

# **TITLE IX TRAINING AGENDA**

**September 27, 2024**

**Onondaga-Cortland-Madison BOCES**

**110 Elwood Davis Road**

**Liverpool, NY 13088**

**Title IX Training**

**The Law on Discrimination, Requirements, & Investigations**

**Part 1: 12:00 p.m. to 1:30 p.m.**

## **Title IX Defined – Legal Rules and Requirements**

- I. Title IX Harassment Defined (15 minutes)
  - A. Title IX
  - B. Relatedly, Title VII
- II. Rules and Obligations (25 minutes)
  - A. Title IX Policy Requirements
  - B. Title IX Publication and Notices
  - C. Title IX Investigation Requirements
- III. Title IX Specific Terms (25 minutes)
  - A. Definition of “Based on Sex”
  - B. Prohibited Retaliation
  - C. Grievance Process
- IV. Title VII and Title IX Intersections (25 minutes)
  - A. Harassment and Hostile Environment
  - B. Retaliation

**Part 2: 1:45 p.m. to 3:30 p.m.**

## **Title IX – Implementation and Practice Recommendations**

- V. Practice Requirements - Investigation of Complaints-Legal Obligations and Requirements (30 minutes)
  - A. Initial Referral and/or Complaint
  - B. Review of Policies & Procedures
  - C. Interview of Complainant
  - D. Requests for Documentary Evidence
  - E. Fact Witness Interviews
  - F. Interview of Accused
  - G. Final Evidentiary Follow-up
  - H. Preliminary Report, Party Reviews, and Questions
  - I. Final Decision & Outcome Letters
- VI. Practice Considerations (15 minutes)
  - A. Pitfalls and Obstacles
  - B. Lesser Misconduct Investigations
  - C. Non-Title IX Misconduct
- VII. Best Practices (15 minutes)
- VIII. Conclusion and Discussion (15 minutes)