



2020 Title IX Regulations Refresher for Higher Education Training & Recertification Course Agenda

Description:

This newly revised and updated one-day 2020 Title IX Regulations Refresher course is for Title IX Coordinators, Investigators, and Decision-Makers – those who have experience with the 2020 Regulations, especially those who have previously been certified in the 2020 Regulations by ATIXA.

The removal of the 2024 Regulations necessitates specific attention and re-training on the more proscriptive 2020 Regulations. With all the back-and-forth of different regulatory schemes, we're all a little rusty and in need of keeping the 2020 nuances front of mind. As Title IX compliance, regulations, and oversight evolve, we also face heightened scrutiny from the Executive Branch, particularly from the Departments of Education, Justice, and Health and Human Services, as well as ongoing litigation and caselaw. This Refresher training aims to fortify participants' understanding of compliance obligations under the 2020 Regulations, while addressing the challenges posed by the evolving legal and regulatory environment.

Participants will benefit from engagement with ATIXA's expert faculty who share examples, best practices from our extensive experience, and answer participants' questions to help your institution face the challenging and complex environment surrounding Title IX Compliance.

Learning Outcomes:

After completing this course, participants will be able to...

- Explain the current state of Title IX Compliance under the 2020 Regulations in an evolving compliance environment
- Ensure their institution's approach to intake and jurisdictional assessments are compliant with the 2020 Regulations
- Revise policies and procedures to become consistent with up-to-date legal and regulatory requirements, as well as best practices
- Refine investigation and decision-making procedures and protocols to safeguard fairness, due process, and compliance

Course Topics

Understanding the Regulations

Title IX Scope and Definitions

- Title IX Scope

- ATIXA Model Policy
- Title IX Definitions
- ATIXA Model Definitions
- Retaliation

Reports, Complaints, and Notice to the Institution

- When is the Institution “On Notice”?
- Reporting Obligations
- Party and Witness Privacy Concerns
- Report vs. Complaint
- Signing a Formal Complaint

Formal Grievance Process Overview

- Formal Process Overview
- Due Process

Initial Assessment

- Jurisdiction
- Outreach and Intake
- Mandatory & Discretionary Dismissals
- Dismissal Appeal
- Supportive Measures
- Emergency Removal and Administrative Leave
- Informal Resolution

Investigation

- Notice of Investigation and Allegations (NOIA)
- Understanding Evidence
- Directly Related Evidence
- Specific Evidence Issues
- Privileged and Medical Information
- Standard of Evidence
- Parties’ and Advisors’ Review of Report and Evidence File
- Drafting, Reviewing, and Finalizing the Investigation Report

Decision-Making and Appeals

- Decision-making
- Live Hearings
- Relevance Determinations
- Written Determinations
- Sanctions and Remedies
- Appeal Grounds

Recordkeeping

- Maintenance Standards
- Training Records

Compliance Checklist

Note: Training will include one morning and one afternoon break (approximately 15 minutes each) and a one-hour lunch break per day. Training start and end times for in-person events are determined by the host site. All virtual training sessions are scheduled for seven hours per day (including breaks) unless otherwise specified. Please check your registration confirmation email and ATIXA Event Lobby for start and end times. All times listed are in the Eastern time zone.