

TITLE IX TEAM TRAINING

PART 2

NOVEMBER, 2021

OVERVIEW OF TRAINING

- Overview of our model
- Hearing Panels and Decision Makers video (copyright)
- Additional exercises for assigned individuals

DEFINITIONS FOR JJC PROCESS

HEARING OFFICER

- Upon the completion of the investigation, a hearing officer is selected.
- May be from outside the College
- Conducts the hearing and rules on applicability of evidence and questions
- Clears each question when asked, before the individual answers (if a question is excluded, must provide rationale)
- Issues the determination at the conclusion of the hearing to both parties simultaneously

HEARING PANEL

- Upon the completion of the investigation, two hearing panel members are selected from the JJC trained individuals who have not been involved in the process and do not have a direct connection with either party
- Participates in the hearing and may ask questions of witnesses if needed
- Provides input to the Hearing Officer related to the hearing and presented evidence. May also be asked to provide additional information to the Hearing Officer related to JJC processes, policies, or past history

GROUNDS FOR APPEAL

1. A procedural irregularity occurred;
2. New evidence or information exists that could affect the outcome of the matter;
3. The Title IX Coordinator, Investigator or Hearing Officer had a conflict of interest or bias for or against complainants or respondents generally, or the individual Complainant or Respondent, that affected the outcome of the matter; and/or
4. The sanction is disproportionate with the violation.

APPELLATE

- Review and decide appeals of determinations of responsibility or dismissals of formal complaints, to ensure appeal procedures are implemented consistently and equitably, and to issue written determination to both parties simultaneously within the appropriate timeframe according to Title IX regulations.
- The Appeals Officer will not re-hear the case but has the ability to affirm, reverse or modify the decision of the Hearing Officer.
- Institutional Procedure 2.01.19.03 outlines the Appeals Process in more detail.

HEARING PANEL AND DECISION MAKER WEBINAR

VIDEO *COPYRIGHT BY ATIXA

FINAL ASSESSMENT AND QUESTIONS

In order to get “credit” for completion—email titleixcoordinator@jjc.edu the following:

1. Tell one thing that you learned about the hearing process from this training or one thing you think JJC can improve upon based on this training.
2. On a scale of 1-10, how comfortable do you feel with your role in the Title IX process?
3. On a scale of 1-10, how much did this webinar improve your knowledge of the Hearing process
4. **1 is lowest and 10 is highest for both.