

ADVANCED TITLE IX INVESTIGATOR TRAINING AND CERTIFICATION

June 24-26, 2020 | Chicago, IL



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, there has been an increase in the legal complexities which campuses have had to successfully handle. For even the most sophisticated investigators, a need has 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 **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 the 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:

- 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 and 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.

BRING YOUR TEAM AND SAVE!

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

AGENDA

Day One

Conference Registration

1:00 – 1:30 p.m.

Welcome and Introductions

1:30 – 2:00 p.m.

Starting with Your Most Complex Cases

2:00 – 3:30 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.

Afternoon Break

3:30 – 3:45 p.m.

Revising Interview Techniques

3:45 – 5:15 p.m.

Several investigators have created their own strategies 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.

Networking Reception (included in registration fee)

5:15 – 6:15 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

Continental Breakfast (included in registration fee)

8:30 – 9:00 a.m.

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

9:00 – 10:30 a.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.

Morning Break

10:30 – 10:45 a.m.

Understanding Witness Testimony Challenges

10:45 – 11:00 a.m.

During this brief time, 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 address these issues in the following sessions.

Filling the Gaps: Analyzing Incomplete Witness Testimony

11:00 – 12:00 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.

Lunch (included in registration fee)

12:00 – 1:00 p.m.

Mock Interview with a Difficult Witness

1:00 – 1:30 p.m.

Through a mock interview, you will leave this session with the ability to explain at least two new techniques for analyzing witness testimony that may be incomplete.

AGENDA

Day Two

Strategies for Determining a Decision

1:30 – 3:00 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 or not a campus policy has been violated. 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.

Afternoon Break

3:00 – 3:15 p.m.

Final Investigation Report

3:15 – 4:30 p.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.

Day Three

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 that 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.

AGENDA

Day Three (CONTINUED)

Applying New Credibility Strategies to a Case

10:45 – 11:45 a.m.

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

Final Q&A and Evaluations

11:45 – 12:15 p.m.

INSTRUCTORS

Cara Hardin, J.D.

Title IX Deputy Coordinator, Marquette University

Cara Hardin is an attorney serving as Title IX Deputy Coordinator for Marquette University. In addition to assisting in the coordination and monitoring of Marquette's compliance with Title IX and all associated regulations, she is the lead investigator and adjudicator of reports of sexual harassment, discrimination and sexual misconduct filed by Marquette students, faculty and staff. Cara educates and advises faculty, staff and students on Title IX, sexual violence, the university's policy prohibiting sexual harassment, discrimination and sexual misconduct, gender equity, and implicit biases. Cara has developed and conducted Title IX coordinator and investigator training for Title IX, student conduct, human resources and public safety personnel at both private and public colleges and universities. Prior to joining the Title IX Office at Marquette, Cara served as Special Counsel in the Ball State University Office of General Counsel advising on employment-related matters and Title IX compliance. Prior to working in the area of Title IX, Cara served as a Deputy Prosecuting Attorney in the St. Joseph County (Indiana) Prosecutor's Office, including two years in the Special Victim's Unit, where she assisted law enforcement with the investigation of and then prosecuted sexual assault, child abuse and neglect, domestic violence and stalking cases. Cara began her legal career practicing employment law at a private law firm in South Bend, Indiana.

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

Attorney

Jean Hobler is a lawyer in private practice in Sacramento, California. In her 19 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.

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

June 24 - 26, 2020 | Chicago, IL

Hotel:

Royal Sonesta Chicago Riverfront

71 E. Wacker Dr.

Chicago, IL 60601

312-346-7100

Room rate:

\$229 + tax

Room block dates:

The nights of June 23, 24, and 25, 2020.

Room block cutoff date:

May 31, 2020.

Reserve Your Room: Please call 312-346-7100 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**