Description:
This full-day course will explore the procedural and substantive elements of the proposed Title IX regulations against the backdrop of ATIXA’s best practices approach for institutional sex-based discrimination and harassment grievance procedures, as well as more specific requirements for non-discrimination on the basis of pregnancy or related conditions. Title IX professionals will leave this course with a solid understanding of the proposed requirements for the various phases of the Title IX Grievance Process; training and reporting; awareness and response requirements for pregnant and parenting students and employees; protections for LGBTQIA+ individuals; and the scope and applicability of Title IX.

Set against these requirements, ATIXA faculty will share their best thinking about the many policy decisions facing Title IX professionals, including how to structure and staff your processes, as well as how to get a handle on specific requirements that might apply to your institution either due to state law requirements or governing court precedent in your state.

ATIXA understands how challenging it has been for institutions to keep pace with the constant swinging pendulum of the Title IX regulations. You will leave this training with a solid understanding of the proposed regulations and a plan for the specific implementation needs at your particular institution.

Learning Outcomes:
After completing this training, participants will be able to…

- Explain the NPRM rulemaking process and anticipated timeline for next steps
- Identify specific policy and process changes anticipated for compliance with the new regulations
- Evaluate current staffing and team structure and determine recommended changes
- Develop training plan for all stakeholder groups
- Assess current pregnancy and related conditions services and support and recommend necessary changes
- Distinguish between sex discrimination and sex-based harassment
2022 NPRM
- NPRM Overview
- NPRM, Generally

Scope & Applicability
- Scope
- Applicability
- Other Policies & Laws

Reporting & Response Requirements
- Reporting & Response Requirements
- Reporting Categories
- Exceptions
- Additional Requirements

Intake & Evaluation
- Notice & Complaints
- Intake & Initial Evaluation
- Dismissals
- Supportive Measures
- Removals
- Informal Resolution

Grievance Procedures
- Which Grievance Procedures to Use?
- Investigating
- Decision-making
- Appeals
- Standard of Proof
- Advisors
- Evidence
Pregnancy & Parenting

- Pregnancy Discrimination
- Reasonable Modifications
- Pregnancy Leave
- Lactation Space

What’s Next?

- The Final Rule
- Possible Legal Challenges
- Specific Considerations
- Things to Do Before Implementation

Note: Training 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.