

ADVANCED TITLE IX INVESTIGATOR TRAINING AND CERTIFICATION

October 2 - 4, 2019 | West Hollywood, CA



Increase your capacity to investigate more complex sexual harassment and gender-based discrimination cases for your campus.

OVERVIEW

As the evolution of Title IX issues unfolded over the past years, the legal complexities campuses have had to successfully handle have continuously increased. Within the community of the most sophisticated investigators, a need has been arisen to find a learning space where they can deepen their expertise, connect with each other, and learn from each other's brightest lessons, pitfalls, and inquiries.

Join us for our brand-new, **advanced level certification training specifically designed for seasoned investigators with three or more years of experience** adjudicating Title IX cases for their respective campuses. This hands-on workshop will provide experienced investigators with opportunity to meaningfully deepen their knowledge and increase their capacity to investigate some of the most complex Title IX cases in higher education.

With the help of our expert speaker panel, you will dive deeper into the following topics:

- Analyzing and applying proposed federal regulations to investigations
- Managing complications in sexual harassment and gender-based discrimination cases, such as:
 - Dating, domestic violence, and stalking cases
 - Cases involving students with special circumstances (e.g., students with mental health concerns or registered disabilities, students who study abroad, minors, employees of the institution, pregnant or new parent subjects, student athletes, etc.)
- Interview and deposition-style techniques and strategies
- Analyzing inconsistent or incomplete witness testimonies
- Tips and strategies for making the most informed decisions possible
- Conducting an advanced credibility assessment
- Successfully compiling the final investigation report

As part of this training, you will receive a **certificate of completion** documenting your participation in this Advanced Title IX Investigator workshop. You will leave this course with increased confidence to tackle complex and challenging sexual harassment or misconduct cases on your campus.

WHO SHOULD ATTEND

This conference will benefit **seasoned investigators, or those with at least three years of professional experience** investigating sexual harassment and gender-based discrimination cases. Individuals who have indirect involvement with investigations such as Title IX coordinators, student affairs leadership, and general counsels will also benefit from the content of this training.

AGENDA

Day 1

Conference Registration

12:30 – 1:00 p.m.

Welcome and Introductions

1:00 – 1:30 p.m.

Title IX Proposed Regulations: Analysis and Application

1:30 – 3:00 p.m.

In this opening session, you will have the opportunity to review, discuss, and analyze the proposed Title IX federal regulations that will impact your day-to-day work on sexual harassment investigations. Our expert speakers will highlight the proposed changes that are most critical, and offer their strategies and recommendations to meet these regulations, should they pass into law. You will be able to identify and explain at least three pivotal proposed changes and develop strategies to modify current practice, if necessary.

Afternoon Break

3:00 – 3:15 p.m.

Starting with Your Most Complex Cases

3:15 – 4:30 p.m.

Several cases require a thorough understanding of how to interpret and process incidents involving partners in a dating/domestic violence situation, stalking cases, or cases involving a student demographic that may not be part of your traditional caseload. Since there is often very little guidance from the Department of Education on how these cases should be managed, Title IX investigators are frequently left resolving these cases through trial and error or with a good faith effort. You will be able to identify at least one complex case type, develop a strategy, and identify resources to equitably and ethically resolve these cases.

Networking Reception (included in registration fee)

4:30 – 5:30 p.m.

AGENDA

Day 2

Continental Breakfast (included in registration fee)

8:30 – 9:00 a.m.

Revising Interview Techniques

9:00 – 10:30 a.m.

Several investigators have defined for themselves a strategy to develop critical questions during the investigation process. We will focus on helping you learn some new techniques for designing and asking questions during the investigation process. Our expert speakers will draw on their legal backgrounds and training to provide some useful strategies to solicit a complete narrative from the witnesses. Based on what you learn, you will be able to review your current interview strategy and identify opportunities for revision or modification.

Morning Break

10:30 – 10:45 a.m.

Activity: Applying New-Found Interview Techniques to an Existing Case

10:45 a.m. – 12:00 p.m.

Now that you have learned how to identify new interview techniques, you will have an opportunity to practice their application through a case study. You will apply your new-found techniques to an existing case from your campus and share, in pairs, how you modified your current interview strategies to solicit a more complete response from the witness.

Lunch (included in registration fee)

12:00 – 1:00 p.m.

Understanding Witness Testimony Challenges

1:00 – 1:30 p.m.

During this session, you will have the opportunity to disclose some of your own challenges related to analyzing witness testimony. You will learn from each other's challenges and our expert speakers will begin to address these issues in the following session.

Filling the Gaps: Analyzing Incomplete Witness Testimony

1:30 – 2:45 p.m.

Seasoned investigators know all too well that not all witnesses will be as forthcoming, honest, or knowledgeable about an incident in question. You will learn new techniques on following up on information that is inconsistent with other witness testimonies, or evidence that does not corroborate witness statements. You will leave this session with the

ability to explain at least two new techniques that will help you best analyze witness testimony that may be incomplete.

AGENDA

Day 2 (CONTINUED)

Afternoon Break

2:45 - 3:00 p.m.

Strategies for Determining a Decision

3:00 - 4:30 p.m.

First, our speakers will briefly highlight the difference between the two burdens of proof that institutions may use when resolving sexual harassment cases: preponderance of the evidence and/or clear and convincing standard. Then, our speakers will provide a tool and guiding questions to help you ensure that the witness testimonies and the evidence rise to the level of determining whether a campus policy was violated or not. You will be able to utilize a new formula that will help you reach your designated burden of proof to determine a decision for sexual harassment and gender-based misconduct cases.

Day 3

Continental Breakfast (included in registration fee)

8:30 - 9:00 a.m.

Advanced Credibility Assessment

9:00 - 10:30 a.m.

Incomplete testimony, inconsistent evidence, corroborated witness statements, supporting evidence — the list goes on and on. These are only some of the considerations investigators must be prepared to identify and explain when writing their witness credibility assessments at the end of their investigative interviews. Our experts will provide you with advanced training on how to effectively and efficiently make sense of consistent and inconsistent information, gathered during the interview process for the final investigation report.

Morning Break

10:30 - 10:45 a.m.

Applying New Credibility Strategies to a Case

10:45 - 11:15 a.m.

You will be introduced to a case study and begin to identify the inconsistencies and analyze the credibility of each witness using the newly learned strategies from the previous session.

AGENDA

Day 3 (CONTINUED)

Final Investigation Report

11:15 – 11:45 a.m.

This final session will highlight best practices on how a final investigation report should be organized and what information must be shared by the institution. You will be able to review your current investigation report template and identify at least two major improvements.

Final Q&A and Evaluations

11:45 a.m. – 12:15 p.m.

INSTRUCTORS

Jean M. Hobler, Esq., P.C.

Attorney

Jean Hobler is a lawyer in private practice in Sacramento, California. In her 18 years of litigation practice, she has investigated claims and crimes including sexual harassment and discrimination, criminal activity, and workplace harassment and discrimination on college campuses. After eight years with California and international law firms, Jean spent nine years as a federal prosecutor, investigating, and prosecuting a wide range of white collar and national security crimes. As Senior Litigation Counsel for the U.S. Attorney's Office in Sacramento, Jean was responsible for mentoring younger prosecutors in investigating, developing, and trying criminal cases of all types, as well as presenting training to federal, state, and internal banking investigators on investigating and developing cases. Now in solo practice, Jean investigates and reports on a wide range of workplace issues, including on college campuses.

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 as well as 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

October 2 - 4, 2019 | West Hollywood, CA

Hotel:

Andaz West Hollywood

8401 Sunset Blvd.

West Hollywood, CA 90069

323-656-1234

Room rate:

\$229 + tax

Room block dates:

The nights of October 1, 2, and 3, 2019.

Room block cutoff date:

September 10, 2019.

Reserve Your Room: Please call 323-656-1234 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