Description:
This two-day version of the 2024 Title IX Regulations Implementation for Higher Education 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. The second day focuses on regulatory nuances and recommended best practices.

Day One: Overview 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:
- The two-track Grievance Procedure
- Training and reporting requirements
- Notification and response requirements for pregnant students and employees
- Protections for LGBTQIA+ individuals
- Title IX scope and applicability

Day Two: Nuances & Best Practices will delve deeper into specific sections of the Final Rule, understanding the nuances of each, anticipating challenges, and exploring how to implement key provisions. Expert presenters will lead discussion through the lens of ATIXA’s best practices approaches, sharing their best thinking around many decision points the 2024 regulations create for Title IX professionals.

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 institution.

Learning Outcomes:
After completing this training, participants will be able to…
- Explain the major components of the 2024 Regulations, including implementation timeline
- Identify key stakeholders to engage in the process of evolving the institutional 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

**Day 1**

**2024 Title IX Final Rule**
- Implementation Timeline

**Applicability & Scope**
- Retroactivity
- Sex Discrimination
- De Minimis Harm

**Terminology and Definitions**
- Terminology
- Sex-based Harassment

**Title IX Jurisdiction**
- Education Program or Activity
- Disciplinary Authority
- Downstream Effects

**Reporting Requirements**
- Reporting and Notification Requirements
- Confidential Employees
- Exceptions

**Evaluation**
- Reports & Complaints
- Evaluation
- Dismissals
- Supportive Measures
- Removals & Administrative Leave
- Informal Resolution

**Grievance Procedures**
- Two Track Grievance Process
- Types of Evidence
- Section 106.45 Grievance Procedures
- Section 106.46 Grievance Procedures
- Individual Meetings vs. Live Hearings
- Appeals

**Pregnancy & Related Conditions**
- Institutional Obligations
- Reasonable Modifications
- Documentation

**Title IX Potpourri**
- Training Requirements
- Monitoring & Barrier Analysis
- FERPA
- Recordkeeping

**Day 2**

**ATIXA Recommended Practices on:**
- Retroactivity
- Sex Discrimination
- Sex-Based Harassment
- Jurisdiction
- Reporting
- Dismissals
- Supportive Measures
- Removal
- Informal Resolution
- Resolution Processes
- Appeals
- Pregnancy
- Training & Monitoring

*Please note there is a one-day 2024 Regulations Implementation Course for only the Overview day, available for those who want only this portion of this training. Please go to www.atixa.org/training-certification to view the 1-day course information, agenda, and register.*
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.