



Georgia Independent College Association
Compliance Collaborative Program

2021 Title IX Training - Overview

Live and Recorded Webinar

1 ½ Hour Webinar

Sexual harassment
Education program or activity
Formal complaint
Complainant
Respondent
Non-Title IX Proceedings

Mandatory Dismissal
Discretionary Dismissal

Preponderance of evidence
Clear and convincing

Students
Administrative Leave – Students
Administrative leave – non-student employee

Not punitive
Provided to both parties
Example

Definition
Role Advisor
Represent or permit advisor participation
Restrictions on who can be an Advisor
Rules of decorum

No conflict of interest or bias
Reasonable prompt time frames
No gag order
Written notice required

 Presumption of not responsible
 Rights of Complainant and Respondent

Informal Resolution

 Not permitted to require as condition of employment or continuing in education program
 Not permitted to resolve allegations that employee sexually harassed a student

Formal Resolution

 Inspect and review evidence
 Preliminary Report
 Investigative Report

Must have Live Hearing
Option – Informal Resolution prior to adjudication
Parties physically present
Recording
Advisor
 Attendance at hearing
Must submit to cross-examination
Questions of parties and witnesses by Advisor
Cross-examination

