

TITLE IX HEARING PANEL INSTITUTE: ENSURING AN EQUITABLE RESOLUTION PROCESS

June 7, 2019 | San Antonio, TX



Practice the steps and components of a sexual harassment hearing through a mock case study.

While Title IX hearings have always been an intricate part of resolving cases, the rapidly changing legal landscape has made them even more so today.

If your institution has designated (or is planning to designate) hearing panels to resolve sexual harassment or misconduct cases, it's crucial to ensure all selected panelists are fully prepared to facilitate and lead hearings in order to minimize the risk of a re-investigation and to ensure that all parties are receiving a fair and equitable resolution process.

Join us for this practical and hands-on workshop, where you will participate in a mock-hearing and learn strategies to conduct an effective and unbiased hearing. With the help of our expert speaker, Jill Thomas from Stanford University, you will delve deep into how to:

- Differentiate between hearing panel structures and understand the critical components to implement in all panels
- Prepare for a hearing by developing questioning strategies
- Comb through and organize facts, statements, and evidence in order to reach the required burden of proof
- Organize a post-hearing meeting that enables competent and informed deliberation
- Write an effective decision letter including a rationale

This training will not only be suitable for institutions who are just launching their new hearing panels, but also for those who have utilized hearing panels in the past but would like a refresher or an opportunity to acquire new skills or strategies.

SAVE \$495 when you add Foundations of ***Title IX Investigations: Institute and Certification*** to your cart.

WHO SHOULD ATTEND

This course was carefully designed to train those who utilize hearing panels on their campus for their sexual harassment or gender-based discrimination cases, such as:

- Title IX Hearing Panelists
- Title IX Investigators (if they also serve as Hearing Panelists)
- Title IX Coordinators and Deputy Coordinators
- Student Conduct Officers
- Student Affairs Leadership
- General Counsels

BRING YOUR TEAM AND SAVE!

Save over 15% when you register three or more colleagues.

AGENDA

June 7, 2019

Conference Registration and Continental Breakfast (included in registration fee)

8:30 – 9:00 a.m.

Welcome and Introductions

9:00 – 9:30 a.m.

Hearing Panel Models and Fundamentals

9:30 – 10:30 a.m.

Participants will differentiate and discuss multiple hearing panel structures to understand the most critical components of an effective hearing panel. By analyzing requirements under federal law, participants will become familiar with the “basic” components of all hearing panels including understanding how to implement your institutions policies and procedures, due process foundations, and hearing panel expectations.

Morning Break

10:30 – 10:45 a.m.

Preparation for a Hearing and Introduction to Case Study

10:45 a.m. – 12:15 p.m.

Participants will walk through critical steps to prepare for a hearing. The lifecycle of a case will be discussed, and participants will be introduced to a sample case study to utilize throughout the conference. Participants will identify the alleged policy violations and then learn how to interpret their own campus policies and analyze components of their policy with an exercise. Components of a hearing will be introduced, such as: the purpose of a hearing, understanding the standard of evidence to determine findings, how to develop critical investigation questions for the hearing, and developing a strategy to facilitate the hearing with co-panelists. Facilitating a cross-examination and the role of an advisor will also be discussed. Participants will use this time to prepare for the mock hearing that will take place after lunch. Volunteers will be asked to facilitate the mock hearing with the tools provided at the conference while the Speaker and AI Program Manager will act in the roles of the Respondent and Complainant.

Lunch (included in registration fee)

12:15 – 1:00 p.m.

Mock Hearing Facilitation

1:00 – 2:15 p.m.

Through a mock hearing, participants will have an opportunity to practice the steps of a hearing and visualize how a hearing might be facilitated. Participants will learn effective communication skills, such as active listening and effective questioning, while also responding to challenges that may present themselves during hearings.

Afternoon Break

2:15 – 2:30 p.m.

AGENDA

June 7, 2019 (CONTINUED)

Deliberation and Reaching a Decision

2:30 – 3:45 p.m.

Hearing panelists will have a critical role in analyzing facts that were collected during a hearing while effectively weighing witness credibility and evidence that was collected during the investigation or hearing. Participants will participate in a mock deliberation meeting following the mock hearing to understand how a deliberative meeting should be facilitated. Pitfalls to avoid and tips for a successful deliberative meeting will be discussed. Sanctioning decisions will also be briefly discussed for hearing panelists who have this additional responsibility.

Rationale Writing and Delivery of Decision

3:45 – 5:00 p.m.

Participants will learn how to organize and articulate a clear, concise fact pattern in their written decision letters. The IRACS Model will be introduced during this session. A review of how decision letters must be delivered to both parties, and information that must be included in the decision letters will also be reviewed.

Final Questions and Wrap-Up

5:00 – 5:30 p.m.

INSTRUCTORS

Jill Thomas

Title IX Coordinator and Director of Equity Investigations, Stanford University

In her current role, Jill oversees investigations and three-person panel hearings as well as trainings for the Stanford panelists. Prior to Stanford, Jill was an Assistant United States Attorney (AUSA) and prosecuted child exploitation cases, including sex trafficking, sextortion, sex tourism, and online exploitation. She also held the post of federal prosecutor with the Department of Justice for over 12 years and served in the U.S. Air Force as a JAG for nearly a decade. She remains active in the US Air Force Reserves JAG Corps, including serving as a military judge. Over the course of her career, Jill has taught and mentored lawyers on trial advocacy skills and trained law enforcement agents on investigations.

ACADEMIC IMPRESSIONS STAFF

Rabia Khan Harvey

Senior Program Manager, Academic Impressions

Rabia is a Senior Program Manager for our Institutional Compliance and Co-curricular Student Success. Rabia has also served as a Speaker/Educator for AI since 2013 specifically for Title IX conferences and webcasts. Prior to joining AI, Rabia worked for Columbia College Chicago as the Director of Equity Issues & Title IX Coordinator and Loyola University Chicago as the Assistant Dean of Students/Deputy Title IX Coordinator. She obtained her Bachelor's degree from Elmhurst College and is a double-alum of Loyola University Chicago with a Master's in both Higher Education and Human Resources. Rabia enjoys running and proudly ran her first Chicago Marathon in October 2017 and she is running it again in 2018. Rabia is happily married and loves spending time with her husband, Tony, and their two children, Kai and Ava. As a family, they enjoy traveling, playing sports, watching movies, and spending time with their family.

LOCATION

June 7, 2019 | San Antonio, TX

Hotel:

Hilton Palacio Del Rio
200 South Alamo
San Antonio, TX 78205
210.222.1400

Room rate:

\$189 + tax

Room block dates:

The nights of June 6, 2019.

Room block cutoff date:

May 12, 2019.

Reserve Your Room: Please call 210.222.1400 and indicate that you are with the Academic Impressions group to receive the group rate. Please book early - rooms are limited and subject to availability.

The Academic Impressions Experience



Intimate, workshop-style trainings with personalized attention



Trainings are practical and action oriented so you can hit the ground running



Carefully-vetted expert instructors who are also practitioners in the field



Learner-centric and designed for interaction and collaboration



Highly recommended:
9 out of 10 participants recommend our trainings to colleagues