method to settle formal complaints of Title IX Sexual Harassment
- Can be offered
- Must be offered consistently



When Can Informal Resolution be Offered?

- Can only be used when formal complaint has been filed
- Cannot be used in cases of employee-on-student harassment
- Can only be used if each party has given informed, written consent (cannot ever be required, indirectly or directly)





Old Rules vs. New Rules

- Discouraged by OCR before
- Allowed in 2017 (but did not prohibit in cases involving employee sexual harassment of a student)
- Now allowed but only where formal complaint is filed and not in cases involving employee-on-student misconduct



WHY ALLOW INFORMAL RESOLUTION?





When is Informal Resolution Useful?

Underlying Facts are Uncontested



Robin's Report

- Robin and Cameron are freshman.
- Cameron told Robin that another student, a senior, Parker, was sending Cameron inappropriate messages.



Robin's Report

- Robin encouraged Cameron to report, but Cameron refused.
- Peyton, another student, and Robin were at a party last weekend. Peyton told Robin, Peyton also receiving inappropriate messages from Parker.



Robin's Report

- Because this seemed like a pattern, Robin reported it.
- The messages began with requests for dates but evolved into name calling (slut, skank), rambling comments about “obvious” desire for Parker, and incessant requests for connection.
- Cameron and Peyton are not interested in filing a formal complaint.



POLLING

Your institution offers face-to-face restorative justice. Can this be done with Cameron?

- Yes, because the new Title IX regs now clearly allow informal resolution**
- Yes, as long as the facilitator has been trained on Title IX**
- No, because Cameron has not filed a formal complaint**
- No, because sexual harassment cannot be addressed through informal resolution**



Formal Complaint

- Written notice to all known parties
 - Grievance process
 - Allegations
 - Respondent presumed not responsible
 - Right to advisor
 - Right to inspect/review evidence
 - Notice of provision on false statements
 - Informal resolution process, if offered



Types of Informal Resolution

- Restorative Justice
- Mediation
- Consider: Face to Face?



Who Should Serve as an IRF?

- Trained Facilitator
- Neutral Party/Impartial/Unbiased
 - No conflicts of interest
- No prejudgment of case
- We do not recommend the IRF be involved in the investigation



Standard

- The Department declined to define “bias,” “conflict of interest,” “prejudice”
- The Department encourages application of an objective (whether a reasonable person would believe bias exists), common sense approach to evaluating whether a particular person serving in a Title IX role is biased, exercising caution not to apply generalizations that might unreasonably conclude that bias exists....



Conflict of Interest

- Flexibility to choose informal resolution facilitator
- Can use a school employee
- Can use an individual with a history of working in certain fields
- Caution against using generalizations to identify conflict of interest



Pre-Judgment

Tips for avoiding pre-judgment of facts:

- Each case is fact-specific
- Keep an open mind
- Listen to facts presented
- You are not an advocate for either party, even if you believe one is right



Sex Stereotypes

- Must not rely on sex stereotypes such as:
 - Women are “asking for it” based on actions or clothing
 - Men cannot be sexually assaulted
 - Women only decide they were assaulted after the fact due to regret or embarrassment
 - Men are more likely to be sexual aggressors
- Consider intersection of sex stereotypes with race, ability, sexuality, and gender identity



POLLING

Title IX Coordinator signed the Formal Complaint and is acting as informal resolution facilitator.

Is that a conflict of interest?

Yes

No



POLLING

You attend the same barre class as Parker. Is that a conflict of interest?

Yes

No



POLLING

You have a history of working as a victim advocate. Is that a conflict of interest?

Yes

No



POLLING

**You are the ADA compliance officer.
Is that a conflict of interest?**

Yes

No



POLLING

You have had training on trauma informed interviewing practices. Does that create bias or the risk of pre-judgement?

Yes

No



A hand is shown holding a stack of papers. A large, solid green arrow points from the right side of the image towards the center, overlapping the papers. The background is a blurred grey surface.

Required & Recommended Notices

- **Notice of allegations + existence of IR process**
- **Offer of informal resolution (with impacts of participation)**
- **Notice of end of informal resolution without agreement**
- **Notice of successful informal resolution**



Notices – Informal Resolution

Informal Resolution Process

Offer of Title IX
Informal
Resolution
Process

Notice of Closure
of Title IX Informal
Resolution
Process



Notice of Impact of Participation in Informal Resolution Process

- Option to withdraw and return to investigation process before resolution
- Neither party can ask for investigation to resume after resolution
- Records will be maintained for 7 years
- Confidentiality and privacy implications



Confidentiality of Informal Resolution Process

- Can informal resolution facilitator be a witness in a later investigation?
- Can facts be used in a later investigation?
- Is the process confidential?



The Mediation Process

- Introductions
- Information Collection
- Problem Identification
- Brainstorming Solutions
- Brokering the Deal
- Agreement



Potential Trauma for CP and RP



Emotions

- Silence is ok
- Sympathy is ok (within reason/neutral) – “I can tell this is hard” “I’m sorry this is difficult”
- Allow breaks
- Remember equality not equity is goal for processes



Introductions



Critique an Introduction



POLLING

Critique a Mediation: Introduction Content

- Good
- Not Good



POLLING

Critique a Mediation: Delivery of Introduction

- Good
- Not Good



Brainstorming Solutions



Brainstorming Ideas

- Don't shut down ideas
- Write down all ideas
- Suggest, but don't advocate
- Discuss pros/cons and possibility of solution working



Brainstorming Ideas

- “What solution would allow you to feel comfortable settling the complaint?”
- “If the other party were to offer x , would you be willing to offer anything in return?”
- If a party refuses to make further offers, ask questions to understand why



**What types of solutions
might you brainstorm for
Cameron, Peyton, and
Parker?**



Length of Informal Resolution

- Will vary depending on complexity
- 20 days is a reasonable time, but extensions will be warranted in many cases
- Try to obtain agreement to extensions from all parties
- Keep the Title IX Coordinator apprised of progress





Outcome of IR



POLLING

Cameron and Parker reach an agreement in informal resolution. Can the Title IX process ever recommence?

- Yes, if Parker fails to comply with the terms**
- Yes, but only for allegations not resolved in informal resolution**
- No, because you can only recommence an investigation before a resolution is reached**



Role of Institution If Agreement Reached

- Agreement is between the parties; institution is not a party
- IR Facilitator can:
 - Act as intermediary
 - Make suggestions, evaluations
 - Help with drafting document





Recordkeeping







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