

TITLE IX TRAINING AGENDA

December 10, 2024

Virtual Training

Via WebEx at

<https://fehbwex.com/fehbwex/j.php?MTID=mc4872c660ee452b85f5292d18cc227d3>

Title IX Training

Harassment, Discrimination, Requirements, & Investigations

Part 1: 12:00 p.m. to 1:30 p.m.

Title IX Defined – Legal Rules and Requirements

- I. Title IX Harassment Defined (15 minutes)
 - A. Title IX
 - B. Relatedly, Title VII
- II. Rules and Obligations (25 minutes)
 - A. Title IX Policy Requirements
 - B. Title IX Publication and Notices
 - C. Title IX Investigation Requirements
- III. Title IX Specific Terms (25 minutes)
 - A. Definition of “Based on Sex”
 - B. Prohibited Retaliation
 - C. Grievance Process
- IV. Title VII and Title IX Intersections (25 minutes)
 - A. Harassment and Hostile Environment
 - B. Retaliation

Part 2: 1:45 p.m. to 3:30 p.m.

Title IX – Implementation and Practice Recommendations

- V. Practice Requirements - Investigation of Complaints-Legal Obligations and Requirements (30 minutes)
 - A. Initial Referral and/or Complaint
 - B. Review of Policies & Procedures
 - C. Interview of Complainant
 - D. Requests for Documentary Evidence
 - E. Fact Witness Interviews
 - F. Interview of Accused
 - G. Final Evidentiary Follow-up
 - H. Preliminary Report, Party Reviews, and Questions
 - I. Final Decision & Outcome Letters
- VI. Practice Considerations (15 minutes)
 - A. Pitfalls and Obstacles
 - B. Lesser Misconduct Investigations
 - C. Non-Title IX Misconduct
- VII. Best Practices (15 minutes)
- VIII. Conclusion and Discussion (15 minutes)