

2025 Title IX Training

Roadmap

Introduction

Purpose: This document is intended to guide individuals through what training to take based on their roles in implementing Title IX requirements. Please review your local district policy in addition to this roadmap in ascertaining your local responsibilities.

How to use this document: The document is divided based on an individual's role in implementing Title IX requirements and lists the required versus recommended training for that role. The modules are linked to the WASB training website and the links below will take you to the role in the document.

Title IX Roles:

- [Title IX Coordinator\(s\)](#)
- [Title IX Investigators](#)
- [Title IX Decision-makers](#)
- [Title IX Facilitators of the Informal Resolution Process](#)

Staff Roles:

- [General District Employee](#)
- [District Administrators](#)

Remember and review the following:

Title IX Coordinator	Investigator	Responsibility Decision-maker	Appeal Decision-maker	Informal Resolution Facilitator
May NOT serve as the role above and: • Responsibility Decision-maker • Appeal Decision-maker	May NOT serve as the role above and: • Responsibility Decision-maker • Appeal Decision-maker	May NOT serve as the role above and: • Appeal Decision-maker • Title IX Coordinator • Investigator	May NOT serve as the role above and: • Responsibility Decision-maker • Title IX Coordinator • Investigator	The WASB generally recommends that the facilitator does NOT serve as: • Investigator • Responsibility Decision-maker • Appeal Decision-maker
May serve as: • Investigator • Informal Resolution Facilitator	May serve as: • Title IX Coordinator • See the WASB recommendation given for the <i>Informal Resolution Facilitator</i>.	See the WASB recommendation given for the <i>Informal Resolution Facilitator</i> .	See the WASB recommendation given for the <i>Informal Resolution Facilitator</i> .	May serve as: • Title IX Coordinator

Role: General District Employee

Role Description: All employees and all staff.

Required Training(s):

- **Module 5:** All-Employee Training - What All School Employees Need to Know About Sexual Harassment Under the 2020 Title IX Regulations (50 minutes)

Recommended Training(s):

- **Module 9:** Retaliation (39 minutes)

Additional Information:

N/A

Role: District Administrators

Role Description: All district administrators, principals, and assistant principals.

Required Training(s):

- **Module 5:** All-Employee Training - What All School Employees Need to Know About Sexual Harassment Under the 2020 Title IX Regulations (50 minutes)
- **Module 6:** All-Administrator Training - What All Administrators Need to Know About Sexual Harassment Under the 2020 Title IX Regulations (39 minutes)

Recommended Training(s):

- **Module 7:** Athletics (1 hour and 9 minutes)
- **Module 8:** Additional Compliance (26 minutes)
- **Module 9:** Retaliation (39 minutes)

Additional Information:

- It is recommended that administrators familiarize themselves with the Title IX 2020 regulations to help implement a team-based approach throughout the district. Therefore, it may be beneficial to watch additional training not listed above.
- It is also recommended that administrators encourage athletic directors, coaches, and volunteers to watch Title IX trainings related to athletics and sexual harassment. Such staff should be advised to watch **Module 5: All-Employee Training** and **Module 7: Athletics**. The athletic department and Title IX Coordinator(s) should communicate often to ensure compliance.

Role: Title IX Coordinator(s)

Role Description: Whoever the district designates as the Title IX coordinator(s) and/or designees.

Required Training(s):

- **Module 1:** Title IX Coordinators – A Comprehensive Overview of the 2020 Title IX Regulations (1 hour and 40 minutes)
- **Module 2:** Title IX Investigator (1 hour and 20 minutes)
- **Module 3:** Title IX Decision-Maker (38 minutes)
- **Module 4:** Title IX Informal Resolution Process (29 minutes)
- **Module 7:** Athletics (1 hour and 9 minutes)
- **Module 8:** Additional Compliance (26 minutes)
- **Module 9:** Retaliation (39 minutes)

Recommended Training(s):

- **Module 5:** All-Employee Training - What All School Employees Need to Know About Sexual Harassment Under the 2020 Title IX Regulations (50 minutes)
- **Module 6:** All-Administrator Training - What All Administrators Need to Know About Sexual Harassment Under the 2020 Title IX Regulations (39 minutes)

Additional Information:

- Title IX Coordinators should review all Title IX training materials available.
- Title IX Coordinators should also encourage all staff, including those in the athletic department, to watch Title IX training to ensure compliance in the district. (See **Module 5:** All-Employee Training and **Module 7:** Athletics)

Role: Title IX Investigators

Role Description: Whoever the district designates as a Title IX investigator to conduct a full investigation under the Title IX grievance process after receiving a formal complaint of sexual harassment.

Required Training(s):

- **Module 1:** Title IX Coordinators – A Comprehensive Overview of the 2020 Title IX Regulations
 - **Introduction: Part 1** (15 min)
 - **Serving Impartially: Part 3** (9 minutes)
 - **Grievance Procedure & Grievance Process: Part 4** (20 minutes)
 - **Scope of the Conduct that Constitutes Sex Discrimination: Part 6** (7 minutes)
 - **Grievance Process – Notice: Part 9** (14 minutes)
- **Module 2:** Title IX Investigator (1 hour and 20 minutes)
- **Module 3:** Title IX Decision-Maker (38 minutes)
- **Module 4:** Title IX Informal Resolution Process (29 minutes)

Recommended Training(s):

- **Module 5:** All-Employee Training - What All School Employees Need to Know About Sexual Harassment Under the 2020 Title IX Regulations (50 minutes)
- **Module 9:** Retaliation (39 minutes)

Additional Information:

Title IX investigators are mandated to know the following:

- The definition of sexual harassment in § 106.30;
- The scope of the school district's education program or activity;
- How to conduct an investigation and grievance process, including hearings, appeals, and informal resolution processes, as applicable; and
- How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

Role: Title IX Decision-makers

Role Description: Whoever the district designates as a Title IX decision-maker or decision-maker on appeal to determine responsibility at the conclusion of an investigation.

Required Training(s):

- **Module 1:** Title IX Coordinators – A Comprehensive Overview of the 2020 Title IX Regulations
 - **Introduction: Part 1** (15 min)
 - **Serving Impartially: Part 3** (9 minutes)
 - **Grievance Procedure & Grievance Process: Part 4** (20 minutes)
 - **Scope of the Conduct that Constitutes Sex Discrimination: Part 6** (7 minutes)
 - **Grievance Process – Notice: Part 9** (14 minutes)
- **Module 2:** Title IX Investigator (1 hour and 20 minutes)
- **Module 3:** Title IX Decision-Maker (38 minutes)
- **Module 4:** Title IX Informal Resolution Process (29 minutes)

Recommended Training(s):

- **Module 5:** All-Employee Training - What All School Employees Need to Know About Sexual Harassment Under the 2020 Title IX Regulations (50 minutes)
- **Module 9:** Retaliation (39 minutes)

Additional Information:

Title IX decision-makers are mandated to know the following:

- The definition of sexual harassment in § 106.30;
- The scope of the school district's education program or activity;
- How to conduct an investigation and grievance process, including hearings, appeals, and informal resolution processes, as applicable; and
- How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

Role: Title IX Facilitator of the Informal Resolution Process (if applicable)

Role Description: If permitted under the local grievance process, then whoever the district designates as a Title IX facilitator of informal resolution processes after receiving a formal complaint for sexual harassment under Title IX.

Required Training(s):

- **Module 1:** Title IX Coordinators – A Comprehensive Overview of the 2020 Title IX Regulations
 - o **Introduction: Part 1** (15 min)
 - o **Serving Impartially: Part 3** (9 minutes)
 - o **Grievance Procedure & Grievance Process: Part 4** (20 minutes)
 - o **Scope of the Conduct that Constitutes Sex Discrimination: Part 6** (7 minutes)
 - o **Grievance Process – Notice: Part 9** (14 minutes)
- **Module 2:** Title IX Investigator (1 hour and 20 minutes)
- **Module 3:** Title IX Decision-Maker (38 minutes)
- **Module 4:** Title IX Informal Resolution Process (29 minutes)

Recommended Training(s):

- **Module 5:** All-Employee Training - What All School Employees Need to Know About Sexual Harassment Under the 2020 Title IX Regulations (50 minutes)
- **Module 9:** Retaliation (39 minutes)

Additional Information:

Title IX facilitators of informal resolution are mandated to know the following:

- The definition of sexual harassment in § 106.30;
- The scope of the school district's education program or activity;
- How to conduct an investigation and grievance process, including hearings, appeals, and informal resolution processes, as applicable; and
- How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

Reminder: The 2025 Title IX regulations require school districts to make all materials used to provide Title IX training available for inspection, upon request, by members of the public. See 34 C.F.R. s. 106.8 (f)(3). The files must be downloaded and retained by school districts for this purpose.

The WASB and Boardman & Clark Title IX Training materials are protected by copyright. The purchase of the training under the 2025 Title IX regulations grants permission for the school district to provide interested members of the public with the required opportunity to inspect (i.e., view, but **not** copy) the materials. School districts, employees, and agents **may not** disseminate copies of the materials (in any format) to a member of the public or to any other third party, including by making the materials available for downloading or copying on a publicly accessible website (e.g., via an uploaded file or an electronic link).

(Note: The definition of a “record” under the Wisconsin Public Records Law expressly excludes “materials to which access is limited by copyright.” Wis. Stat. 19.32(2).)

Last updated: 09/12/2025