



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

### AGENDA

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| 9:00 a.m.  | <b>Welcome and Overview of Day</b>   | Ben Torres, TSBA Assistant<br>Executive Director & General<br>Counsel |
| 9:15 a.m.  | <b>Legal History of Title IX</b> <ul style="list-style-type: none"><li>- What does “on the basis of sex” mean?</li><li>- Case law (<i>Gesber &amp; Davis</i>)</li><li>- What is the standard for liability for the district?</li></ul>   | Jennifer White, TSBA<br>Director of Policy & Staff<br>Attorney        |
| 10:15 a.m. | <b>BREAK</b>   |   |
| 10:30 a.m. | <b>Complaint / Grievance / Investigative Process</b> <ul style="list-style-type: none"><li>- Outline basic elements / steps</li><li>- Identify who is involved: Title IX Coordinator / Investigator / Decision-Maker / Appellate Entity</li><li>- Discussion how its role is chosen, plus conflicts analysis</li><li>- Outline investigative process/steps, with sample interviewees and questions</li><li>- Discuss necessary record keeping and documentation issues</li></ul> | Chris McCarty, Lewis<br>Thomason, P.C.                                |
| 11:30 a.m. | <b>LUNCH</b>   |   |
| 12:30 p.m. | <b>Decision / Appellate Process</b> <ul style="list-style-type: none"><li>- Discuss and outline evidentiary standards</li><li>- Outline possible decision formats, necessary sections</li><li>- Identify appellate process and related notices</li></ul>   | Ben Torres<br>Jennifer White  |
| 1:30 p.m.  | <b>Practical Exercises</b> <ul style="list-style-type: none"><li>- Group Work / Scenarios:<ol style="list-style-type: none"><li>1. Intake of a possible complaint</li><li>2. Investigation of a formal complaint</li><li>3. Writing a draft decision</li></ol></li></ul>   | Chris McCarty   |
| 3:00 p.m.  | <b>Adjourn</b>   |   |