



# GICA

**COMPLIANCE  
COLLABORATIVE  
PROGRAM**

**2020 Title IX Policy  
Hearing Panel Member Training  
In-Person/Zoom Sessions  
November 2024  
4 hours**

## **AGENDA**

- Definitions:
  - Sexual harassment
  - Education program/activity
  - Recognized, off-campus student organizations
  - Formal Complaint
  - Complainant
  - Respondent
- Role of Decision-Maker
  - Determination by Decision-maker
  - Explanation of Ruling
  - Rules of Decorum
  - Stated Reasons for Cross-Examination
  - Develop Relevant Questions
    - Not Relevant Questions
      - Legally Recognized Privilege
      - Medical Records
      - Rape Shield
      - Hearsay
- Assessment of Credibility
  - Credibility – Factors
  - Credibility – Judgment
  - Missing Evidence
  - Trauma-informed Approaches
- Appropriate Remedial Measures

- Tips from Title IX Coordinator
  - When Considering Hearing Panel Members
  - Extra Steps
  - Practical Considerations
- Tips from Hearing Panel Member Chair
  - Role and Responsibilities
  - Study the Investigations
  - Prepare for Hearing
  - Manage Questions, Rulings and Order
  - Role of Hearing Panel Chair
- Resources

**Presenter:**

Judith W. Spain, J.D., CCEP

Judy currently serves as the GICA Compliance Program Consultant and serves on the Board for the Society for Corporate Compliance and Ethics. She is a Professor Emeritus, an attorney licensed in Kentucky, Ohio, and Pennsylvania, and is a Certified Compliance and Ethics Professional. She served as General Counsel and Chief Ethics and Compliance Officer at Eastern Kentucky University and Manhattanville College, where she developed and implemented compliance programs. Judy is the author of the first book on higher education compliance, *Higher Education Compliance: Blueprint for Success*. Judy is also the author of *Compliance Risk Assessments: An Introduction* published by the Society for Corporate Compliance and Ethics. Her third book, *Higher Education Compliance: What Governing Boards Really Need to Know* focuses on the responsibilities of higher education governing boards.

**Resources:**

**OCR and Title IX**

- [https://www2.ed.gov/about/offices/list/ocr/docs/tix\\_dis.html](https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html)
- [Federal Register :: Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance](#)
- [The U.S. Department of Education Releases Proposed Changes to Title IX Regulations, Invites Public Comment | U.S. Department of Education](#)