



ATIXA Informal Resolution Level One: Foundations Training & Certification Course Sample Agenda

Description:

Informal Resolution One: Foundations is designed to introduce attendees to ATIXA's Informal Resolution Framework and the foundational elements that need to be considered when determining if and how to offer informal resolution within an institution's Title IX grievance process. Participants will learn about the variety of structural and policy decisions that need to be made as well as the impact of institutional culture on those decisions. Faculty will also guide participants through a case study as each step of the Informal Resolution process is discussed in the course.

Learning Outcomes:

Participants will be able to...

- Distinguish between the different types of Informal Resolution (IR) that could be incorporated within school processes
- Identify questions that need to be answered before proceeding with the design of an Informal Resolution program that will fit the needs of their students and employees and be supported by available resources
- Explain the parameters around Informal Resolution as determined by the 2020 Title IX regulations
- Connect the major phases of an Informal Resolution Process to each other
- Evaluate the appropriateness of Informal Resolution for individual complaints
- Recognize community and culture characteristics which may impact their Informal Resolution process design
- Facilitate a basic negotiated agreement for a relational complaint

Day 1
11:00 AM – 6:00 PM

Informal Resolution & Title IX

- The IX Commandments
- Historical OCR Informal Resolution Guidance
- 2020 Title IX Regulations
- 2021 Title IX Q&A
- Equity

Informal Resolution Overview

- ATIXA's Informal Resolution Framework
- Terminology
- Informal Resolution Goals and Foundations
- Relational vs. Structural Complaints

Informal Resolution Application

- IR within the Regulations
- IR Outside the Regulations
- IR for Relational Complaints
- IR for Structural Complaints
- Timing
- Common Off-Ramps for IR

Determining Availability and Appropriateness

- Making Informal Resolution Available
- Considerations for Appropriateness
- Determining to Proceed with IR

ATIXA's Informal Resolution Framework

- Supportive Measures Only
- Accepted Responsibility
- Alternative Resolution

Alternative Resolution Process

- Intake
- Iterative Process
- Process Closure

Day 2
11:00 AM – 6:00 PM

Cross-Cultural Considerations for Informal Resolution Structures and Implementation

- Cultural Competence
- Approaches to Conflict Resolution
- Power and Privilege
- Dynamics of Sex- and Gender-Based Violence
- Intersectionality
- Implicit and Explicit Bias
- Trauma & Culture

Institutional Support for Alternative Resolution

- Interest and Openness
- Involving Stakeholders
- Program Proposal
- Resource Considerations
- Policy Considerations
- Training Considerations

Process Considerations

- Facilitation Models
- Setting the Tone
- Process Structure
- Privacy
- Advisors
- Documentation
- Admissibility
- Record Retention
- Unsuccessful Resolution

Assessing Effectiveness

- Life Cycle of a Program/Practice
- Determining Effectiveness
- Process Improvement
- Process Reassessment

Note: Each training day will include one morning and one afternoon break (approximately 15 minutes each) and a one-hour lunch break. Training start and end times for in-person events are determined by the host site. All virtual training sessions take place from 11 AM – 6 PM ET unless otherwise specified.