



# GICA COMPLIANCE COLLABORATIVE PROGRAM

## Title IX Advisor Training In-Person/Zoom Session

September 2023

9:00 am to 11:00 am

### Agenda:

- Definitions:
  - Sexual harassment
  - Education program/activity
  - Recognized, off-campus student organizations
  - Formal Complaint
  - Complainant
  - Respondent
- Standards of evidence
- Review of policy process steps
  - Informal resolution
  - Formal resolution
- Role of Advisor (by statute)
- Role of Advisor (by institutional policy)
- How to analyze Final Report from perspective of Complainant or Respondent
- How to develop appropriate and relevant questions
- Live Hearing
- Appeal
- Navigating confidentiality and disclosure of information within the institution

### 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)
- <https://www2.ed.gov/about/offices/list/ocr/docs/dcl-title-ix-coordinators-guide-201504.pdf>

### Federal Register

- <https://www.federalregister.gov/documents/2020/05/19/2020-10512/nondiscrimination-on-the-basis-of-sex-in-education-programs-or-activities-receiving-federal#citation-1152-p30294>

### Joint Guidance on Title IX

- <https://system.suny.edu/sci/tix2020/>
- <https://system.suny.edu/media/suny/content-assets/documents/sci/tix2020/Live-Hearings,-Cross-Examination-and-Advisors-of-Choice.pdf>