



GICA COMPLIANCE COLLABORATIVE PROGRAM

Title IX Investigator Training In-Person/Zoom Sessions September 2024

9:00 am to 4:00 pm
AGENDA

Part I

- Definitions
 - Sexual harassment
 - Education program/activity
 - Recognized, off-campus student organizations
 - Formal Complaint
 - Complainant
 - Respondent
 - No conflict of interest or bias
 - Scenarios

Part II

- Investigations - Title IX process
 - Reasonably prompt time frame
 - No gag order
 - Written notice required
 - Presumption of not responsible
 - Rights of Complainant and Respondent
- Informal Resolution
 - Role of Mediator
 - Institution may not require Informal Resolution
 - No conflict of interest or bias
 - Who can be an Informal Resolution Mediator
 - Practical tips
 - Scenarios

- Formal Resolution
 - Inspect and review evidence
 - Preliminary report
 - Investigative report
 - Non-disclosure Agreement
 - Scenarios

- Interaction with Advisors
 - Advisor of choice
 - Restrictions?
 - No gag order
 - Practical tips – communication
 - Practical tips – who would be a good Advisor
 - Practical tips – training
 - Scenarios

- Interconnections between Title IX cases and student conduct cases
 - Application – movement between processes
 - Scenarios

- Emergency Removal and Administrative Leave
 - Emergency Removal
 - When Appropriate?
 - OCR deference
 - Administrative Leave
 - Application – process
 - Scenarios

- Clery Act
 - Clery Act definition: Campus Security Authorities
 - Responsible Employees (Mandated Reporters)
 - When does an institution have notice?

- Scenarios

Part III

- Credibility Assessment
 - Presentation focusing on how to determine credibility
 - Presentation by Meric Bloch

Part IV

- Report Writing
 - Presentation focusing on how to write the Preliminary and Investigative Report
 - Presentation by Dr. Janna Vice

Part V

- “Jeopardy” game
 - Using Title IX related facts, participants created the questions to the answers.

Comment:

Scenario-based training consisted of:

- Utilizing multiple case-scenarios, attendees discussed jurisdictional issues, how to develop an investigation strategy, assessing witness credibility, and understanding the inter-connection between Title IX, Clery, and other federal laws.

Presenter: Meric Bloch, JD, CCEP-F, CFE, PCI,

Meric Bloch has designed, implemented, and managed workplace investigations process globally for three multinational companies and a healthcare system. Meric has conducted more than 800 internal investigations of fraud and serious workplace misconduct globally. Meric is a Certified Fraud Examiner, a Certified Financial Crime Specialist, a Certified Information Privacy Professional – Europe, a Professional Certified Investigator, and a Certified Compliance and Ethics Professional-Fellow.

Presenter: Dr. Janna Vice, Provost Emerita, Eastern Kentucky University

Dr. Vice served as Senior Vice President for Academics and Provost at Eastern Kentucky University. She has more than four decades of experience in higher education. As a Professor of Business Communication, Dr. Vice taught professional and analytical writing. Her research has focused on assessment of academic programs, student learning outcomes, and curriculum design. Her professional career also includes being a presenter and workshop leader for business and professional organizations. She has led “Executive Writing” workshops for the Commonwealth of Kentucky’s Department of Criminal Justice Training for nearly 500 rising police officers, pursuing increased leadership roles in their agencies. Dr. Vice received her doctorate from the University of Kentucky in Career and Technical Education, with a Business Communication Emphasis. She is a two-time graduate of ECU, having earned her MA and BS degrees in Business Education. Dr. Vice completed the Harvard Graduate School of Education’s Management and Leadership in Education.

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 Emerita, 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
- [Federal Register :: Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance](#)
- [The U.S. Department of Education Releases Proposed Changes to Title IX Regulations, Invites Public Comment | U.S. Department of Education](#)