Description:
This one-day certification course provides a comprehensive review of the procedural and substantive elements of the 2024 Title IX regulations, with a focus on practical implementation strategies for Title IX administrators. Course content focuses on the revised regulatory requirements and the policy, procedural, and practice changes needed to ensure compliance.

Title IX professionals will leave this course with an understanding of:
- Title IX scope and applicability
- the elements of the various phases of the Title IX Resolution Process
- training and reporting requirements
- awareness and response requirements for pregnant and parenting students and employees
- protections for LGBTQIA+ individuals

Expert presenters will place this discussion against the backdrop of ATIXA’s best practices approach for school/district sex-based discrimination and harassment grievance procedures, as well as more specific protections for non-discrimination on the basis of pregnancy or related conditions. They will share their best thinking and detail the many policy decisions facing Title IX professionals, including how to structure and staff your processes, as well as how to incorporate specific requirements that might apply to your school/district either because of state law requirements or governing court precedent in your jurisdiction.

ATIXA understands how challenging it has been for institutions to keep pace with the constant swinging pendulum of the Title IX regulations. We’re here to help you wade through the bureaucratic language to find clarity and the solid practices that will ensure you have a reputable, fair compliance program of integrity. You will leave this training with a solid understanding of the regulations and a plan for the specific implementation needs at your particular school/district.

Learning Outcomes:
After completing this training, participants will be able to…
- Explain the major components of the Final Rule (regulations), including implementation timeline
- Identify key stakeholders to engage in the process of evolving the school/district Title IX program
• Identify specific policy and process changes necessary for compliance with the new regulations
• Evaluate current staffing and team structure to determine recommended changes
• Develop a training plan for all stakeholder groups
• Assess current services and support for pregnancy and related conditions and recommend necessary changes
• Distinguish between sex discrimination and sex-based harassment
• Articulate rationales for pursuing best practices that exceed minimum compliance standards to ensure programmatic excellence and effective risk mitigation

Course Topics

2023 Title IX Final Rule

Scope
• Retroactivity
• Applicability
• Sex Discrimination
• De Minimis Harm

Terminology and Definitions
• Sex-Based Harassment
• Quid Pro Quo
• Hostile Environment Harassment
• Retaliation

Title IX Jurisdiction
• Jurisdiction Refresher
• Education Program or Activity
• Disciplinary Authority
• Downstream Effects

Reporting Requirements
• Confidential Employees

Initial Evaluation
• Reports and Complaints
• Initial Evaluation
• Dismissal
• Dismissal Appeal
• Supportive Measures
- Students with Disabilities
- Removals
- Emergency Removal
- Informal Resolution

**Resolution Procedures**
- Basic Requirements
- Notice of Allegations
- Types of Evidence
- Investigator as Decision-Maker
- Investigation
- Confidentiality Rule
- Advisors
- Decision-Making
- Appeals

**Pregnancy and Related Conditions**
- Pregnancy Definition
- School/District Obligations
- Reasonable Modifications
- Pregnancy and Documentation
- Other Considerations

**Title IX Training and Barrier Analysis**
- Training Requirements
- Title IX Team Training Requirements
- Monitoring and Barrier Analysis
- FERPA
- Recordkeeping and Posting
- Report Increase

**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.