

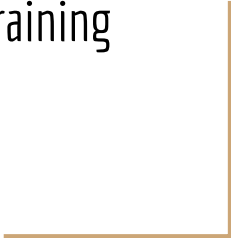
Agenda: July 30, 2020

- 9:00 am Icebreaker - Q&A from Day 1 - Jennifer Childress-White / Dr. Eva Frey
- 9:30 am Specific Roles in Title IX Process - Jennifer Childress-White**
- 10:15 am Break
- 10:30 am Timeline for Title IX Process - Dr. Eva Frey
- 11:15 am Informal Resolution Process - Jennifer Childress-White
- 12:00 pm Lunch break
- 1:00 pm Q&A / Case Studies - Jennifer Childress-White / Dr. Eva Frey/ Valarie Zeeck
- 3:00 pm Dismiss



Title IX Process Specific Roles

PLU Title IX Personnel Training
July 29-30, 2020



Title IX Coordinator and the Deputies

“Guardian of the Process”

Oversight of all Title IX complaints

Triggers Mandated Response w/ “Actual Knowledge”

Triages alleged sexual misconduct (Title IX or Code of Conduct)

Monitor complaint outcomes, identify patterns, and assess impact on school climate

Title IX Coordinator and the Deputies cont...

Coordinate Supportive Measures and Implementation

Coordinates and Implements Interim Measures

Confirms Sanctions are Applied

Confirms Remedies are Initiated

Title IX Team Training

Dissemination of Title IX information

Complainant

Alleged Victim of Sexual Misconduct

Offered/Receives Supportive Measures

Option to File Formal Complaint

Signs and Files Formal Complaint

Chooses Formal, Informal, or Withdrawl

Receives Interim Measures When Warranted

May Receive Remedies per Respondent Being Determined
Responsible

Respondent

Alleged Perpetrator of Sexual Misconduct

Presumed Not Responsible Until Final Determination

If Formal Complaint Filed - "ON NOTICE"

Notified of Interim Measures

Informed if Informal Process is Requested and Must Agree

"ON NOTICE" of Investigation if Formal Process is Being Pursued

Determined - Not Responsible / Responsible

Recipient of Sanctions if Assigned

Advisors

Selected by the Involved Parties or Provided by Institution

Unbiased and Able to Assist Either Party

May or May Not Be A Lawyer

Provide Support and Guidance Through Process

“Potted Plant” Present During Investigation

Conducts Cross-Examination on Behalf of their Party

Must Serve Role Independently of Other Roles

Investigators

Outsourced Entity

PLU Will Obtain 3rd Party to Conduct Investigation

Must have Non-Bias Training

Fact Finder / Will Not Provide Analysis

Compiles All Evidence

Interviews All Parties Involved

Provides Written Investigative Report

Decision Makers

Receives / Reviews Investigative Report

Determines Witnesses to Appear

Pre-Determines Direct Questioning for Hearing Process

Facilitates the Hearing

Deciphers Relevant Questioning During Cross-Examination

Must be Trained on Rape Shield Protections

Issues Written Determination of Responsibility

Converses With Dean Of Students for Sanctions and Remedies

Trauma Informed Approach

Definition of trauma:

“A more extreme version of stress, perceived as life threatening and evoking fear, helplessness and even horror.” -
TIX Education Specialist

- We have assumptions as to how victims of violence should react...
- We have assumptions as to what victims should remember...

Truth is every individual's physical make up processes trauma differently.

Trauma and The Brain

Hormone flood:

- Catecholamines -- Fight or Flight Response
- Cortisol -- Increases available energy
- Opioids -- Prevents anticipated pain
- Oxytocin -- Promotes good feelings / manage emotions

Past experiences influence how trauma will affect our students...there perceptions and triggers

“DOG Example”



Future Training

Non-Bias Training

Impartiality

Cross-Examination Practices

Hearing Prep

