Title IX Coordinator Foundations: Gender Equity for Higher Education
Training & Certification Course Agenda

Description:
This two-day course focuses on sex discrimination compliance responsibilities including the assessment of overall program equity and introductions to athletics equity, pregnancy and related conditions requirements, and LGBTQIA+ protections.

ATIXA’s expert faculty members will guide participants through ATIXA’s recommended formal grievance process from a sex/gender discrimination complaint lens, while sharing practical knowledge and tips to prepare participants to lead institutions through complex complaint resolutions. Discussions will help institutions to center resolutions that involve disparate treatment and impact, including targeted culture/climate assessments and investigations.

Participants will also be introduced to the intersections between disability law and gender equity and what to expect when the U.S. Department of Education’s Office for Civil Rights reviews an institution’s program equity compliance.

Participants are expected to complete the included Title IX Fundamentals online pre-learning experience or have pre-existing requisite knowledge of those concepts prior to the start of the Gender Equity for Higher Education course. If you have completed Title IX Fundamentals for another ATIXA course, you are not expected to complete it again.

Learning Outcomes:
After completing this course, participants will be able to…
- Explain Title IX sex discrimination compliance responsibilities
- Identify areas and situations where program equity complaints often originate, including athletics, pregnancy and related conditions, LGBTQIA+ protections, and single-sex programs
- Apply ATIXA’s recommended Formal Grievance Process to gender equity complaints
- Understand the intersection of gender equity and disability law
- Develop a plan to complete gender equity audits on a regular basis
Course Topics

Introduction to Title IX Compliance
- Title IX and Equity
- Title IX Compliance Oversight
- Essential Compliance Elements
- OCR Oversight
- Title IX Coordinator and OCR
- Religious Exemption

Title IX Applicability and Scope
- Retroactivity
- Title IX Scope
- Discrimination Definition
- Common Types of Discrimination
- Activity: Identifying Discrimination

Sexual Orientation, Gender Identity, and Gender Expression
- Key Terms
- De Minimis Harm
- Restrooms and Locker Rooms
- Support Through Transitions
- State Law Intersection
- Case Study

Discrimination on the Basis of Pregnancy or Parental Status
- Overview
- Regulatory Definitions
- Current Title IX Regulations
- Title IX Regulations and Title IX Scope
- Title IX Coordinator’s Role
- Outreach and Intake
- Reasonable Modifications
- Privacy and Recordkeeping
- Case Study

Title IX and Disability
- Equity and Disability Laws
- Key Points
Title IX and Athletics
- Overview
- Accommodating Interests and Abilities: Three-Part Test
- Equitable Treatment
- Common Areas of Concern
- Athletics NPRM
- Athletics and Gender Identity
- Effect of the Proposed Rule

Single-Sex Programs and Facilities
- Defining Terms
- Permissible Exceptions
- Single-sex Scholarships
- Case Study

Monitoring and Gender Equity Audits
- Monitoring and Barrier Analysis
- Barrier Analysis Tools
- Leveraging Institutional Presence
- Gender Equity Audits
- Discussion

Title IX Resolution Process Overview
- Resolution Process Overview
- Two-Track Resolution Process Options
- Prompt and Equitable Resolution
- Types of Discrimination Complaints
- Complaints and Parties
- Reporting
- Jurisdiction
- Outreach and Intake
- Supportive Measures
- Activity: Supportive Measures
- Informal Resolution
- Section 106.45 Investigations
- Activity: Evidence
- Section 106.45 Decision-making
- Appeals
Recordkeeping

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.