CONFERENCE OVERVIEW: Students and their parents expect our institutions to provide a safe and caring environment for their educational journey. This includes protection from sexual harassment and compliance with U.S. Title IX regulations. This conference will equip campus leaders, new and seasoned Title IX administrators, human resources personnel, and anyone involved in the prevention and response to sexual harassment of students, faculty, and staff in our institutions. The sessions are specifically designed to help you safeguard your campus from sexual harassment, respond well when incidents occur, and comply with the new federal Title IX regulations.

PRESENTER: MARK GRIFFIN, DIRECTOR OF TITLE IX | MOODY BIBLE INSTITUTE

MONDAY | MARCH 25

6:00 — 7:30 OPENING DINNER AND INTRODUCTIONS — CATERED IN THE ABHE DINING ROOM

TUESDAY | MARCH 26

9:00 — 9:15 WELCOME — DAVID MEDDERS, EXECUTIVE VICE PRESIDENT | ABHE

9:15 — 10:00 SESSION 1: THE BIBLE SPEAKS ABOUT EVERYTHING — BIBLICAL FOUNDATIONS AND THE HISTORY OF TITLE IX

Overview: This introductory session will lay a biblical foundation on why Christian schools should have robust policies and procedures around sexual harassment and sexual violence. The second half of the session will provide an historical overview of the Title IX statute and associated federal laws, including Title VII, the Jeanne Clery Act, and the Violence Against Women Act.

- A biblical foundation for sexual harassment policies: relational and community violations, investigations, impartiality, punishment, restoration, and human sexuality
- A brief history of Title IX, its purposes, and changes throughout the past 50 years
- Title VII, The Clery Act, and VAWA, plus state and local laws

10:00 — 10:30 Q & A DISCUSSION

10:30 — 10:45 REFRESHMENT BREAK

10:45 — 11:30 SESSION 2: CHANGE IS IN THE AIR — THE 2023 FEDERAL REGULATIONS AND TITLE IX PROCEDURES

Overview: With the advent of the new 2023 federal regulations, Title IX procedures for handling reports of sexual harassment and sexual violence have changed dramatically from the 2020 regulations. This session will focus on what policies and procedures an institution must have to adhere to federal law.

- The re-definition of “sex” and its implications for Christian institutions
- The life of a Title IX case under the new regulations: report, intake, investigation, adjudication, appeal
- Fundamental fairness and procedural due process
- Training and notifications: Title IX personnel, students, and staff
- Record keeping and file retention

11:30 — 12:00 Q & A DISCUSSION

12:00 — 12:15 A WORD FROM OUR SPONSOR | MOODY BIBLE INSTITUTE

12:15 — 1:00 LUNCH — CATERED IN THE ABHE DINING ROOM

1:00 — 1:45 SESSION 3: START AS YOU WANT TO FINISH — BEGINNING THE PROCESS WELL IN THE REPORT AND INTAKE PHASES

Overview: This session focuses on the initial steps an institution must follow once it receives a report of sexual harassment or sexual violence. Topics to be addressed in this session are safety considerations, jurisdictional questions, supportive measures, and formal or informal processes.

- Mandated reporters and institutional notice
- Safety considerations: emergency removals, law enforcement notification, Clery/VAWA obligations, and health services
- Jurisdictional questions: Title IX, Human Resources, Student Conduct, or something else
- Supportive measures: interim and non-punitive, cost, and availability

1:45 — 2:15 Q & A DISCUSSION

2:15 — 2:30 REFRESHMENT BREAK
**TUESDAY | MARCH 26 (CONT’D)**

**2:30 — 3:15**  
**SESSION 4: AS NOT SEEN ON TV — THE PIVOTAL ROLE OF THE INVESTIGATION AND THE INVESTIGATORS**  
**Overview:** Simple or complicated. Lengthy or brief. Investigations pertain to unique allegations and context and no two are exactly alike; However, all trustworthy investigations and investigators have commonalities. This session delves into what makes a timely, reliable, and complete investigation as well as characteristics of a competent investigator.  
- The investigators: trained, impartial, thorough, and professional  
- The Investigative Plan: often overlooked, but essential  
- Evidence: not just interviews  
- The investigative interview: preparation, techniques, goals, and trauma informed  
- The investigative report: purpose, structure, and content  
- Title IX procedural requirements for the investigation

**3:15 — 3:45**  
**Q & A DISCUSSION**

**3:45 — 4:00**  
**WRAP-UP**

**4:00 — 5:00**  
**REFRESH & RELAX — HILTON GARDEN INN**

**5:00 — 6:30**  
**DINNER OFF SITE**

**WEDNESDAY | MARCH 27, 2024**

**9:00 — 9:15**  
**REFLECTIONS FROM THE WORD | DAVID MEDDERS**

**9:15 — 10:00**  
**SESSION 5: FINISH WELL — ENSURING A FAIR AND MEANINGFUL ADJUDICATION AND APPEAL PROCESS**  
**Overview:** The last two phases in the Title IX process concern adjudication of the complaint and the opportunity to appeal. This session explores the Title IX hearing options, decision making procedures, sanctions/remedies, and the necessity for institutions to allow for appeals.  
- How will your institution conduct adjudications?  
- The Decision Maker: trained to evaluate, analyze, decide, and memorialize  
- The Written Decision: informed, well-written, and understandable  
- Sanctions and Remedies  
- The opportunity to appeal

**10:00 — 10:30**  
**Q & A DISCUSSION**

**10:30 — 10:45**  
**REFRESHMENT BREAK**

**10:45 — 11:30**  
**SESSION 6: THAT’S A WRAP...ALMOST — OTHER IMPORTANT TOPICS FOR CONSIDERATION**  
**Overview:** The topics surrounding sexual harassment, sexual violence, and Title IX are so numerous and varied that it would require many more conferences to cover them. This session will briefly discuss some areas that are important to know and that require preparation and planning to address.  
- Dismissals under Title IX  
- Pregnancy accommodations  
- Title IX and athletics  
- The state of religious freedom and anti-discrimination laws in America

**11:30 — 12:00**  
**Q & A DISCUSSION AND WRAP-UP**

**12:00 — 1:00**  
**CLOSING BOXED LUNCH — ABHE DINING ROOM**