



# Required Personnel for Title IX Sexual Harassment

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<b>“Recipient” (District) Roles:</b>	<b>Title IX Coordinator</b>	<b>Investigator</b>	<b>Decision Maker</b>	<b>Appellate Decision Maker</b>	<b>Informal Resolution Facilitator</b>
<b>What do they do?</b>	<ul style="list-style-type: none"> <li>Employee designated &amp; authorized by ISD to coordinate efforts to implement Title IX.</li> <li>Oversees logistics of entire grievance procedure to ensure compliance with Title IX regulations.</li> <li>Responsible for effective implementation of any remedies determined by Decision Maker.</li> </ul>	<ul style="list-style-type: none"> <li>Investigates allegations in formal complaint (interviews witnesses, gathers evidence).</li> <li>Prepares written investigative report.</li> </ul>	<ul style="list-style-type: none"> <li>Reviews investigative report.</li> <li>Facilitates process for each party to submit written, relevant questions that a party wants asked of any party or witness.</li> <li>Evaluates evidence and issues written determination of responsibility.</li> </ul>	<ul style="list-style-type: none"> <li>Conducts appeals of dismissals and determinations of responsibility by decision maker (if a party appeals).</li> <li>Issues written decision.</li> </ul>	<ul style="list-style-type: none"> <li>Facilitates informal resolution process (e.g., mediation) between a complainant and respondent with respect to a formal complaint.</li> </ul>
<b>Who can they be?</b>	<ul style="list-style-type: none"> <li>Must be a District employee.</li> <li>Must be known as “Title IX Coordinator”.</li> <li>Cannot be same person as investigator or decision maker.</li> </ul>	<ul style="list-style-type: none"> <li>District employee or third-party provider.</li> <li>Cannot be same person as any other role, except Title IX Coordinator.</li> </ul>	<ul style="list-style-type: none"> <li>District employee or third-party provider.</li> <li>Cannot be same person as any other role.</li> </ul>	<ul style="list-style-type: none"> <li>District employee or third-party provider.</li> <li>Cannot be same person as any other role.</li> </ul>	<ul style="list-style-type: none"> <li>District employee or third-party provider.</li> <li>Should not be same person as any other role.</li> </ul>
<p align="center">**Individual designated in any of these roles <b>must not have a conflict of interest</b> against complainants or respondents generally OR against the particular complainant or respondent in a given situation**</p>					



# Training Requirements for Required Personnel for Title IX Sexual Harassment

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	Title IX Coordinator	Investigator	Decision Maker	Appellate Decision Maker	Informal Resolution Facilitator
<b>Required Training for All Roles</b>	<p align="center">**Training must promote impartial investigations and adjudication of formal complaints and must not be based on sex stereotypes.**</p> <p><b><i>Mandatory Training Components:</i></b></p> <ul style="list-style-type: none"> <li>• The definition of sexual harassment in section 160.30;</li> <li>• The scope of the recipient’s education program or activity;</li> <li>• How to conduct an investigation and grievance process, including, as applicable, hearings, appeals, and informal processes; and</li> <li>• How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.</li> </ul>				
<b>Additional Training Requirements for Certain Roles</b>		<ul style="list-style-type: none"> <li>• Issues of relevance to create an investigative report that fairly summarizes relevant evidence</li> </ul>	<ul style="list-style-type: none"> <li>• Any technology to be used at a live hearing.</li> <li>• Issues of relevance of questions and evidence, including when questions and evidence about a complainant’s sexual history or predisposition are not relevant.</li> </ul>	<ul style="list-style-type: none"> <li>• Should receive same additional training as investigator and decision maker in order to conduct appropriate appellate review of decision</li> </ul>	