

CIVIL RIGHTS INVESTIGATOR TRAINING & CERTIFICATION COURSE
SAMPLE COURSE AGENDA
LEVEL ONE COURSE

- Legal Basis for Title IX Liability
 - Deliberate Indifference
 - Actual vs. Constructive Notice
 - Important Cases and the Expansion of Title IX
 - Personal Liability
- Intersection of Title VII and Title IX in Investigations
- Due Process Myopia as a Legacy of Dixon vs. Alabama
- Title IX Era — Equity By and Through the Process
- Overview of The Civil Rights Investigation and Grievance Model – 10 Steps
 - Complaint or Notice
 - Preliminary Investigation
 - Gatekeeper Determination
 - Charge
 - Formal Comprehensive Investigation
 - Strategy of Investigation
 - Witness Interviews
 - Evidence Gathering
 - Finding
- Title IX Coordinator Oversight
- Standard of Proof
- The Force, Capacity, Consent Construct
- Interview Skills
 - Rapport
 - Good Cop, Bad Cop
 - The Zigzag
 - Setting Up Reasonable Expectations
 - Play an Open Hand or Close to the Vest
 - Feeding Back to Witnesses
 - Questioning Skills