“Who Am I and Why Am I Here?”
Your Role as an Advisor in the Title IX Disciplinary Process

Fall 2020
Disclaimer

Portions of this presentation may qualify as “attorney advertising” in some jurisdictions. Parker Poe, however, intends for it to be used only for educational and information purposes.

The law is changing rapidly in this area. This presentation is our best attempt to summarize the current state of the law and is subject to change.

For Title IX assistance, contact Josh Whitlock at joshwhitlock@parkerpoe.com or 704.335.6622.
No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.
Title IX’s Purpose

Prohibitions or Limitations on Participation Based on Sex

Unequal Funding of Men’s and Women’s Athletics

Pregnancy Discrimination

Sexual Harassment
  - Sexual Assault
  - Stalking
  - Domestic/Dating Violence
  - Verbal/expressive
First-year athlete abused in locker room by older teammates

Male on Male Sexual Assault

Honors student raped in residence hall by roommate’s friend

Male on Female Sexual Assault

Work study student hounded by hundreds texts and phone calls

Female on Male Sexual Harassment

Biology major slapped and threatened by date

Female on Female Dating Violence

Title IX Prohibits Sexual Harassment Regardless
Supportive Measures

Grievance Process

Title IX Office
Supportive Measures

Protect Safety
Preserve Access
Deter Harassment

Free & Confidential

Complaint/No Complaint

For both parties
The Respondent is the alleged perpetrator of sexual harassment.

The Complainant is the alleged victim of sexual harassment.
Anyone can be an advisor.
Advisors help in different ways.
The Title IX Grievance Process

Formal Complaint → Dismissal Analysis → Investigation → Hearing → Responsibility Determination

Informal Resolution

Appeal

Appeal
Advisors play a background role.

• You won’t be interviewed.
• You won’t testify at the hearing.
• Your speaking role is limited.
• You don’t have to share your personal views.
Informal Resolution

• Both parties must agree to participate.

• Either party may exit the process prior to agreeing to a resolution.

• Any resolution is by mutual agreement.
Investigation

• Unbiased and fair

• Interview scheduled in advance

• Advisor may not disrupt or answer in place of the party
Investigation

• The investigator collects evidence.

• Each party may present evidence to the investigator.

• Each party will have opportunities to review and comment on all directly-related evidence.
The Hearing

- May be virtual or on campus.

- If on campus, parties may request to be in different rooms with AV equipment.

- You may not record the hearing, but you may review the school’s recording.
The Hearing

- The advisor poses the party’s questions.

- Questions may be barred if they are irrelevant, duplicative, or reference privileged information.

- Everyone is expected to behave in a professional manner.
Responsibility
Determination

- Determination include:
  - alleged policy violations
  - rulings on responsibility
  - any sanctions imposed
  - appeal instructions

- Determination is provided to the parties simultaneously.
Be flexible.

Be timely.

Raise scheduling conflicts as soon as you become aware of them.