

A Beginner's Model: Launching Your Title IX Student Hearing Panel

June 30 – July 1, 2020

Learning Outcome

After participating in this conference, you will be able to launch a new hearing panel on your campus to effectively resolve your student sexual harassment cases.

Pullquote

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

Overview

While Title IX hearings may have always been an intricate part of resolving your student cases, the new Title IX regulations now mandate that institutions must implement and utilize a hearing panel to resolve their sexual harassment cases. Now that your institution is planning to designate a hearing panel, it's crucial to ensure all selected panelists are fully prepared to facilitate and lead hearings. This training will ensure that your campus is in compliance with the new Title IX law and that 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, you will delve deeper into how to:

- Choose the ideal panelist or panel members
- Gather a pool of advisors
- 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 determine whether the standard of proof was met
- Practice the learned skills in a mock hearing
- Organize a post-hearing meeting that enables competent and informed deliberation
- Learn how to impartially weigh the credibility of parties/witnesses
- Components of the panelist(s)' decision

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

Virtual Conference Agenda

DAY ONE – Tuesday, June 30, 2020 ALL TIMES EASTERN

Tech Check

11:30 a.m. – 12:00 p.m.

Welcome and Introductions

12:00 – 12:15 p.m.

Hearing Panel Models & New Law Requirements

12:15 – 12:45 p.m.

You will differentiate and discuss hearing panel structures to understand the most critical components of an effective, unbiased hearing panel and a pool of advisors that are now required under Title IX. By analyzing requirements under federal law, you 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.

Preparing for a Hearing

12:45 – 1:15 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
- Attendees will learn how to interpret and analyze their own campus policies with an exercise to practice developing critical questions for a hearing.

30-Min Break

1:15 – 1:45 p.m.

Hearing Panel Roles and Cross-Examination

1:45 – 2:15 p.m.

You will understand the role of the advisor and the value of cross-examination that is now required under the new law. We will use this time to understand best practices for facilitating cross-examination, managing advisors, and developing a strategy so that your hearing panelists are prepared to manage a hearing effectively.

Activity: Preparing for a Mock Hearing

2:15 – 2:45 p.m.

We will use this time to prepare for tomorrow's mock hearing using a case study. Volunteers will be asked to serve in the advisor roles and hearing panelist roles so that we can facilitate the mock hearing with the tools provided at the virtual conference.

Q&A and Virtual Networking Reception

2:45 – 3:30 p.m.

DAY TWO – Wednesday, July 1, 2020
ALL TIMES EASTERN

Tech Check

11:30 a.m. – 12:00 p.m.

Refresh & Reset

12:00 – 12:15 p.m.

Mock Hearing & Debrief

12:15 – 1:00 p.m.

Through a mock hearing, you will have an opportunity to practice the steps of a hearing and visualize how a hearing might be facilitated online. You will learn effective communication skills, such as active listening and effective questioning, while also responding to challenges that may present themselves during the hearing.

15-min Break

1:00 – 1:15 p.m.

Deliberation and Credibility Assessment

1:15 – 1:45 p.m.

You will observe 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 based on the facts presented at the mock hearing.

30-minute Break

1:45 – 2:15 p.m.

Applying Credibility Assessment Tools in Rationale

2:15 – 2:45 p.m.

Learn how to organize and articulate a clear, concise fact pattern when beginning the process to write their finding of responsibility or non-responsibility. 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 will also be discussed. You will gain valuable insights on how to present a reasonable decision/outcome based on the information/evidence gathered during a mock hearing.

Decision Letters

2:45 – 3:15 p.m.

A review of how decisions must be delivered to both parties and information that must be included in the decision will be reviewed, for respondents who are found responsible for violating policy. Our expert speaker will close the conference by offering items to consider when institutions are looking to develop a new hearing panel structure.

Final Questions and Wrap-Up

3:15 – 3:30 p.m.

Instructor

<https://www.academicimpressions.com/instructors/jill-thomas/>

Jill Thomas

Educator/Consultant

Jill Thomas is currently a national educator and consultant specifically for Title IX in Higher Education. She was formerly the Title IX Coordinator and Director of Equity Investigations at Stanford University. In that role, she oversaw the investigations and 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.