

SEXUAL HARASSMENT & TITLE IX TRAINING CONFERENCE

NOVEMBER 14-15, 2024



MOODY
Bible Institute™

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, develop strategies to address the challenges international students face, assert your institution's religious exemption, and comply with the new 2024 Title IX regulations.

DAY 1 THURSDAY | NOVEMBER 14, 2024

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

9:15 – 10:00 SESSION 1: BUILDING A BIBLICAL BLUEPRINT — BIBLICAL FOUNDATIONS AND THE HISTORY OF TITLE IX
PRESENTER: ANDREW SMITH, DIRECTOR OF TITLE IX | MOODY BIBLE INSTITUTE (IL)

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: STARTING STRONG — NAVIGATING THE FIRST STEPS OF TITLE IX
PRESENTER: DAVID COOK, FORMER DIRECTOR OF TITLE IX | DALLAS BAPTIST UNIVERSITY (TX)

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

11:30 – 12:00 Q & A DISCUSSION

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

12:00 – 1:00 LUNCH — CATERED AT THE ABHE DINING ROOM

1:00 – 1:45 SESSION 3: TRUTH SEEKERS — THE ESSENTIAL ROLE OF INVESTIGATORS AND INVESTIGATIONS
PRESENTER: ANDREW SMITH

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 sessions 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

1:45 – 2:15 Q & A DISCUSSION

2:15 – 2:30 REFRESHMENT BREAK



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DAY 1 CONT'D

2:30 – 3:15 **SESSION 4: CROSS-CULTURAL CARE — DEVELOPING STRATEGIES TO CARE FOR AND EDUCATE INTERNATIONAL STUDENTS ON TITLE IX**

PRESENTER: ANDREA SANTOS, TITLE IX COORDINATOR | SOUTH FLORIDA BIBLE COLLEGE & THEOLOGICAL SEMINARY (FL)

OVERVIEW: Most of our institutions welcome students from across the globe. Along with the blessing of international students comes some unique challenges. This session explores the barriers international students may experience in reporting, accessing or participating in Title IX investigations and strategies to address those barriers.

- ▶ Providing education and training to international students who have different cultural views and experiences with students of the opposite sex
- ▶ How to address student concerns about participation in Title IX investigations and their nonimmigration status
- ▶ How to improve communication with international students about Title IX policies and procedures

3:15 — 3:45 **Q & A DISCUSSION**

3:45 — 4:00 **WRAP-UP**

5:00 **DINNER OFF-SITE**

DAY 2 FRIDAY | NOVEMBER 15, 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**

PRESENTER: DAVID COOK

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: TAKE UP YOUR SHIELD — ARMING YOUR INSTITUTION WITH ITS RELIGIOUS EXEMPTION**

PRESENTER: VALERIE LONDONO, SENIOR COUNSEL, DEPUTY DIR. OF CHURCH AND MINISTRY ALLIANCE | ADF (FL)

OVERVIEW: Over the last several years, Title IX has undergone significant regulatory changes. However, one thing has remained constant — right of religious exemption. With the re-definition of “sex” in the 2024 Title IX Regulations, how do faith-based colleges and universities navigate the waters of their religious exemption. This session explores the religious exemption in Title IX, whether your institution should seek approval of its religious exemption, and how to assert your religious exemption in court or under administrative review.

- ▶ What religious exemption and constitutional protections are afforded to faith-based institutions of higher education?
- ▶ Do I need to request approval of my institution’s religious exemption?
- ▶ How to defend your institution’s religious exemption in court or when under administrative review?
- ▶ Update on Federal Litigation

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

12:00 – 1:00 **CLOSING BOXED LUNCH**