



# GICA COMPLIANCE COLLABORATIVE PROGRAM

## Title IX Investigator Training In-Person/Zoom Sessions September and October 2023

9:00 am to 4:00 pm  
AGENDA

### Agenda:

9:00 a.m. – 10:00 a.m.

- Definitions:
  - Sexual harassment
  - Education program/activity
  - Recognized, off-campus student organizations
  - Formal Complaint
  - Complainant
  - Respondent

10:15 a.m. – 12:00 p.m.

- Overview:
  - Interaction with and role of Advisor
  - Role of Mediator in Informal Resolution
  - Navigating confidentiality and disclosure of information within the institution
  - Emergency Removal
  - Interconnections between Title IX cases and Student Conduct cases
  - Pregnancy and Lactation Issues
- Investigations Title IX Process:
  - Step 1: Planning and preparation
  - Step 2: Beginning the interview
  - Step 3: First narrative account
  - Step 4: Clarification and disclosure
  - Step 5: Closing the interview
  - Step 6: Evaluation
  - Types of interview questions

- Qualities of a good question
- Categories of evidence
- Credibility factors

1:00 p.m. – 4:00 p.m.

- Title IX Process
  - Review of policy process steps
    - Informal resolution
    - Formal resolution
- Case scenarios
  - Utilizing multiple case-scenarios, attendees discussed jurisdictional issues, how to develop an investigation strategy, assessing witness credibility, and understanding the inter-connection between Title IX, Clery, and other federal laws.
  - Attendees participated in “quick-recall” game playing.

**Presenter:**

Judith W. Spain, J.D., CCEP

Judy currently serves as the GICA Compliance Program Consultant and serves on the Board for the Society for Corporate Compliance and Ethics. She is a Professor Emeritus, an attorney licensed in Kentucky, Ohio, and Pennsylvania, and is a Certified Compliance and Ethics Professional. She served as General Counsel and Chief Ethics and Compliance Officer at Eastern Kentucky University and Manhattanville College, where she developed and implemented compliance programs. Judy is the author of the first book on higher education compliance, *Higher Education Compliance: Blueprint for Success*. Judy is also the author of *Compliance Risk Assessments: An Introduction* published by the Society for Corporate Compliance and Ethics. Her third book, *Higher Education Compliance: What Governing Boards Really Need to Know* focuses on the responsibilities of higher education governing boards.

**Resources:**

**OCR and Title IX**

- [https://www2.ed.gov/about/offices/list/ocr/docs/tix\\_dis.html](https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html)
- [Federal Register :: Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance](#)
- [The U.S. Department of Education Releases Proposed Changes to Title IX Regulations, Invites Public Comment | U.S. Department of Education](#)