

TITLE IX HEARING PANEL INSTITUTE: ENSURING AN EQUITABLE RESOLUTION PROCESS FOR STUDENTS

January 23 - 24, 2020 | Atlanta, GA



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

OVERVIEW

While Title IX hearings have always been an intricate part of resolving your student 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
- Manage the art of facilitating cross-examinations between parties/advisors
- 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
- Practice writing a credibility assessment following the deliberation meeting
- Write an effective decision letter including a rationale

This training is suitable for institutions who are just launching their new hearing panels, and 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.

WHO SHOULD ATTEND

This course was carefully designed to train those who utilize or wish to utilize hearing panels on their campus for their sexual harassment or gender-based discrimination cases. Professionals who serve as hearing panelists/chairs and Title IX Coordinators or Title IX Investigators who participate in the campus hearing would benefit from this conference. Additionally, Student Conduct Officers, Student Affairs Leadership, and General Counsels may also benefit from this conference.

BRING YOUR TEAM AND SAVE!

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

AGENDA

DAY ONE

Conference Registration and Breakfast (included in registration fee)

8:30 – 9:00 a.m.

Welcome and Introductions

9:00 – 9:30 a.m.

Hearing Panel Models

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 foundational components of all hearing panels including understanding how to implement your institution's policies and procedures, due process foundations, and hearing panel expectations.

Morning Break

10:30 – 10:45 a.m.

Preparing for a Hearing

10:45 – 12:00 p.m.

Our instructor will walk through the critical steps to prepare for a hearing, in context of the lifecycle of case. We will address:

- The purpose of a hearing
- Understanding the standard of evidence to determine findings
- How to develop critical investigation questions for the hearing
- Facilitating a cross-examination
- Managing student Advisors/Support Persons
- Developing a strategy to facilitate the hearing with co-panelists

Attendees will learn how to interpret and analyze their own campus policies with an exercise to practice developing critical questions for a hearing.

Lunch (included in registration fee)

12:00 – 1:00 p.m.

AGENDA

DAY ONE (CONTINUED)

Activity: Preparing for a Mock Hearing

1:00 – 1:45 p.m.

Participants will be introduced to a case study and use this time to prepare for the afternoon's mock hearing. Volunteers will be asked to facilitate the mock hearing with the tools provided at the conference while the expert speaker and Academic Impressions staff member will act in the roles of the Respondent and Complainant.

Mock Hearing & Debrief

1:45 – 3:00 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. Attendees 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

3:00 – 3:15 p.m.

Deliberation and Credibility Assessment

3:15 – 4:30 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. Our expert speaker will also provide tools and resources for an effective credibility assessment.

Networking Reception (included in registration fee)

4:30 – 5:30 p.m.

This informal reception is your chance to decompress, have some refreshments on us, and expand your network of connections. Our programs are intentionally designed for smaller groups, so this is a great time to catch-up with attendees and speakers whom you may not have connected with yet.

AGENDA

DAY TWO

Conference Registration and Breakfast (included in registration fee)

8:30 – 9:00 a.m.

Applying Credibility Assessment Tools in Rationale

9:00 – 10:30 a.m.

Learn how to organize and articulate a clear, concise fact pattern when beginning the process to write their final decision letters. Credibility assessment tools will be applied during this session using the case study introduced on day one. Tips and guidance around what to include and not include in the rationale section of the decision letters will also be discussed. Participants will gain valuable insights on how to present a reasonable decision/outcome based on the information/evidence gathered during a mock hearing.

Morning Break

10:30 – 10:45 a.m.

Delivery of Decision Letters and Campus Next Steps

10:45 – 11:45 a.m.

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. Our expert speaker will close the conference by offering items to consider when institutions are looking to develop a new hearing panel structure or revising/reframing their current hearing panel format or procedures.

Final Questions and Wrap-Up

11:45a.m. – 12:15 p.m.

INSTRUCTORS

Jill Thomas

Title IX Coordinator and Director of Equity Investigations, Stanford University

Jill Thomas is the Title IX Coordinator and Director of Equity Investigations at Stanford University. In that role, she oversees the investigations and the three-person panel hearings. Jill came to Stanford in 2018 after a career as an Assistant United States Attorney (AUSA) where she prosecuted child exploitation cases, including cases involving sex trafficking, sextortion, sex tourism, and online exploitation. Before gaining her expertise in child exploitation, she prosecuted terrorism cases, gangs, and cartels. Jill was a federal prosecutor with the Department of Justice for over 11.5 years. Before joining the Department of Justice, Jill served in the U.S. Air Force as a JAG for nearly 10 years doing tours both as a prosecutor and a defense attorney. She remains active in the US Air Force Reserves JAG Corps having served four years as a military judge. Over the course of her career as a trial attorney, Jill has taught and mentored hundreds of lawyers on trial advocacy skills and trained many law enforcement agents on investigations.

ACADEMIC IMPRESSIONS STAFF

Rabia Khan Harvey

Senior Program Manager, Academic Impressions

Rabia Khan Harvey is a Senior Program Manager for our Compliance, Diversity/Equity/Inclusion, and Student Mental Health domains. She obtained her Bachelor's degree in Psychology from Elmhurst College and is a double-alum of Loyola University Chicago with a Master's in both Higher Education and Human Resources. She has over 18 years of professional experience in Student Affairs, primarily in student housing and Title IX. She has worked for four institutions over the span of these years including Elmhurst College, University of California, Riverside, Loyola University Chicago and Columbia College Chicago. Prior to joining Academic Impressions full-time in May 2018, Rabia served as the Director of Equity Issues & Title IX Coordinator for the Office of Equity Issues at Columbia College Chicago and Assistant Dean of Students/Deputy Title IX Coordinator at Loyola University Chicago. Within these roles, Rabia provided direct oversight of student-on-student sexual misconduct investigations and ensured that sexual harassment matters were addressed efficiently and effectively. Rabia has also served as a subject-matter-expert and educator for Academic Impressions since 2013 specifically for Title IX related topics such as: understanding rape culture and gender-based violence, conducting trauma-informed investigations, and how to resolve sexual misconduct cases using the preponderance of the evidence standard. Rabia was recently recognized by Loyola University Chicago's School of Education as "The 2016 Higher Education Distinguished Alumna Award" for her leadership and dedication to preventing, educating and ending campus sexual violence and mentoring graduate students pursuing careers in Student Affairs.

LOCATION

January 23 - 24, 2020 | Atlanta, GA

Hotel:

Grand Hyatt Atlanta

3300 Peachtree Rd. NE

Atlanta, GA 30305

404-237-1234

Room rate:

\$209 + tax

Room block dates:

The nights of January 22 and 23, 2020.

Room block cutoff date:

January 2, 2020.

Reserve Your Room: Please call 404-237-1234 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