



Definitions



Decision Maker:

“An individual who is not the same person as the Title IX Coordinator (or designee), chosen by the Title IX Coordinator to reach a determination regarding



Scope of Investigations: Title IX vs. Title VII (et al)

Title IX Sexual Harassment Complaint process followed for all sexual misconduct if:

- 1) Formal Complaint *must** have:
 - a) Signed written complaint requesting action on behalf of College
 - b) Conduct occurred in College's education program or activity
 - c) In the United States
- 2) Facts alleged plausibly meet definition of Title IX Sexual Harassment

If neither exist, or other exclusions* apply:

May be addressed under typical Complaint Process (no hearing)





Title IX Sexual Harassment Complaint Process



Formal Complaint required: May be consolidated

Jurisdiction



Title IX Sexual Harassment







Cross Examination



Cross Examination at Hearings:

Discussion: Purpose of cross examination.

Decision Maker s Role in the Process:

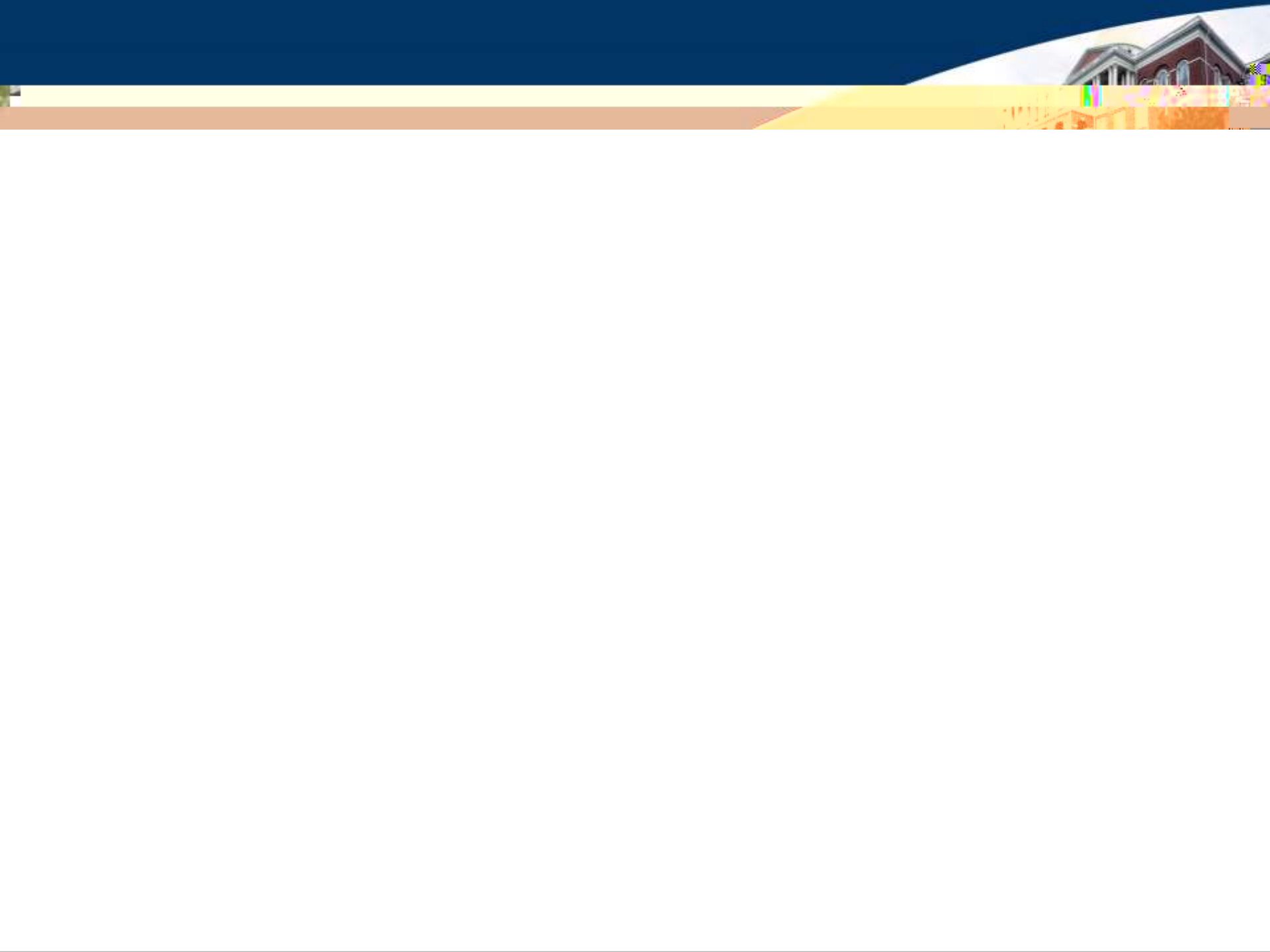
Decision Maker determines relevance (“gatekeeper”) at hearing
Decision Maker explanation only required where question not permitted

Discussion: Decision Maker/Title IX Coordinator relevance not aligned?

Impact of not Appearing/Submitting to Cross Examination:

Exclusion of statements that make a factual assertion

Discussion: If party appears but only answers certain questions?





Next Steps



Generally choose individuals to serve in the outlined roles.

: Use of external 3rd parties to serve roles (Hearings, advisors, etc.)?

Update online training.

Ensure that general notice requirements are met.



Questions!