All materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process:

A brief description of each module in the training series is set out below. Though designed to be watched in the following order, modules also can be watched separately, on a stand-alone basis.

- **Module 1 – An Introduction to Managing Title IX Sexual Harassment on Campus**: In the Fundamentals of the Law module, **Scott Goldschmidt** and **Aaron Lacey** provide an overview of the new Title IX rule. Starting with a background and history of Title IX, the module details key definitions, elements of a sufficient response to "Title IX sexual harassment," interim and supportive measures and recordkeeping requirements.

- **Module 2 – Formal Complaints of Title IX Sexual Harassment**: In the Formal Complaints module, Scott Goldschmidt and Aaron Lacey discuss the new regulation's framework for formal complaints of Title IX sexual harassment. The module details the ten core requirements for a formal complaint process and explains the requirements regarding dismissals and consolidation of complaints.

- **Module 3 – Title IX Investigations & Informal Resolutions**: In the Investigations and Informal Resolutions module, **Susan Lorenc**, Scott Goldschmidt, and Aaron Lacey explain the new regulation's requirements for investigations of formal complaints of Title IX sexual harassment. The module explores key concepts, notice requirements, confidentiality, evidence, serving impartially, issues of relevance, interviews, credibility determinations, collection and review of documentation and writing investigative reports. The module also explains the regulation's requirements regarding informal resolutions.

- **Module 4 – Title IX Hearings**: In the Hearings module, Retired Judge **Booker Shaw**, Scott Goldschmidt, and Aaron Lacey, discuss the new regulation's hearing requirements for formal complaints of Title IX sexual harassment. The module delves into key concepts, the live hearing requirement, advisors, managing cross-examination, relevance, credibility, burden of proof, evidence and legal privileges.

- **Module 5 – Title IX Determinations**: In the Determinations module, Susan Lorenc, Scott Goldschmidt, and Aaron Lacey explore the new regulation's requirements for written determinations of responsibility following a hearing. The module covers key concepts, the format and content of determinations, organizing facts and thoughts, excluding facts in evidence, weighing facts under applicable evidentiary standards, types of evidence, effective deliberations and writing a defensible determination.

- **Module 6 – Title IX Appeals**: In the final module of the series, Retired Judge Booker Shaw, Scott Goldschmidt, and Aaron Lacey explain the new Title IX rule's requirements for appeals. The module details key concepts, bases for appeal, drafting appeal decisions and requirements for appeal officers.

Click here to access the slide decks for all six modules.

Thompson Coburn's Higher Education Practice has created a free, **online lecture series** that provides foundational training for those individuals who will be administering the new Title IX process this fall, including Title IX coordinators, investigators, advisors, hearing officers and appeal officers.

The Title IX Coordinators completed training on 8/13/2020 via PayCom

You have been enrolled in Preventing Discrimination and Harassment: A Leader's Role

Please log into Employee Self-Service to view your training information.

Description

Course Prerequisite: Preventing Discrimination and Harassment

A leader's role is critical in creating an environment that is professional, safe and free of harassment. In this course, you will have the opportunity to learn your specific responsibilities through either an interactive adventure or as a podcast.

Building on knowledge you gained in Preventing Discrimination and Harassment, you'll learn:

- The importance of documenting complaints and issues
- Steps to take to correct sexual harassment
- The legal prohibition of retaliation
- What to do if you are personally accused of harassment