



The District's Response to Sexual Harassment: New Federal Requirements Under Title IX

AGENDA

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| 9:00 a.m. | Welcome and Overview of Day | Ben Torres, TSBA Assistant Executive Director & General Counsel |
| 9:15 a.m. | Legal History of Title IX <ul style="list-style-type: none">- What does “on the basis of sex” mean?- Case law (<i>Gesber & Davis</i>)- What is the standard for liability for the district? | Jennifer White, TSBA Director of Policy & Staff Attorney |
| 10:15 a.m. | BREAK | |
| 10:30 a.m. | Complaint / Grievance / Investigative Process <ul style="list-style-type: none">- Outline basic elements / steps- Identify who is involved: Title IX Coordinator / Investigator / Decision-Maker / Appellate Entity- Discussion how its role is chosen, plus conflicts analysis- Outline investigative process/steps, with sample interviewees and questions- Discuss necessary record keeping and documentation issues | Chris McCarty, Attorney with Lewis, Thomason, King, Krieg & Waldrop, P.C. |
| 11:30 a.m. | LUNCH | |
| 12:30 p.m. | Decision / Appellate Process <ul style="list-style-type: none">- Discuss and outline evidentiary standards- Outline possible decision formats, necessary sections- Identify appellate process and related notices | Ben Torres
Jennifer White |
| 1:30 p.m. | Practical Exercises <ul style="list-style-type: none">- Group Work / Scenarios:<ol style="list-style-type: none">1. Intake of a possible complaint2. Investigation of a formal complaint3. Writing a draft decision | Chris McCarty |
| 3:00 p.m. | Adjourn | |