

# Title IX Advisor Training

# Why You Are Here

- You have been chosen to help a party navigate the grievance process with respect to alleged violations of Title IX of the Education Amendments of 1972.
- You will accompany your party to the Title IX hearing, and you will cross-examine the other party and any witnesses on behalf of your party.
- You may accompany your party to interviews and other meetings.
- Other than at a live hearing for the sole purpose of conducting any cross-examination, an advisor may not speak on behalf of a party.



# Title IX Legal Overview

# Title IX of the Education Amendments of 1972

20 U.S.C. § 1681, et seq.

“No person in the United States shall, based on sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”



# Title IX Prohibited Conduct

## Definition of Sexual Harassment

- “Sexual Harassment” means conduct **on the basis of sex** that satisfies one or more of the following:
  - **Quid Pro Quo:** An employee of FVI conditioning the provision of an aid, benefit, or service of FVI on an individual’s participation in unwelcome sexual conduct;
  - **Hostile Environment:** Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to FVI’s Education Program or Activity; or
  - **Sexual Assault, Dating Violence, Domestic Violence, or Stalking.**

# Equal Access to Education Programs and Activities

A decision for the Title IX Coordinator . . . not you.

Whether a reasonable person in the complainant's position would be effectively denied equal access to education compared to a similarly situated person who is not suffering the alleged sexual harassment.

Examples:

- Skipping class to avoid a harasser,
- Decline in student's GPA,
- Skipping athletic training sessions, or
- Difficulty concentrating in class.

Denial of equal access to education programs and activities does not require a student to drop out of school, fail a class, have a panic attack, or otherwise reach a "breaking point," or exhibit specific trauma symptoms.

# Education Program or Activity

On-Campus or Off-Campus

Another decision for the Title IX Coordinator . . .  
not you.

- “Education Program or Activity” means locations, events, or circumstances over which FVI exercised substantial control over both the Respondent and the context in which the Sexual Harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by FVI.

# Intersection with Clery Act as Amended by VAWA

## Timely Warnings

- The Clery Act crimes include sexual assault, dating violence, domestic violence, or stalking.
- If there is a Clery crime that occurs on Clery geography that presents a serious and ongoing threat to the health or safety of students or employees, then FVI must issue a timely warning to the community.
- The timely warning does not contain the personally identifiable information of a student or employee but must contain details about the incident such as the location and allegations.



# Clery Act

- Requires colleges to report crimes that occur “on campus”
- Requires schools to send timely warnings to the community when there are known risks to public safety
- Requires publication of annual security report
- Created additional training and educational requirements
- Enforced by U.S. Department of Education

# Violence Against Women Act (VAWA) Reauthorization 2013

- Amended Clery Act to require reporting of domestic violence, dating violence, and stalking
- Prohibited retaliation
- Expanded training requirements
- Provided prescriptions related to certain defined terms:
  - Sexual assault
  - Domestic violence
  - Dating violence
  - Stalking

# Major Title IX Decisions

- *Cannon v. University of Chicago*, 441 U.S. 677 (1979)
  - A private right of action exists under Title IX
- *Gebser v. Lago Vista Independent School District*, 524 U.S. 274 (1998)
  - A school is liable under Title IX if it has actual knowledge of sexual harassment but responds with deliberate indifference.
- *Davis v. Monroe County Board of Education*, 526 U.S. 629 (1999)
  - Defining sexual harassment as unwelcome conduct on the basis of sex that is “so severe, pervasive, and objectively offensive that it can be said to deprive the victims of access to the educational opportunities or benefits provided by the school.”

# 2020 Title IX Regulations

- Promulgated on May 19, 2020
- Effective for complaints filed on or after August 14, 2020
- Defined hostile environment sexual harassment as “unwelcome conduct determined by a reasonable person to be so severe, pervasive, *and* objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity.”
- Imposed “actual knowledge” and “deliberate indifference” notice/response standards from *Gebser/Davis*
- Allowed schools to address sexual harassment affecting its students or employees that fall outside Title IX jurisdiction in any manner the school chooses.



# 2020 Title IX Regulations

- No extraterritorial application
- Specified requirements of a grievance process
  - An institution needed only initiate a formal grievance process when a complainant submits a formal complaint
  - Mandated live hearing at postsecondary institutions
  - Permitted parties to cross examine each other and witnesses
  - Decision-maker must be present during the hearing
- Informal resolution permitted but not to resolve a student's allegations against an employee

# 2020 Title IX Regulations

- Enhanced the role of party-advisors
  - Parties must be permitted to be accompanied by the advisor of their choice, who may be, but is not required to be an attorney
  - Advisors permitted to conduct cross-examination and ask all relevant questions
  - Institutions must appoint advisor for parties that fail to provide one themselves
- Mandated the provision of an appeal under at least three specific grounds



# Prohibited Conduct

# Title IX Prohibited Conduct

- *Quid Pro Quo* Harassment (Employee-Student)
- Sexual Harassment
- Sexual Assault
  - Rape
  - Statutory Rape
  - Sodomy
  - Sexual Assault with an Object
  - Criminal Sexual Contact
  - Incest
- Dating Violence
- Domestic Violence
- Stalking



# *Quid Pro Quo* Sexual Harassment

## **Conduct where:**

- An employee of FVI
- Conditions the provision of an aid, benefit, or service
- On a student's participation in
- Unwelcome sexual conduct
  - Determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a student equal access to FVI's education program or activity

# Sexual Harassment

- Unwelcome conduct
- On the basis of sex
- That a reasonable person would determine is so
  - Severe;
  - Pervasive; ***and***
  - Objectively offensive
- That it effectively denies a person equal access to FVI's education program or activity
  - Includes conduct of a sexual nature and conduct based on sex or sex stereotyping

# Sexual Assault

- A series of forcible and non-forcible sex offenses, as listed in Clery Act and VAWA.
- The consent standard for the offenses contemplated under sexual assault is “affirmative consent”
  - Note that this may be similar, but it is not identical, to criminal statutes.

# Sexual Assault: Consent

**“Consent”** means knowing, voluntary and clear permission by word or action, to engage in mutually agreed upon sexual activity.

- Informed
  - Knowing
- Voluntary
  - Freely given
- Active
  - Through the demonstration of clear words or actions, a person has indicated permission to engage in mutually agree-upon sexual activity



# Sexual Assault: Consent

Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has Consented before engaging in the sexual activity.

For Consent to be valid, there must be a clear expression in words or actions that the other individual Consented to that specific sexual activity.

# Sexual Assault: Consent

- Consent cannot be obtained by force, such as through the exertion of
  - Physical violence
  - Threats
  - Intimidation
  - Coercion
- A person who wants to engage in specific sexual activity is responsible for obtaining consent

# Sexual Assault: Incapacity to Consent

- Lack of protest, silence, passivity, lack of resistance **does not equate** to consent
- Consent for one activity **does not equate** to consent for another or different activity
- Consent may be withdrawn
- Consent will be evaluated within the context of any relationship at issue

# Sexual Assault: Incapacity to Consent

- A person cannot consent if he or she is unable to understand what is happening or is disoriented, helpless, asleep, or unconscious for any reason, including due to alcohol or other drugs.
- An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated the Title IX Policy.
  - It is not an excuse that the individual initiating or furthering the sexual harassment was intoxicated and, therefore, did not realize the incapacity of the other.
- A person cannot consent if they are incapacitated due to a mental disability, voluntary physical restraint, and/or from the taking of incapacitating drugs.



# MINORS CANNOT CONSENT

A person who is under  
18 years of age  
**CANNOT CONSENT.**

# Sexual Assault: Rape

- Penetration, no matter how slight, of the vagina or anus with any body part or object
- Or oral penetration by a sex organ of another person,
- Without the Consent of the Complainant,
- Including instances where the Complainant is incapable of giving Consent because of age or because of temporary or permanent mental or physical incapacity.

# Sexual Assault: Statutory Rape

- Sexual intercourse with a person who is under the statutory age for consent.

# Sexual Assault: Sodomy

- Oral or anal sexual intercourse with another person,
- Without the Consent of the Complainant,
- Including instances where the Complainant is incapable of giving Consent because of age or because of temporary or permanent mental or physical incapacity.



# Sexual Assault: With an Object

- To use an object or instrument
- To unlawfully penetrate, however slightly,
- The genital or anal opening of the body of another person,
- Without the Consent of the Complainant,
- Including instances where the Complainant is incapable of giving Consent because of age or because of temporary or permanent mental or physical incapacity.



# Criminal Sexual Contact

The intentional touching of the clothed or unclothed body parts without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. The forced touching by the victim of the actor's clothed or unclothed body parts, without consent of the victim for the purpose of sexual degradation, sexual gratification, or sexual humiliation. This offense includes instances where the victim is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation.

# Sexual Assault: Incest

- Sexual intercourse
- Between persons who are related to each other
- Within the degrees wherein marriage is prohibited by law.

# Dating Violence

- “Dating Violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant.
- Considerations as existence of an intimate or romantic social relationship
  - the length of the relationship,
  - the type of relationship, and
  - the frequency of interaction between the persons involved in the relationship.



# Dating Violence

- For the purposes of this definition, Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating Violence does not include acts covered under the definition of Domestic Violence.
- Any incident meeting the definition of Dating Violence is considered a crime for the purposes of Clery Act reporting.



# Domestic Violence

“Domestic Violence” means a felony or misdemeanor crime of violence committed:

- By a current or former spouse or intimate partner of the Complainant
- By a person with whom the Complainant shares a child in common
- By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner
- By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
- By any other person against an adult or youth Complainant who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- Any incident meeting the definition of Domestic Violence is considered a crime for the purposes of Clery Act reporting

# Sex-Based Stalking

“Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- Any incident meeting the definition of Stalking is considered a crime for the purposes of Clery Act reporting.



# Serving as an Advisor



# The Role of an Advisor

- Advisors understand FVI's grievance process and their role within that process
- Advisors participate in any meetings required by the Title IX Coordinator or designee
- Advisors cross-examine the other party and witnesses during the hearing subject to considerations of relevance and appropriateness.
- Advisors should review evidence and investigation reports
- Advisors should provide logistical and general support or advice to their advisee

# Advisors will NOT

- Speak on behalf of their advisee during the hearing or stand in for a party in their absence
- Be a witness to the investigation
- Testify at the hearing
- Share their personal views
- Impede the hearing in an obstructive manner
- Determine a finding
- **Ask questions or introduce evidence about the complainant's sexual predisposition or prior sexual behavior, unless such questions or evidence are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.**

# Title IX Reporting Process

# Mandatory Reporters for CPS

## Children – Persons under the age of 18

All employees of FVI MUST REPORT child abuse or neglect, including sexual abuse or sexual assault within 24 hours to:

**Child Protective Services**

AND

**FVI's Title IX Coordinator**

If the child suffered serious physical abuse or sexual abuse or sexual assault, immediately report to the State Police – call 911.



# No Time Limitation on Reports

- You should IMMEDIATELY report violations of the Title IX Policy.
- There is no time limitation on the filing of reports.
- If the accused person is no longer subject to FVI's jurisdiction or significant time has passed since the alleged incident, FVI's ability to investigate may be more limited.

# FVI's Equitable Response

- If FVI has actual knowledge of sexual harassment in its education program or activity against a person in the United States, FVI shall respond promptly in a manner that is not deliberately indifferent.
  - **Offer Supportive Measures to Complainant and**
  - **Provide a Grievance Process** Prior to Imposing any Sanctions on the Respondent

# What Happens After a Title IX Report is Made?

## Title IX Coordinator will discuss availability of *Supportive Measures*

Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

Designed to restore or preserve equal access to FVI's education program or activity without unreasonably burdening the other party, including measures designed to:

- Protect the safety of all parties or FVI's educational environment or
- Deter sexual harassment.

# What Happens After a Title IX Report is Made?

## Supportive Measures

Supportive Measures are confidential to the extent possible.

The Title IX Coordinator is responsible for coordinating effective implementation of supportive measures.

- Examples: Counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar measures.



# Title IX Coordinator's Role

- Discuss the availability of supportive measures,
- Consider Complainant's wishes with respect to supportive measures,
- Inform the complainant of the availability of supportive measures *with or without* the filing of a formal complaint, and
- Explain to the complainant the process for filing a formal complaint.



# Title IX Grievance Process

# Individuals Involved in the Title IX Process

- **Complainant**

- An individual who is reported to be the subject of conduct that could constitute Prohibited Conduct regardless of whether such person makes a report or files a complaint

- **Respondent**

- Any individual who has been reported to be the perpetrator of conduct that could constitute Prohibited Conduct

- **Title IX Coordinator**

- Oversees the whole process and ensures the investigators, decisionmakers, and others involved are properly trained
- Confirm advisors are available for the live hearing

# Individuals Involved in the Title IX Process

- Investigator

- Gathers all relevant evidence to organize into a report

- Decision-Makers

- Following the hearing, the decision-maker(s) will consider all the evidence and make a determination whether the Respondent has violated FVI's Title IX policies
- **The advisor will interact most with the decision makers**

- Advisors

- Both parties must be accompanied by an advisor at the live hearing

- Appeals Officer

- Reviews the decision-maker's determination



# Resolution Options

- **Informal Resolution**

- At any point prior to reaching a determination regarding responsibility, FVI may facilitate an informal resolution process such as a mediation.
- Parties must provide voluntary, written consent.
- Informal resolution is NOT available to resolve allegations that an employee sexually harassed a student.

- **Formal Complaint**

- **Filed by a complainant or signed by the Title IX Coordinator** alleging Prohibited Conduct and requesting that FVI investigate the allegation.

- **Supportive Measures**

- Designed to address student's safety and well being, and to preserve or restore equal access to educational opportunities without unreasonably burdening the other party

# Resolution Options: Informal Resolution

- Parties may request Informal Resolution **at any point** after the Notice of Allegations is received and before the commencement of the Live Hearing
- Subject to the Title IX Coordinator's approval
  - FVI has discretion to determine if Informal Resolution is appropriate, considering the allegations in the Formal Complaint
  - At any point prior to resolution, the Title IX Coordinator may terminate the Informal Resolution, at which point Formal Resolution resumes
- At any point prior to the resolution of the Informal Resolution, either party may **withdraw** from the Informal Resolution, at which point Formal Resolution will commence or resume
- FVI has discretion to determine the type of Informal Resolution that may be appropriate

# Resolution Options: Formal Complaint

- **The Formal Complaint commences the process for:**
  - Investigation
  - Live Hearing with cross-examination
  - Appeal
- **The Formal Complaint must be . . .**
  - Document Filed by a Complainant or Signed by the Title IX Coordinator
    - “Filed by a complainant” means a document or electronic submission (such as by e-mail) that contains the Complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint
  - Alleged Prohibited Conduct against the Respondent
  - Request that FVI investigate the allegation

## Resolution Options: Acceptance of Responsibility

- The Respondent may, at any time, elect to resolve the Formal Resolution process by accepting responsibility for the Prohibited Conduct
- The Title IX Coordinator will either refer the matter to a Decision-Maker to conduct a hearing or to Informal Resolution, at the parties' requests
- If the Respondent (1) subsequently retracts this acceptance; (2) declines to accept responsibility under cross-examination during a Hearing; or (3) Informal Resolution is unsuccessful, Formal Resolution will be resumed



## Resolution Options: Supportive Measures

- No formal complaint necessary.
- Non-disciplinary, non-punitive individualized services
- Offered to complainant before or after the filing of a Formal Complaint **or** where no Formal Complaint has been filed.
- Offered to respondent after a Formal Complaint has been filed
- Coordinated by the Title IX Coordinator

# Steps in the Grievance Process

1. Notice of Allegations
2. Investigation & Report
3. Live Hearing
4. Sanctions
5. Appeal

# Step 1: Notice of Allegations

- Upon receipt of a Formal Complaint, the Title IX Coordinator will provide a Notice of Allegations to both parties.
- The Notice of Allegations contains
  - Notice of the grievance process
  - Notice of the alleged harm or Prohibited Conduct
  - Statement that the Respondent is presumed not responsible for the alleged conduct.
  - Notice that each party may have an advisor of their choice.
  - Parties will be given equal opportunities to inspect and review evidence.
  - FVI's policies prohibiting knowingly making false statements.
  - FVI's prohibition against retaliation.

# Step 1: Notice of Allegations

## The Advisor's role in this step of the process

- An advisor can accompany the party to meetings during the investigation process
- An advisor may help the parties prepare for each meeting and is expected to advise ethically with integrity and good faith
- An advisor may provide private consultations to their party, except during questioning of the party.



## Step 2: Investigation

- The Title IX Coordinator will appoint a Title IX Investigator, who will conduct a prompt, thorough, fair, and impartial investigation.

### **The Advisor's role in this step of the process**

- The advisor is a non-participating presence who solely observes and provides support during the investigation.
- Advisors may be asked to meet with the Title IX Coordinator, in advance of any proceedings to understand the expectations of the role, privacy considerations, and appropriate decorum
- The parties may be accompanied by their advisor during any meeting related to the Formal Complaint.
- While the investigator gathers information provided by the parties, advisors may not contact the other party or any witness.

# Step 2: Investigation

## Presumption of Non-Responsibility

- The investigation is a neutral fact-gathering process.
- The Respondent is presumed to be not responsible
  - This presumption may be overcome only where the Decision Maker concludes that there is sufficient evidence, by a preponderance of the evidence, to support a finding that the Respondent violated FVI's policy on sexual misconduct
    - This is not the Complainant's burden. Rather, it is FVI's burden.

# From Investigation to Draft Report

Title IX Coordinator designates investigator(s)



Investigator seeks information and statements from parties and witnesses, reviews documents and records, and collects other evidence (e.g., site visits, FVI records, experts, law enforcement)



Investigator transmits draft investigation report to parties

- Will include all information collected not protected by privilege
- Will ***not*** recommend a finding



Parties have 10 business days to respond with comments, identify additional evidence, and/or request further investigation on particular topics

# From Review of Parties' Responses to Final Investigation Report

Investigator reviews responses from parties and identifies additional investigative steps



Investigator prepares final investigation report.



Investigator transmits the draft report to the parties, and includes initial information about the hearing process.



Parties may submit responses within 10 business days



# How an Investigator Determines Relevance

Investigator has the discretion to determine the relevance of any proffered evidence, and to include or exclude certain types of evidence

In general, will not consider statements of personal opinion, rather than direct observations or reasonable inferences from the facts, or statements as to any party's general reputation for a character trait

Notwithstanding the investigator's discretion, all collected information—including irrelevant information—is shared with parties and decision-maker, and may be considered at the hearing

# How an Investigator Determines Relevance

Prior or subsequent conduct may be considered in determining pattern, knowledge, intent, motive, or absence of mistake

If prior or subsequent conduct will be considered, the investigator will make a determination during investigation and inform the parties

Prior sexual history or sexual predisposition of a party will **never** be used to prove character or reputation. It is **only** considered to prove

- Someone other than Respondent committed the conduct
- Consent in light of specific incidents of prior sexual history between the parties

## Step 3: Live Hearing

- The Title IX Coordinator will appoint a Decision-Maker from a pool of trained/experienced individuals
- The live hearing can be conducted in a physical hearing room or virtually with real-time audio and video participation
  - The presumption of non-responsibility still applies until the Decision-Maker concludes that there is sufficient evidence, by a preponderance of the evidence, to support a finding of a violation
- FVI will record or transcribe the hearing. All other recordings of the hearing are prohibited.
- The hearing will still proceed even if a party refuses to participate. The party may not later use their refusal to participate as a ground for appealing the decision.

## Step 3: Live Hearing

- The Decision Maker and any party may request the attendance of the Investigator or any witness.
- At the request of either party, FVI must provide for the live hearing to occur with the parties located in separate rooms with technology enabling the decision-maker(s) and parties to simultaneously see and hear the party or the witness answering questions.
- If a party does not have an advisor present at the live hearing, FVI must provide without fee or charge to that party, an advisor of FVI's choice to conduct cross-examination on behalf of that party.
- If a party or witness does not participate in the live hearing or refuses to answer questions, their advisor may still appear and may still ask questions of the other party and any witnesses in attendance. If the advisor also does not appear, FVI will appoint an advisor to ask questions.



# Step 3: Live Hearing

## Rules of Order and Decorum

- The Decision-Maker has the sole discretion to determine if an individual's actions during a Hearing are disruptive or violate the Rules of Order and Decorum
- Upon a second or further violation, the Decision-Maker has the discretion to remove the offending person or allow them to continue participating in the hearing or process
- The Rules apply equally to both parties, any witnesses, advisors, and other participants
- Hearing participants are prohibited from
  - Interrupting other participants
  - Using profanity directed toward another participant
  - Objectively offensive or aggressive actions or gestures
  - Harassment of other participants
  - Yelling, screaming, or badgering
  - Talking action reasonably seen as intended to intimidate a participant or meaningfully modify a person's participation in the process
  - Engaging in any other behavior to deliberately disrupt the hearing process

## Step 3: Live Hearing

### ▪ Cross Examination

- Only a party's advisor may cross-examine the parties or any witness
- The cross-examination must be conducted directly, orally, and in real time
- An advisor may ask all relevant questions and follow-up questions designed to test the veracity and accuracy of each party or witness' statements, including questions challenging credibility

# Step 3: Live Hearing

## Guidelines for Cross-Examination

- Cross examination must be relevant, respectful, and non-abusive
- Examples of irrelevant questions
  - Questions calling for privileged information
  - Questions calling for medical information without consent
  - Questions regarding sexual predisposition or behavior
  - Questions calling for one witness to testify about statements excluded due to another witness' failure to submit to cross-examination
  - Repetitive or cumulative questions
- The advisor must use a neutral and respectful tone
- The advisor must **not** approach a party or witness during cross-examination, unless the Decision-Maker gives permission to do so

# Step 3: Live Hearing

## Relevance Determinations

- The Decision-Maker has the discretion to determine the specific process for making objections to the relevance of questions posed in a hearing.
- Decision Maker is not required to give a lengthy or complicated explanation of a relevance determination.
- Decision Maker may also revise or supplement any explanation of a relevance determination after the conclusion of the hearing.
- When an otherwise relevant question is asked in a manner which violates the Rules of Order and Decorum, Decision Maker may provide an opportunity for the advisor to re-ask the question at issue in a respectful, non-abusive fashion.



# Step 3: Live Hearing

## Relevance Determinations

A party's advisor will ask a question of the other party or a witness



The Decision-Maker will state whether the question is deemed relevant or irrelevant



At the discretion of the Decision-Maker, the Decision-Maker may allow the parties to briefly address the merits of any relevance determination.

Objections to relevance determinations must be addressed in a concise and respectful fashion



The Decision-Maker will make a final decision regarding relevance



If relevant, the Decision-Maker will direct the party or witness to answer the question posed

# Step 3: Live Hearing

## The Advisor's Role at the Live Hearing

- **Hearing preparation**
  - The advisor should review FVI's Title IX & Sexual Harassment Policy, the Final Investigative Report, and any other provided materials
  - Prior to the hearing, the advisor may confer with the advisee to strategize questions for the opposing party and the witnesses
- **Hearing participation**
  - Advisors are required to perform cross-examination on behalf of their party
  - The party may not conduct any cross-examination directly
- **Private consultations**
  - Advisors may consult with their advisee privately, as long as it does not distract or disrupt the hearing, except during questioning of the party

# Step 3: Live Hearing

## The Decision-Maker's Determination

- The Decision-Maker objectively evaluates all relevant non-excluded evidence to determine whether there is sufficient evidence to support a finding of responsibility on the part of the Respondent for each allegation under investigation
- The Decision-Maker affords no deference to the findings in the Final Investigation Report
- The Decision-Maker may order additional investigation
- If the evidence is sufficient, the Decision-Maker will determine the appropriate sanction
- If the evidence is insufficient, the Decision-Maker may still provide remedies and the Title IX Coordinator may apply supportive measures

# The Hearing

The Title IX Coordinator appoints a Decision-Maker



The Decision-Maker receives the Final Investigation Report and all non-privileged evidence that the Investigator collected



(OPTIONAL) The Decision-Maker may conduct a pre-hearing conference to discuss preliminary matters related to the hearing



The Decision-Maker conducts the hearing



# The Hearing



The Decision-Maker evaluates all relevant non-excluded evidence



The Decision-Maker will simultaneously issue a Written Determination to both parties following the Hearing

- 
- Sufficient evidence = Decision-Maker determines sanctions
  - Insufficient evidence = Decision-Maker and Title IX Coordinator may implement supportive measures



Both parties have the right to appeal the Written Determination

## Step 4: Sanctions

- Sample sanctions in students' cases
  - Admonition
  - Warning
  - Disciplinary Probation
  - Restitution
  - Suspension
  - Expulsion

## Step 4: Sanctions

- Sample sanctions in employees' cases
  - Discussion
  - Verbal Warning
  - Written Warning
  - Suspension
  - Termination of Employment

## Step 4: Remedies

- Sample remedies
  - No-contact directive
  - Reimbursement for counseling/medical expenses
  - Academic/housing/employment modifications
  - Monitoring, supervision, security at particular locations/activities
  - Education/training
  - Restorative remedies
  - Remedial and proactive measures



## Step 5: Appeal

- Both parties have the right to appeal the Written Determination
- Bases for appeal
  - Procedural irregularity affected the outcome of the matter
  - New evidence not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter
  - Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

## Step 5: Appeal

- Advisor's role in the appeals process
  - No requirement for FVI-appointed advisors
  - An advisor may work with the advisee to determine if they wish to file an appeal
  - An advisor may assist in submitting the appeal request
  - No role before the Appellate Officer, who only reviews the record

**If you see something, say something**

**Report Immediately to:**

Title IX Coordinator

# Confidential Resources

- Counseling Center –
- Employee Assistance Program

## External Resources





# QUESTIONS OR COMMENTS?