



GICA Compliance Collaborative

2020 In-Person and Webinar Training

Title IX – Investigator Training – Part V

(2 Hour In-Person, Webinar, and Videotaped August 2020)

AGENDA

Title IX Investigator Training – Part V

Total of 11 videos were written by Judy Spain, J.D., CCEP, GICA Compliance Collaborative Program Consultant. Videos produced by DMZ Productions; copyright held by Spain and Spain, Inc., and licensed to GICA.

For this training, six of the videos were used. The remaining 5 videos are used in the Title IX Hearing Panel Member Training (September 2020).

Attendees watched the videos and then participated in discussion regarding the videos.

Videos show various steps in the Title IX investigation process. They are designed to develop investigator interview competency skills; to expand attendees knowledge of the new Title IX process; to promote discussion regarding what went right/what went wrong in the interviews and the process; to assist attendees to determine what could be an interview sequence; to encourage discussion regarding how to ask follow-up questions to determine facts and credibility of the interviewee; and to understand the need for standardization of process of opening/closing an interview by explaining the Title IX process, options for reporting/not reporting, next steps, Supportive Measures, providing handouts, etc.

Scene 1 – Complainant’s Initial Meeting (Take 1)

Actors:

Complainant – Jennifer Shore
Title IX Coordinator – Shelia Fox

Date:

Monday, October 7, 2019
9:00 am

Synopsis: Complainant met with Title IX Coordinator; Coordinator acted outside of Title IX boundaries

Scene 2 – Complainant’s Initial Meeting (Take 2)

Actors:

Complainant – Jennifer Shore
Title IX Coordinator – Shelia Fox

Date:

Monday, October 7, 2019
9:00 am

Synopsis: Complainant met with Title IX Coordinator; Coordinator stopped meeting mid-conversation; pulled in Title IX Investigators

Scene 3 – Complainant’s Interview

Actors:

Complainant – Jennifer Shore
Title IX Investigator – Abigail Thomas

Date:

Monday, October 7, 2019
9:00 am

Synopsis: Complainant met with Title IX Investigator(s); Investigator(s) conducted interview

Scene 4 – Respondent’s Interview

Actors:

Respondent – Curtis Tripp
Title IX Investigator – Abigail Thomas

Date:

Wednesday, October 9, 2019
3:00 pm

Synopsis: Respondent met with Title IX Investigator(s); Investigator(s) conducted interview

Scene 5 – Davenport’s Interview

Actors:

Front desk employee at Camden Hall/student – Ashton Davenport
Title IX Investigator – Abigail Thomas

Date:

Friday, October 11, 2019
10:30 am

Synopsis: Davenport met with Title IX Investigator(s); Investigator(s) conducted interview

Scene 6 – Montgomery’s Interview

Actors:

Complainant’s roommate – Lauren Montgomery
Title IX Investigator – Abigail Thomas

Date:

Monday, October 14, 2019
10:30 am

Synopsis: Montgomery met with Title IX Investigator(s); Investigator(s) conducted interview

Author and Presenter: Judy Spain, J.D., CCEP

Judy currently serves as the GICA Compliance Program Consultant. She is a Professor Emeritus, Eastern Kentucky University, an attorney licensed in Kentucky, Ohio, New York, 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. She has served in multiple Title IX roles and has lectured extensively in this area. 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.