

*Webinar on*

# **Title IX Final Rule: US. Department Of Education Office For Civil Rights (OCR) New Mandates For Higher Education And K-12**

# Learning Objectives

- *To define sexual harassment based on OCR's new Title IX definition*
- *To review K-12 requirements, To discuss the reporting requirements to the Title IX Coordinator*
- *To illustrate the school's mandatory response obligations, To summarize the general requirements for the grievance process*
- *To interpret provisions to the live hearing with cross-examination" requirements for postsecondary institutions*
- *To discuss required investigative requirements*
- *To formulate the standard of evidence and written determination*
- *To explore the essence of the lawsuit by the Attorneys General against DeVoss*



What are these changes and what new challenges do they create for universities, K-12, and victims of sexual misconduct?

**PRESENTED BY:**

*Dr. Susan Strauss is a national and international speaker, trainer, consultant and a recognized expert investigator on workplace and school harassment and bullying. She conducts harassment and bullying investigations and functions as an expert witness in harassment and bullying lawsuits. Her clients are from business, education, healthcare, law, and government organizations from both the public and private sectors.*

On-Demand Webinar

Duration : 90 Minutes

Price: \$200

# Webinar Description

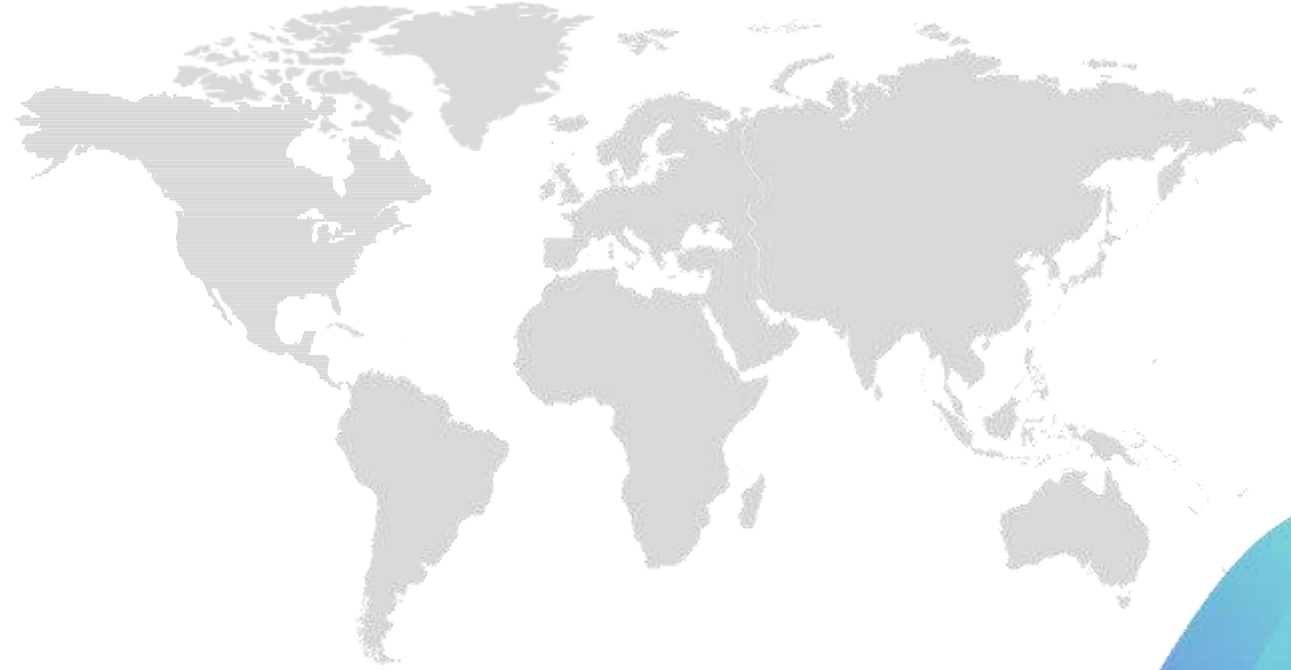
In May 2020 Title IX, via the U.S. Department of Education Office for Civil Rights (OCR), was changed dramatically. This change has been to the dismay of many universities, attorneys, sexual assault and harassment victims, and others; and has been praised by other attorneys and accused sexual misconduct perpetrators. What are these changes and what new challenges do they create for universities, K-12, and victims of sexual misconduct?

OCR's Title IX regulations are not the law, but the regulations are often cited in lawsuits and it is expected that K-12 and higher education institutions will adhere to them. As of this writing, 18 State Attorneys General have brought a lawsuit against Secretary of Education Betsy DeVos over the "final rule" of Title IX. The lawsuit claims that her final rule is narrowly dictating Title IX's reach and will chill victims from reporting sexual harassment and sexual assault due to the extensive changes in the procedural requirement. As a result, educational institutions are stuck between a rock and a hard place. On the one hand, they would be remiss in not implementing OCR's new required Title IX mandates, yet on the other hand, the finality of the "final rule" will depend on the outcome of the lawsuit brought by the States' Attorneys General. Additionally, if President Trump does not win in his re-election bid and Biden becomes president, these extreme OCR changes will, in all likelihood, be overturned.



# Who Should Attend ?

*Title IX Coordinators, human rights officers, deans, investigators, Women's studies professors, risk management, campus security*

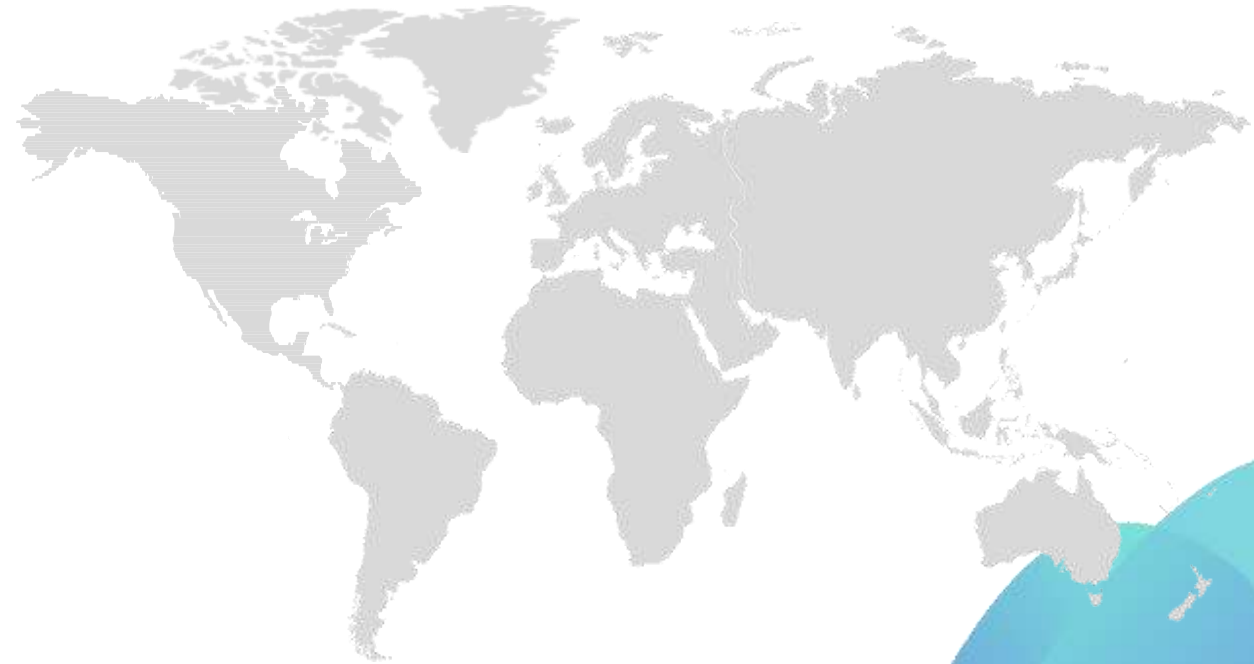


# Why Should You Attend ?

*Fear* – of a lawsuit; of not abiding by the new mandates; of not meeting students' rights

*Uncertainty* – of the difference between these new regulations and the former Obama regulations

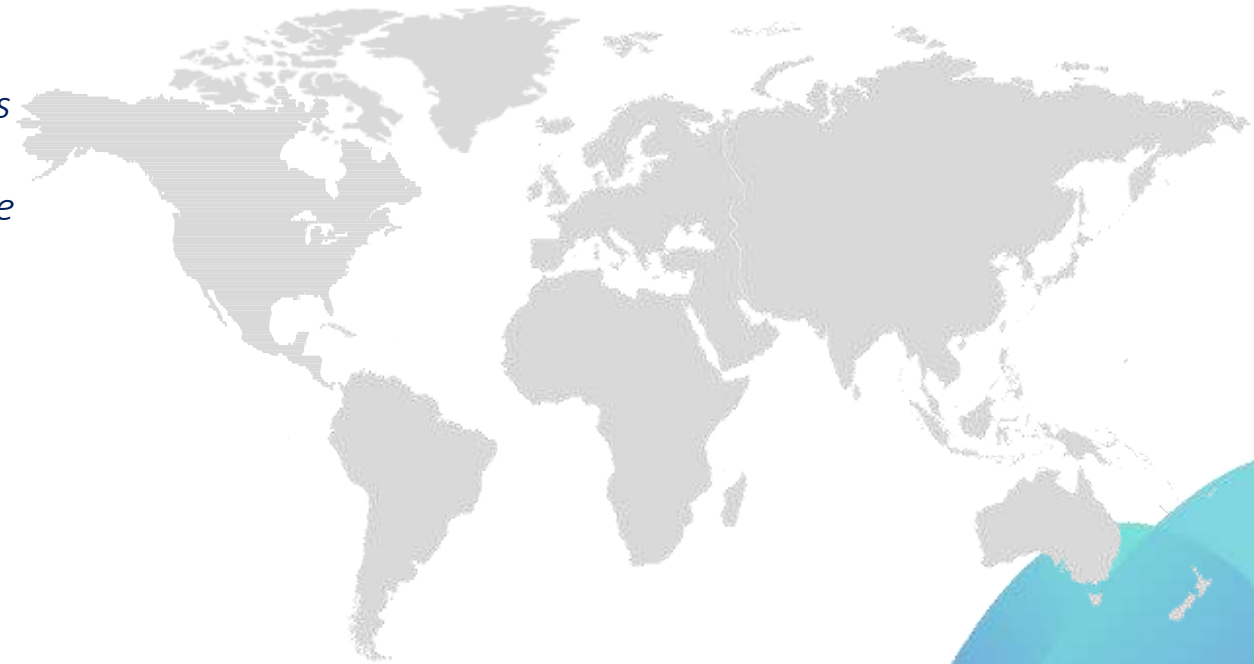
*Doubt* – What does it mean for K-12?



# Topic Background

*It wasn't too long ago, and even to some extent today when Title IX was thought of as a "girls in sports" law only. Indeed, today the law still involves equal access and funding for girls' sports but it is so much more than that. Among other protections, Title IX of the Education Amendments of 1972 prohibits sex discrimination, sexual harassment, and sexual assault in education programs and activities in K-12 and higher education. Title IX requires that educational institutions provide for equal education for females and males. The law includes discrimination and harassment, including sexual assault and rape—a major issue on college and university campuses around the country. Research suggests college campuses are not responding to complaints of sexual violence according to Title IX law requirements, resulting in students' physical and psychological trauma and violating their civil rights to an equitable education.*

*The U. S. Department of Education Office for Civil Rights' (OCR) role and responsibility is to ensure equal access to education through vigorous enforcement of civil rights in our K-12 and post-secondary schools. Failure to abide by OCR's Guidance may result in a university or college losing all of its federal funding.*



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