



Association of
Title IX Administrators

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Time with IX: Decision Points and ATIXA's Model Policies for Higher Education

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Today's Presenters



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Decision Point Overview

Policy

Monitoring,
Training, and
Staffing

Initial
Evaluation

Investigations,
Decision-Making,
and Appeals

Pregnancy

Decision Points – Policy

- How will the institution navigate complying with two sets of regulations simultaneously?
- How will the institution structure its policies and procedures?
- Which standard of proof will the institution use?
- Will the institution take jurisdiction of off-campus behavior?
- Will the institution require employees to participate as witnesses?

Decision Points – Monitoring, Training, And Staffing

- How will the institution monitor its education program or activity for barriers to reporting?
 - When barriers are found to exist, how will they be reduced/eliminated?
- Which employees will be designated as confidential employees?
- What reporting obligations will other employees have?
- How will the institution train employees?
- How will the institution track training completion?

Decision Points – Initial Evaluation

- What structure will be used handle challenges to supportive measures? Who will be used to hear those challenges?
- Who will conduct safety and risk analyses for Emergency Removals?
- Who will hear challenges to Emergency Removals?
- Who will facilitate Informal Resolutions?

Decision Points – Investigations, Decision-Making, and Appeals

- Will your institution offer one process that is compliant with both §§ 106.45 and 106.46?
- Will the investigator(s) prepare a written report?
- What model will be used for decision-making?
- How will dismissal and outcome appeals be structured?
- Will you offer a written appeal outcome?

Decision Points – Pregnancy

- How many lactation spaces does the institution need to comply with the regulations?
- What will be the protocol for determining and implementing reasonable modifications?
- Will reasonable modifications be documented?
- Will additional training to employees be provided?
- What changes, if any, need to be made to the institution's leave policy?



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Questions?

Thank you!

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