

# I.7. Training

The College ensures that Title IX coordinator(s), investigators, decision-makers, institution-appointed advisors, and any person who facilitates an informal resolution process, receive training on the definition of Section I Title IX Prohibited Conduct and Section II Sexual Misconduct, the scope of the College's education program or activity, how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.<sup>[1]</sup> Coordinator(s) should be knowledgeable about other applicable Federal and State laws, regulations, and policies that overlap with Title IX.<sup>[2]</sup> Additionally, the College ensures that decision-makers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant.<sup>[3]</sup> Furthermore, the College ensures that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.<sup>[4]</sup>

The College uses training materials that do not rely on sex stereotypes to train coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process.<sup>[5]</sup> The College also uses materials that promote impartial investigations and adjudications of formal complaints of sexual harassment to train coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process.<sup>[6]</sup>

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[1] 34 CFR §106.45(b)(1)(iii)

[2] OCR Guidance on Title IX Coordinators (April 24, 2015), p. 6.

[3] 34 CFR §106.45(b)(1)(iii)

[4] 34 CFR §106.45(b)(1)(iii).

[5] 34 CFR §106.45(b)(1)(iii)

[6] 34 CFR §106.45(b)(1)(iii)