



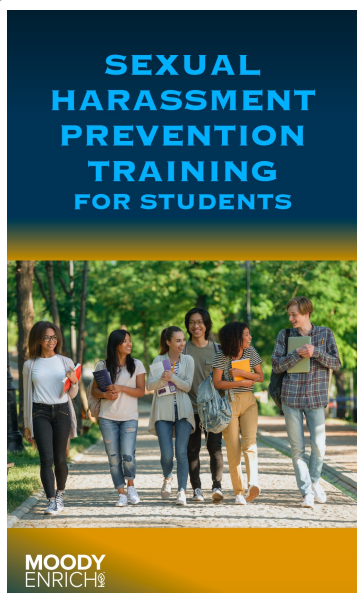
ABHE ANNUAL MEETING

FEBRUARY 19-21, 2025

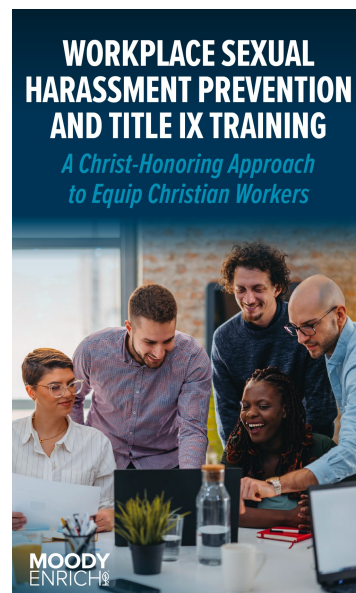
ROSEN PLAZA HOTEL | ORLANDO, FL

Notes:

[illegible]



For Students and Employees



2024 ABHE ANNUAL MEETING

Notes:

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Director/Title IX Coordinator
MOODY BIBLE INSTITUTE



2025 ABHE ANNUAL MEETING

Notes:

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UPDATING YOUR GRASP

AGENDA:

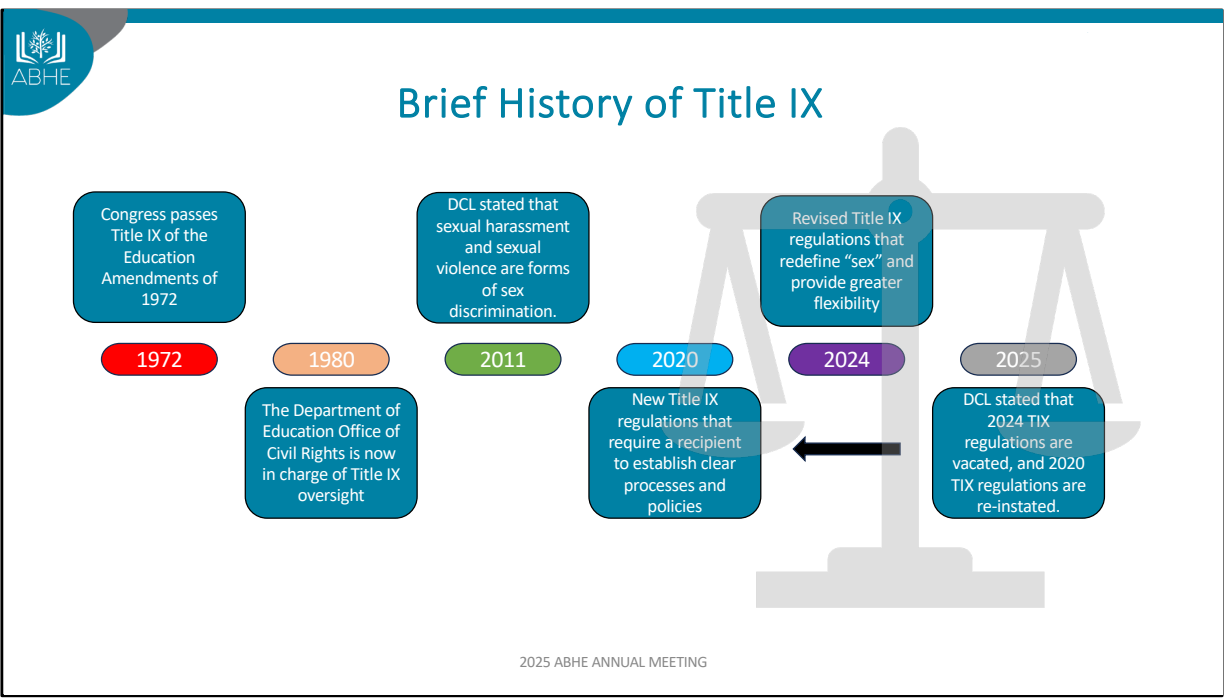
- I. BRIEF HISTORY OF TITLE IX
- II. STATUS OF TITLE IX
- III. LEARNINGS FROM 2024
- IV. ORDERED AUTHORITY
FRAMEWORK
- V. 5 STEPS

Whatever you do, work heartily, as for the Lord and not for men.
- Colossians 3:23

SEXUAL HARASSMENT AND TITLE IX TRAINING CONFERENCE

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- 2025 ABHE ANNUAL MEETING

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Status of Title IX - Today!

- On January 31, 2024, the Department of Education issued a Dear Colleague Letter to provide the following guidance:
 - 2024 Final Rule is vacated for all jurisdictions in the U.S.
 - The Executive Order, Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government, was issued to “enforce all sex-protective laws to promote the reality’ that there are ‘two sexes, male and female.’”
 - The 2020 Final Rule is re-activated and binding on all schools receiving federal financial assistance - broader than just Title IV!
 - If you have an **open** investigation that was initiated under the 2024 regs, those cases should be reevaluated under the 2020 regs.

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Status of Title IX - Today!

- 2020 Final Rule Snapshot:
 - Upon receipt of report, meet and discuss supportive measures
 - Sexual Assault includes VAWA crimes
 - Narrowed definition of sexual harassment hostile environment
 - Mandatory Dismissals
 - Live Hearing with Advisor cross-examination
 - Formal Complaints must be in writing
 - 3 Grounds for Appeal
 - School has burden of proof
 - Written Decision based on the preponderance of the evidence or clear and convincing standard of proof
 - Maintain and post training materials and dates
 - Permissive Informal Resolution

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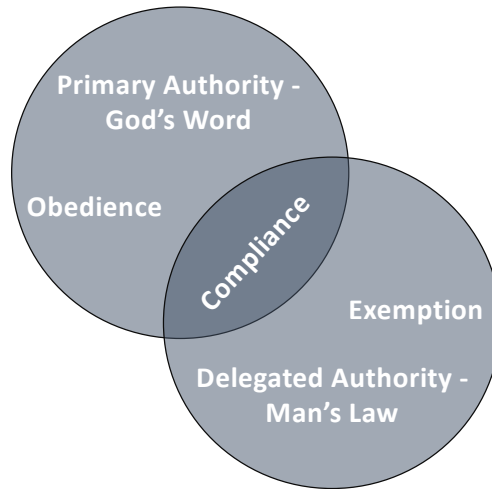


- Flexible options: the 2024 regs provided schools with more flexibility in designing their procedures:
 - Live v. Single hearing format
 - Advisor cross-examination v. DM examination
 - Separate v. Combined procedures for employees and students
- Expanded Jurisdiction
 - Off-Campus or International conduct - subject to disciplinary authority
 - Broader definitions of sexual harassment - quid pro quo and hostile env.
 - Included sexual assault, dating violence, domestic violence and stalking
- Pregnancy and Related Conditions
 - Rules for lactation spaces
 - Standard for reasonable modifications

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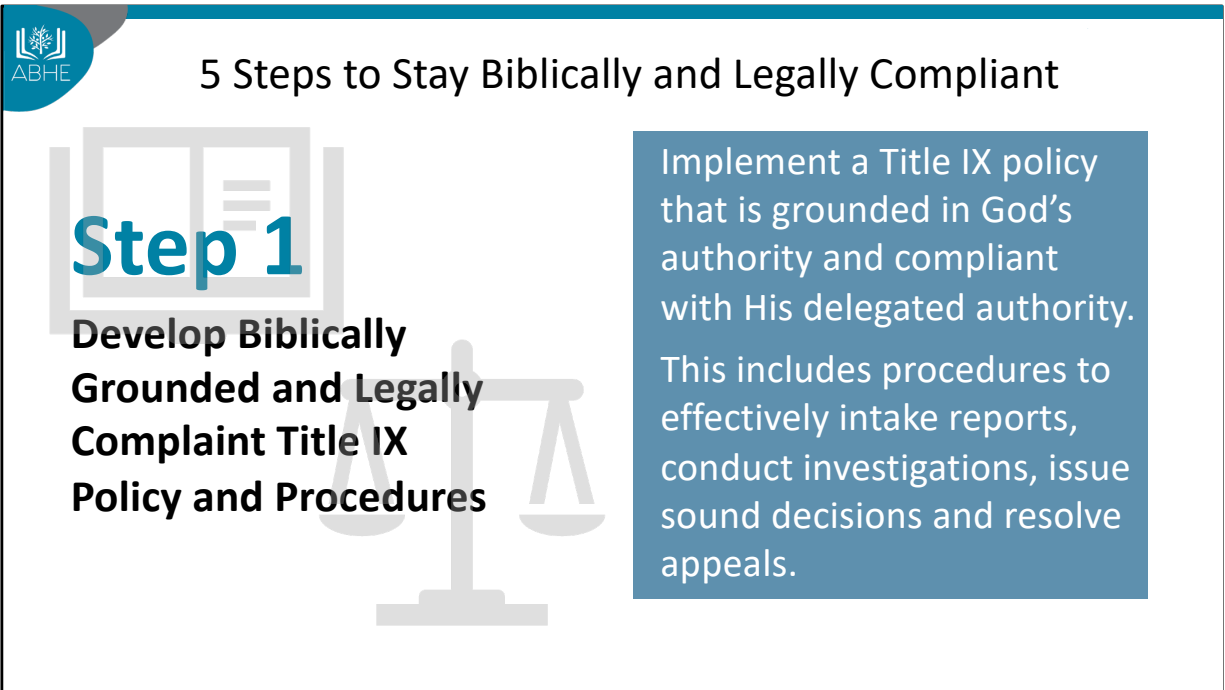
Delegated
Romans 13:1-2



1. Cover in prayer - Proverbs 3:5-6,
2. Read God's Word - Psalm 199:105
3. Discern applicability - Proverbs 2:6
4. Evaluate risks - Ephesians 5:15-17
5. Seek Godly counsel - Proverbs 11: 14, 12:15, 15:22
6. Decide boldly - Proverbs 16:9
7. Assess outcome - Proverbs 28:13

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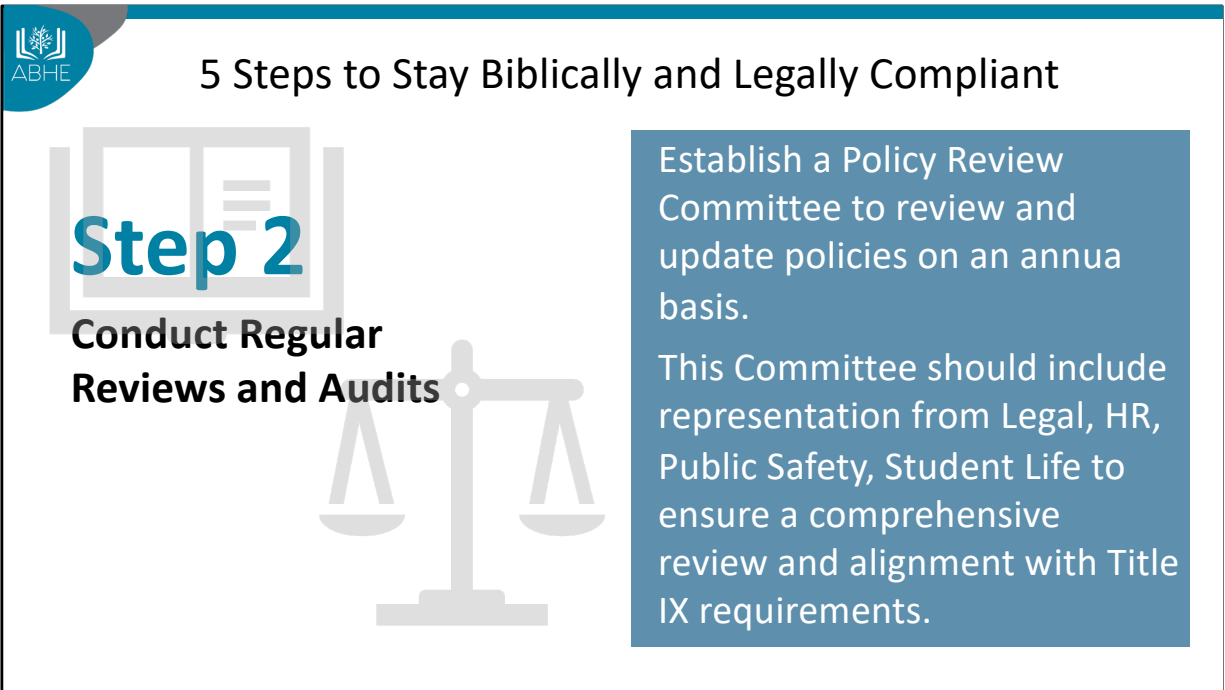


Step 1

Implement a Title IX policy that is grounded in God's authority and compliant with His delegated authority.

This includes procedures to effectively intake reports, conduct investigations, issue sound decisions and resolve appeals.

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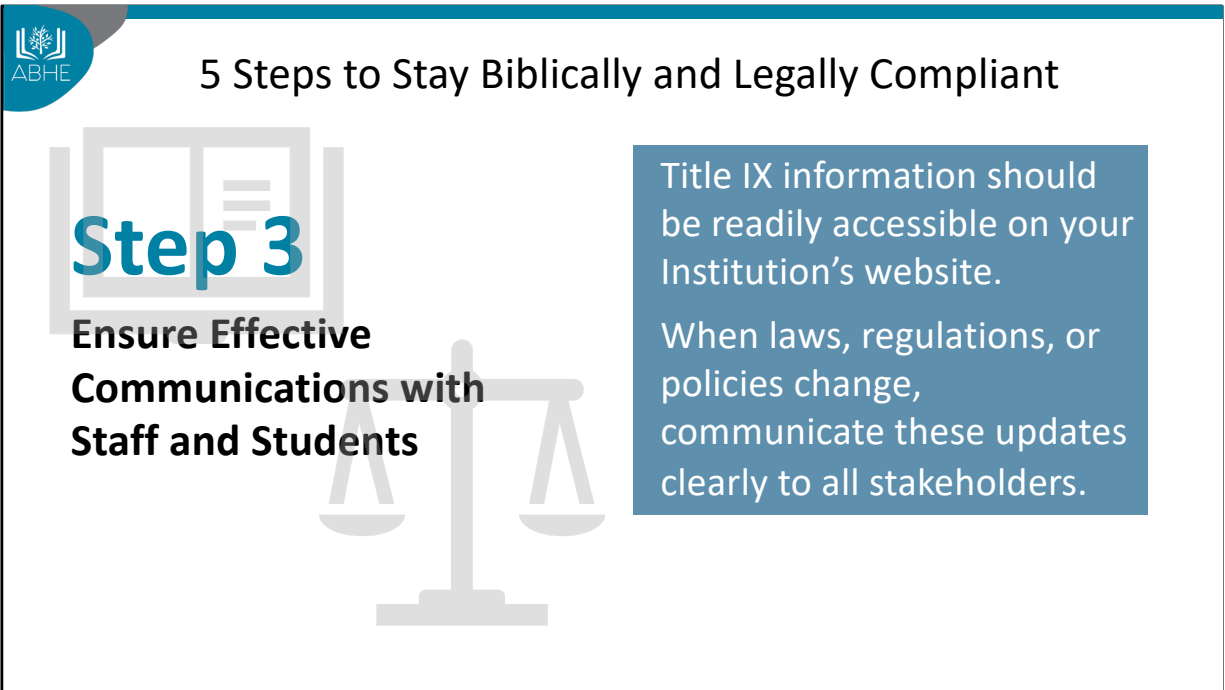


Step 2

Conduct Regular Reviews and Audits

This Committee should include representation from Legal, HR, Public Safety, Student Life to ensure a comprehensive review and alignment with Title IX requirements.

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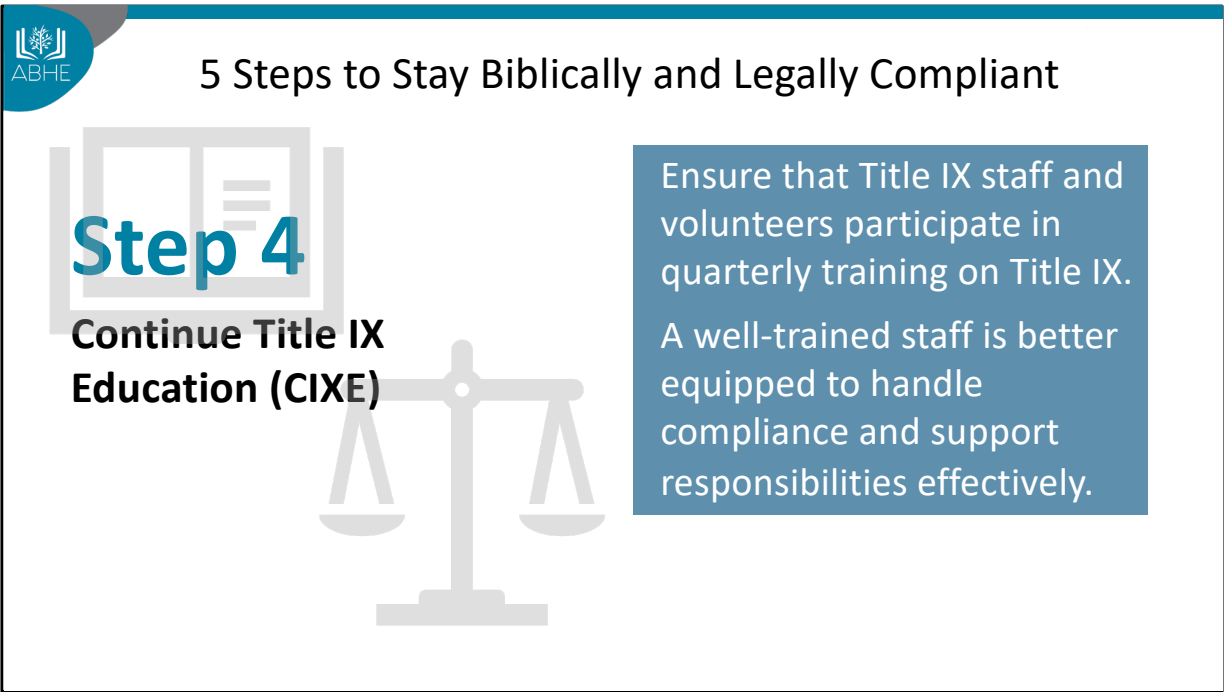


Step 3

Title IX information should be readily accessible on your Institution's website.

When laws, regulations, or policies change, communicate these updates clearly to all stakeholders.

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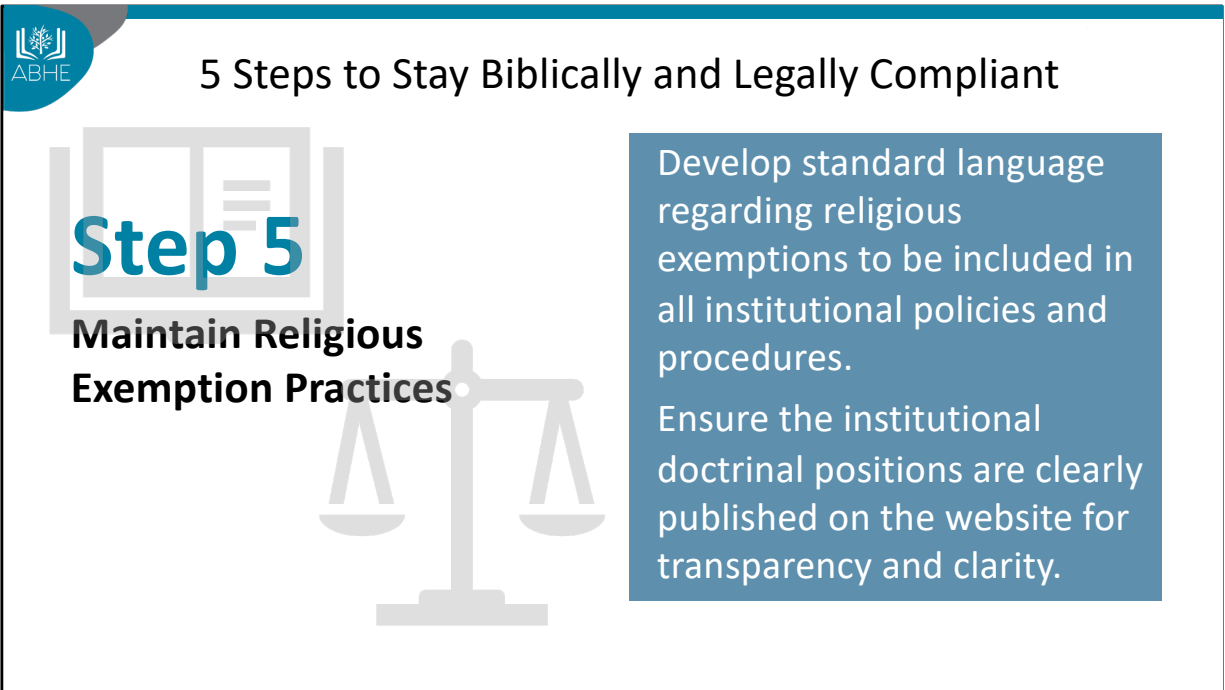


Step 4

Ensure that Title IX staff and volunteers participate in quarterly training on Title IX.

A well-trained staff is better equipped to handle compliance and support responsibilities effectively.

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Step 5

Develop standard language regarding religious exemptions to be included in all institutional policies and procedures.

Ensure the institutional doctrinal positions are clearly published on the website for transparency and clarity.

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