




# **NEW TITLE IX REGULATION FINAL RULE TRAINING MODULE FRAMEWORK**

FOR TITLE IX COORDINATOR,  
EDUCATION AND TRAINING  
COORDINATOR, INVESTIGATORS AND  
HEARING OFFICER

The background is a solid dark red color. In the four corners, there are decorative elements consisting of thin, light red lines that resemble circuit traces or a network diagram. These lines connect to small, light red circles, creating a grid-like pattern that is more dense in some areas and sparser in others.

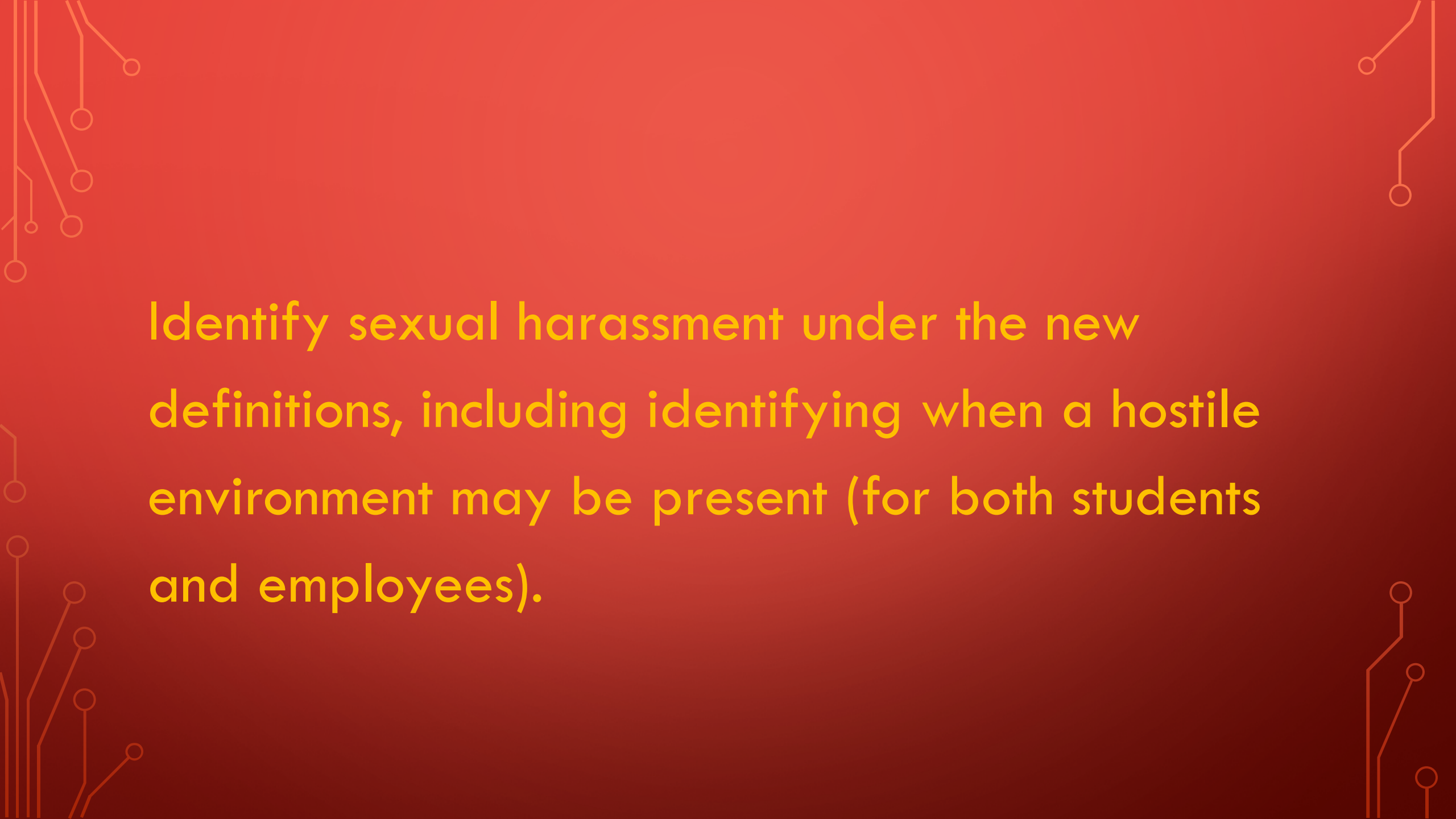
**TITLE IX PROCEDURAL REQUIREMENTS, DEFINING  
SEXUAL HARASSMENT, UNDERLYING  
DEFINITIONS, AND OBLIGATIONS TO RESPOND:**



The image features a dark blue background with decorative circuit-like lines in a lighter blue color. These lines are located in the four corners of the page, forming abstract patterns of lines and circles that resemble a network or data flow. The central text is white and reads: 


Know the procedural requirements, including designating a reporting process, adopting grievance procedures, and disseminating a notice of non-discrimination.



The slide features a dark red background with decorative circuit-like lines in a lighter red color. These lines are located in the four corners, forming abstract patterns of lines and circles that resemble a network or circuit board.

Identify sexual harassment under the new definitions, including identifying when a hostile environment may be present (for both students and employees).



The background is a solid dark red color. In the four corners, there are decorative white line-art elements that resemble circuit traces or a stylized tree structure, with small circles at the end of the lines.

Know the obligation of our institution to respond and what is meant by deliberate indifference by our institution in not responding to known sexual harassment.





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# **ADDRESSING AND INVESTIGATING ALLEGATIONS OF SEXUAL HARASSMENT UNDER TITLE IX:**



**KNOW THE REQUIREMENTS US TO  
PROVIDE SUPPORTIVE MEASURES IN THE  
ABSENCE OF A FORMAL COMPLAINT.**



**IDENTIFY THE PROCESS FOR A FORMAL COMPLAINT, INCLUDING THE DEFINITION OF THE COMPLAINANT AND THE FILING OF THE CLAIM.**




KNOW THE REQUIREMENTS FOR EMERGENCY REMOVAL OF  
A STUDENT OR LEAVE FOR AN EMPLOYEE, DISMISSAL OF A  
COMPLAINT, AND POSSIBLE INFORMAL RESOLUTION.





LEARN THE ROLE OF AN INVESTIGATOR IN CONDUCTING AN INVESTIGATION, INCLUDING INTERVIEWING WITNESSES, ASSESSING CREDIBILITY, AND CONSIDERING ISSUES OF RELEVANCE TO CREATE AN INVESTIGATION REPORT.

A decorative graphic on the left side of the slide, consisting of a network of thin, light-colored lines and small circles, resembling a circuit board or a neural network. The lines are vertical and horizontal, with some diagonal connections, and the circles are placed at various points along these lines.

**UNDERSTAND THE REQUIREMENTS OF A GRIEVANCE  
PROCESS, INCLUDING STANDARDS OF EVIDENCE  
AND TIMELINES FOR CONCLUSIONS.**

The background is a solid dark red color. In the four corners, there are decorative elements consisting of thin, light red lines that resemble circuit traces or a network diagram. These lines connect to small, hollow circles of the same color. The lines are more dense and complex in the bottom-left and top-left corners, and more sparse in the top-right and bottom-right corners.

# **FINALIZING THE INVESTIGATION AND MAKING DECISIONS ON RESPONSIBILITY UNDER TITLE IX:**




DISCUSS VARIOUS SEXUAL HARASSMENT  
SCENARIOS THROUGH THE FINAL INVESTIGATION  
AND DECISION-MAKING PROCESS.







LEARN ABOUT THE REQUIREMENTS  
RELATED TO COMPLETION OF THE  
INVESTIGATION REPORT.



UNDERSTAND THE ROLE OF THE RESPONSIBILITY  
DECISION-MAKER, INCLUDING ISSUES OF  
RELEVANCE OF QUESTIONS AND EVIDENCE, USE  
OF TECHNOLOGY, AND WRITTEN  
DETERMINATIONS.



IDENTIFY THE REQUIREMENTS RELATED TO PROCEDURES FOR DECISION-MAKING WITH A LIVE HEARING, AND HOW TO CONDUCT A LIVE CROSS-EXAMINING HEARING.




How to serve impartially, including by avoiding  
prejudgment of the facts at issue, bias and  
conflicts of interest

Avoiding stereotypes

Training on any technology to be used at the live  
hearing

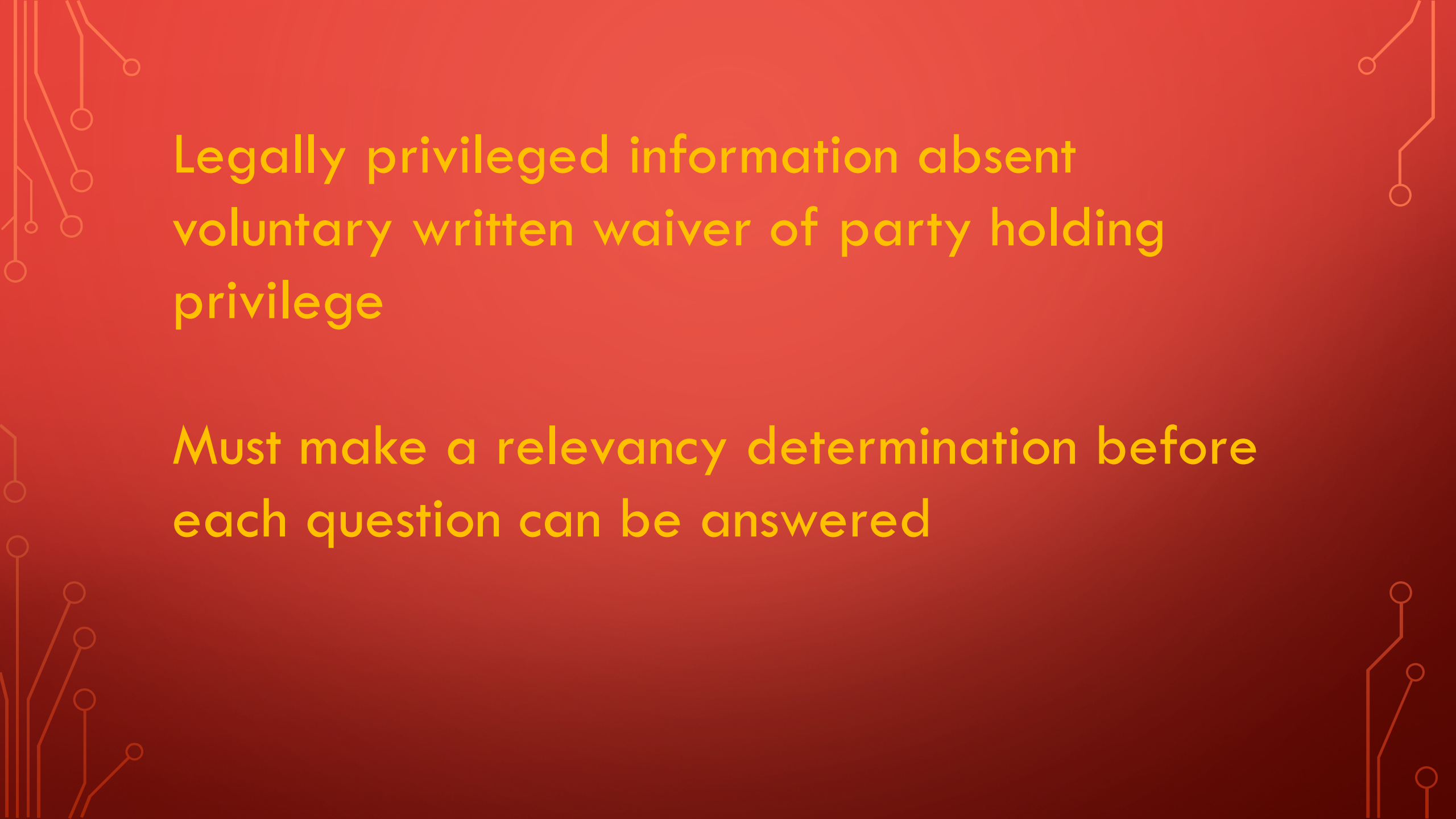




The slide features a dark red background with decorative white circuit-like lines in the corners. The lines consist of straight segments connected by small circles, resembling a stylized PCB or network diagram. The main text is centered and rendered in a bold, white, sans-serif font.

Relevance determinations (not Rules of Evidence)  
knowing and applying remaining requirements and  
other specific exclusions from the Regulations

Rape shield law and its two narrow exceptions

The slide features a dark blue background with decorative circuit-like lines in a lighter blue color. These lines are located in the four corners, forming a border around the central text. The lines consist of straight segments connected by small circles, resembling a stylized electronic circuit board.

Legally privileged information absent  
voluntary written waiver of party holding  
privilege

Must make a relevancy determination before  
each question can be answered



KNOW THE OBLIGATIONS OF A  
DECISION-MAKER IN ISSUING A  
WRITTEN DETERMINATION.

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**CONSIDERING OTHER ISSUES RELATED TO TITLE IX SEXUAL HARASSMENT, INCLUDING APPEALS OF DECISIONS:**





**DISCUSS VARIOUS SEXUAL HARASSMENT  
SCENARIOS THROUGH THE APPEAL  
PROCESS.**

A decorative graphic on the left side of the slide, consisting of a network of thin, light-colored lines and small circles, resembling a circuit board or a neural network diagram. The lines are vertical and horizontal, with some diagonal connections, and the circles are small and evenly spaced along the lines.

**UNDERSTAND THE APPEAL PROCESS ON  
FORMAL COMPLAINTS.**



**IDENTIFY VARIOUS RECORD-KEEPING  
REQUIREMENTS UNDER THE NEW RULES  
AND OTHER BEST PRACTICES RELATED TO  
RECORDS.**



**KNOW ABOUT THE RESTRICTIONS ON  
RETALIATION AND CONFIDENTIALITY  
RELATED TO SEXUAL HARASSMENT  
UNDER TITLE IX.**






**LEARN ABOUT DRAFTING EFFECTIVE  
POLICIES TO ADDRESS TITLE IX ISSUES.**



UNDERSTAND OTHER LEGAL ISSUES,  
INCLUDING FIRST AMENDMENT AND  
STUDENT RECORDS CONCERNS THAT  
MAY ARISE DURING TITLE IX MATTERS.



REVIEW OTHER COMPLAINTS THAT MAY  
BE BROUGHT AFTER AN INVESTIGATION  
BY THE INSTITUTION, INCLUDING A  
COMPLAINT WITH THE DEPARTMENT OF  
EDUCATION.