Required Personnel for Title IX Sexual Harassment

"Recipient" (District) Roles:	Title IX Coordinator	Investigator	Decision Maker	Appellate Decision Maker	Informal Resolution Facilitator
What do they do?	• Employee designated & authorized by ISD to coordinate efforts to implement Title IX. • Oversees logistics of entire grievance procedure to ensure compliance with Title IX regulations. • Responsible for effective implementation of any remedies determined by Decision Maker.	• Investigates allegations in formal complaint (interviews witnesses, gathers evidence). • Prepares written investigative report.	• Reviews investigative report. • Facilitates process for each party to submit written, relevant questions that a party wants asked of any party or witness. • Evaluates evidence and issues written determination of responsibility.	• Conducts appeals of dismissals and determinations of responsibility by decision maker (if a party appeals). • Issues written decision.	• Facilitates informal resolution process (e.g., mediation) between a complainant and respondent with respect to a formal complaint.
Who can they be?	• Must be a District employee. • Must be known as "Title IX Coordinator". • Should not be same person as investigator or decision maker.	• District employee or third-party provider. • Cannot be same person as any other role, except Title IX Coordinator.	• District employee or third-party provider. • Cannot be same person as any other role.	• District employee or third-party provider. • Cannot be same person as any other role.	• District employee or third-party provider. • Should not be same person as any other role.
	Individual designated in any of these roles must not have a conflict of interest against complainants or respondents generally OR against the particular complainant or respondent in a given situation				

Training Requirements for Required Personnel for Title IX Sexual Harassment

	Title IX Coordinator	Investigator	Decision Maker	Appellate Decision Maker	Informal Resolution Facilitator
Required Training for All Roles	**Training must promote impartial investigations and adjudication of formal complaints and must not be based on sex stereotypes.** ***Mandatory Training Components:*** • The definition of sexual harassment in section 160.30; • The scope of the recipient's education program or activity; • How to conduct an investigation and grievance process, including, as applicable, hearings, appeals, and informal processes; and • How to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.				
Additional Training Requirements for Certain Roles		• Issues of relevance to create an investigative report that fairly summarizes relevant evidence	• Any technology to be used at a live hearing. • Issues of relevance of questions and evidence, including when questions and evidence about a complainant's sexual history or predisposition are not relevant.	• Should receive same additional training as investigator and decision maker in order to conduct appropriate appellate review of decision	