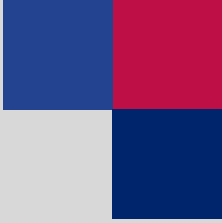




Association of
Title IX Administrators

Keeping Investigators Sharp

20 Minutes to... *Trained*



YOUR FACULTY

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Strategic Risk
Management Solutions



Any advice or opinion provided during this training, either privately or to the entire group, is never to be construed as legal advice. Always consult with your legal counsel to ensure you are receiving advice that considers existing case law, any applicable state or local laws, and evolving federal guidance.

ONGOING TRAINING

- Annual training, at minimum
 - Volunteers vs. Paid
 - Outsourcing
- Applied training
 - Practice, practice, practice
 - Question Design
 - Question Asking
 - Notetaking
 - Report Writing



ONGOING TRAINING

- ATIXA Free Content
 - Keeping Up with the Courts
 - ATIXA blog
 - JD Supra
- Observation
 - Pairing Investigators
 - Sitting In
 - Reviewing Transcripts or Recordings
- Mentoring

USING FEEDBACK

- Title IX Coordinator may use feedback to keep investigators sharp
 - Observing interviews and/or reviewing interview recordings
 - Non-Verbal Communication
 - Questions
 - Areas of Improvement
 - Reviewing writing
 - Interview Summaries
 - Report Analysis
- Cross-disciplinary training
- Debriefing conversations

USING FEEDBACK

- Areas for special attention often include:
 - Credibility analysis
 - Analysis of each alleged policy violation (overlapping charges vs. stand-alone charges)
 - Findings vs. final determinations
 - Updating the NOIA for discoveries during the investigation
 - Navigating relevance exceptions and evidentiary rules
 - Working around barriers to evidence access
 - Bias language

OTHER OPPORTUNITIES

- Are there other opportunities to participate in short investigations?
 - Title VII
 - Human Resources
 - Student Conduct
- Debrief with Decision-makers regarding reports
- Bias training
- Trauma training
- ATIXA TIXKit
- Training with ADA/504 Coordinator
- Training with LGBTQIA+ professionals



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Questions?

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