Carleton College
Title IX Refresher Training for Adjudicators and Advisors

Presented by DSA Associates:
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Adrienne Meador Murray, Vice President, Equity Compliance and Civil Rights Services

In January 2014, Adrienne Meador Murray joined D. Stafford & Associates where she currently serves as the Vice President, Equity Compliance and Civil Rights Services after having been affiliated with D. Stafford & Associates as a part-time Associate since 2012 and the National Association of Clery Compliance Officers & Professionals (NACCOP) where she currently serves as Director of Training and Compliance Activities. Murray began her career in municipal law enforcement as a civilian employee with the City of Richmond Police Department (Virginia). She graduated from the Virginia Commonwealth University Police Training Academy and began her career as a sworn police officer for the University of Richmond (UR) Police Department (Virginia). At UR, Murray progressed through the ranks from a night shift patrol officer to Operations Lieutenant (overseeing criminal investigations, crime prevention and patrol) over the span of a decade before becoming the Chief of Police at Davidson College in North Carolina. Most recently, Murray served as Chief of Police at Trinity Washington University (in Washington, D.C.).

As the Executive Director, Equity Compliance and Civil Rights Services for DSA, Murray builds on her 17-year career in law enforcement in which she became a nationally recognized expert in the field of best practice postsecondary institutional response to the sexual victimization of college women in the United States and in Canada. She is also a trained civil rights investigator and is well respected throughout the country for her ability to aid institutions in understating how to do best practice criminal and civil rights investigations concurrently. She is well known for her work in having provided support, advocacy and criminal investigative services for victims of sexual assault, stalking and intimate partner violence and is a sought-out speaker and investigator. She has expertise in the construction of best practice law enforcement standard operating procedures and training police officers to respond in best practice and trauma-informed ways to victims of sexual assault and intimate partner violence. In her current role, Murray coordinates curriculum development and instruction for national classes, including basic and advanced sexual misconduct investigation classes; an investigation of dating violence, domestic violence and stalking class; and a Title IX Coordinator/Investigator class offered through D. Stafford & Associates. To date, Murray has trained more than 3,500 criminal and civil rights investigators throughout the U.S.

Drawing on her experiences as a trained criminal and civil rights investigator, Murray also oversees independent investigations of complex sexual misconduct cases; conducts audits of Title IX/VAWA
Compliance; drafts institutional sexual misconduct policies and procedures; and conducts campus-based trainings pertaining to the resolution of sexual misconduct offenses on college and university campuses. Murray frequently presents at regional and national conferences on topics such as the *Sexual Victimization of College Women*, *Understanding Consent and Incapacitation*, and *Responding to Sexual Assault on Campus: Clery Act and Title IX Implications*. Murray also conducts provincially specific sexual misconduct trainings throughout Canada.

Murray is a graduate of the University of Richmond, where she received her Bachelor's Degree in Applied Studies in Human Resource Management and of New England College, where she received her Master’s Degree in Campus Public Safety Administration. Murray is also a graduate of the 235th session of the prestigious FBI National Academy where she was awarded a graduate certificate in Criminal Justice from the University of Virginia. She has authored numerous journal articles.
TITLE IX

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Carleton College
Annual Title IX Decision Maker Training
September 21, 2022
Presented by Adrienne Meador Murray

Agenda
- Bias and Conflict of Interest
- Policy and Procedural Considerations
- Sexual Harassment on Campus
  - Quid Pro Quo
  - Hostile Environment
- The VAWA Offenses
- The Hearing Process
  - Preparing for the Hearing
  - The Hearing Script
- Role of Advisors
- Questioning and Credibility
- Relevancy Determinance
- Factors in Deciding a Complaint

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Conflicts of Interest

Roles on campus
Past employment
Volunteering
Interactions with parties

RECOGNIZING BIAS

Bias - From Regs

Bias against Complainants or Respondents
Bias against THIS Complainant or Respondent
Sex Stereotyping
How to address

Training
Acknowledgements
Party-identified Conflict
Decision-maker-identified Conflict

Acknowledgements

Party-identified Conflict

Decision-maker-identified Conflict

Policy and Procedural Considerations

Title IX Personnel – Title IX Coordinator

- Accepts reports, determines jurisdiction, and if Title IX, offers supportive measures to Complainant and explains process, including the option to file a Formal Complaint
- Accepts or signs Formal Complaints
- Coordinates each investigation and offers supportive measures to the Respondent
- Drafts all Title IX related notice documents
- Assigns Investigators for each investigation, if applicable
- Assigns the advisor of the institution's choice for the live hearing if a party does not have one
- Oversees the live hearing procedures, but does not make any decisions regarding the outcome of the allegations
Title IX Personnel – Decision-maker

- Emergency Removal/Administrative Leave decision maker, hearing bodies, and appeal officers (both for emergency removal and administrative) are all considered "decision-makers"
- Decision-makers can only serve one role within a case
- Emergency Removal/Administrative Leave
  - Makes the determination if a removal or leave is necessary
- Hearing
  - Reviews the investigation report and evidence
  - Manages the hearing (also questions of the parties and manages cross-examination by the advisors, including determining relevancy of questions)
  - Issues notice of findings including allegations, procedural steps, findings of fact, conclusion/application, rationale for each allegation (determination, sanction, remedies), appeal procedures
- Appeal
  - Hears the appeal of a removal or leave (it cannot be the same person who initiated the removal/leave)
  - Hears the appeal of the hearing (it should not be the same person who heard the removal/leave appeal)

Title IX Personnel – Investigators and Advisors

- Investigators
  - Interviews both parties and witnesses
  - Gathers evidence
  - Write the preliminary and final investigative reports
- Advisors
  - Chosen by the party; can have throughout the process but not required until live hearing
  - Receives evidence and investigation report
  - Conduct cross-examination at the hearing
  - If a party does not have an advisor at the live hearing, the institution must provide one (of the institution’s choice)

Title IX Case Flowchart
Timeline - Title IX Regulations

- Investigation
- Preliminary Report
- Parties may provide written response

- Final Investigative Report
- Parties may provide final written response
- Resolution (hearing or informal resolution)

Definition of Sexual Harassment

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual’s participation in unwelcome sexual conduct;

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity;

3. “Sexual assault” as defined in 20 U.S.C. 1092(f)(10); “dating violence” as defined in 34 U.S.C. 12291(a)(8); “domestic violence” as defined in 34 U.S.C. 12291(a)(8); or “stalking” as defined in 34 U.S.C. 12291(a)(30).

Definitions: Parties/Witnesses

- Complainant
- Respondent
- Witnesses
**Definitions: Title IX Personnel**

- Title IX Coordinator
- Investigator
- Decision-Maker
- Informal Resolution Facilitator

**Sexual Harassment-Jurisdiction**

- Our student and/or employee (must be participating in the institution's educational program)
- Occurred in the context of educational program or activities (Online)
- Substantial control over the Respondent
- In the United States

**Formal Complaint**

- Signed formal complaint
- Complainant or Title IX Coordinator
- Complainant MUST be participating at the time of filing
Required by Title IX

- Report
- Explain process for filing a formal complaint AND offer complainant supportive measures
- Signed Formal Complaint needed to proceed under Title IX

Notice Requirements

- Grievance process
- Sufficient details and sufficient time to prepare
- Identities of the parties, alleged conduct
- Date and location of incident
- Presumed not responsible
- Advisor of choice
- False statements
- Additional allegations

Investigations and Evidence Gathering

- Burden of proof
- Witnesses and facts
- No restrictions on discussing allegations
Advisors

Investigation
- May accompany party to investigation meetings
- Receives preliminary and investigative reports
- Who fills this role?

Hearing
- Institutions must provide an advisor if a party does not have one at hearing
- Conducts cross examination of witnesses and opposing party
- Who fills this role?

Hearings

Live hearing

Cross-examination

BREAKING DOWN THE DEFINITIONS
Understanding the Elements

- Elements
  - Actions
  - Conditions

- Additional info
  - Clarifiers
  - Exceptions

Roles in the Process

- Investigator
  - Evidence for each element
  - Evidence of any exceptions

- Decision-maker
  - Weigh the evidence provided
  - "Reasonable person" standard

The “Elements”

- What specific evidence would indicate the behavior?
- What evidence have we been presented with?
PRONG 1: Quid Pro Quo

An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual’s participation in unwelcome sexual conduct.
PRONG 1: Quid Pro Quo

What was the aid, benefit, or service?
- Education: admission, grades, awards, housing, access, membership, resources, support
- Employment: hiring/firing, salary, benefits, promotions, location, privileges
- Other: participation, movement, personnel/education records, reputation, access, status

How was it conditioned/communicated?
- Implied, stated, written

Quid Pro Quo: Respondents

Supervisors, Coaches, Faculty (Title IX)
Volunteers/Non-employees (Non-Title IX)
Students (Non-Title IX)

An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual’s participation in unwelcome sexual conduct.
PRONG 2: Hostile Environment+ (The Davis Standard)

Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity.
Hostile Environment+

ON THE BASIS OF SEX
- Physical touching
- Comments of a gender or sexual nature
- Motivated by complainant’s gender or sexuality
- Sex stereotyping
- Pregnancy, childbirth, related medical conditions
- Gender-based harassment
- Gender Identity, Gender Expression, Sexual Orientation

Hostile Environment+

UNWELCOME
- Unpack “consent” definition
- Behaviors that by their nature are "unwelcome"
- What was communicated between parties?
- Coercion, threats, intimidation
- Who initiated?
- Did the complainant participate?

Hostile Environment+

SEVERE
- Characteristics of complainant and respondent
- Witnesses, public nature
- Direct vs. second-hand
- Degrading, crude
- Threats
- Physical actions, touching
Hostile Environment+

PERVERSIVE
- Number of incidents (dates, times)
- Number of witnesses, recipients, participants
- Different types of behaviors

Hostile Environment+

OBJECTIVELY OFFENSIVE/REASONABLE PERSON
- “Turns on both subjectivity (i.e., whether the conduct is unwelcome, according to the complainant) and objectivity (i.e., ‘objectively offensive’)”
- “Whether, standing in the shoes of the complainant, the conduct would be offensive”
- The investigator conducts the subjective analysis while the decision-maker conducts the objective analysis

Hostile Environment+

EFFECTIVELY DENIES ... EQUAL ACCESS ... EDUCATION PROGRAM
- “Does not require that a complainant has already suffered loss of education before being able to report”
- Harassment “so undermines and detracts from the victim’s educational experience” that it effectively denies...
- Does not require certain manifestations of trauma
- Can’t turn away a complainant who is “high-functioning,” “not showing particular symptoms,” or “not traumatized enough”
- No requirement for “tangible adverse action or psychological harm”
Hostile Environment+

EFFECTIVELY DENIES

- Skipping class to avoid a harasser
- A decline in a student’s grade point average
- Difficulty concentrating in class
- Dropped out of school
- Failed a class
- Had a panic attack
- Reached a “breaking point”

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Sexual Harassment+:
Definition
Considerations

- Definition vs. Interpretation
- First Amendment issues
- “Below the line” unwelcome conduct
- No intent requirement

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THE VAWA OFFENSES

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PRONG 3: The VAWA Offenses

- Sexual Assault
- Dating Violence
- Domestic Violence
- Stalking

Definition - RAPE

Rape is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
**Definition - FONDLING**

Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim.

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**Definition - INCEST**

Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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**Definition - STATUTORY RAPE**

Statutory Rape is sexual intercourse with a person who is under the statutory age of consent.

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Consent cannot be given due to...

- Force
- Incapacitation
How do you define coercion?
Intimidation

- Physical
- Verbal

Threats

- Physical harm
- Reputational harm
- Veiled threats

Incapacitation

Incapacitation is the physical and/or mental inability, whether temporary or permanent, of an individual to make rational, reasonable decisions, or judgments regarding one's well-being or welfare.
Impairment

■ The state of being diminished or weakened due to the consumption of alcohol
■ Begins as soon as alcohol enters the bloodstream
■ Increases with consumption of alcohol

Question: Is it a violation of policy if two IMPAIRED people have sexual intercourse?

Intoxication

■ An act or instance of inebriation; drunkenness
■ Intoxication is legally met when an individual’s blood alcohol level reaches .08 or greater

Question: Is it a violation of policy if two INTOXICATED people have sexual intercourse?

Incapacitation

■ So impaired as to be incapable of giving consent
■ Lacking the capacity to consent
■ If a person cannot understand the nature of the proposed act or cannot understand they have a right to refuse or are otherwise unaware that the activity is occurring
Was the complainant incapacitated?

Did the respondent (or would a reasonable person) know?

Intimate Partner Violence

Dating Violence

- Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
  - The existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
  - For the purposes of this definition:
    - Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
    - Dating violence does not include acts covered under the definition of domestic violence.
Domestic Violence

- A felony or misdemeanor crime of violence committed by
  - A current or former spouse or intimate partner of the victim
  - By a person with whom the victim shares a child in common
  - By a person who is cohabitating with, or has cohabitated with the victim, as a spouse or intimate partner
  - By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred
  - By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred

Important Considerations

- Unique
- Cycle of violence
- Power and control

Interview Considerations

- Lack of cooperation
- Fear/Intimidation
- Cross-claims
Primary Aggressor

Past behaviors?  Self Defense?  Who is afraid?  Body language of each?
Witnesses?  What does the scene look like?  Excited utterances?  What are the extent of the injuries?

PRONG 3: Stalking

Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person’s safety or the safety of others; or
- Suffer substantial emotional distress
Course of Conduct

“Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.”

Breaking Down the Definition

- Acts of stalking behavior
- Directed at a specific person
- Two or more acts
- Fear or emotional distress
- Reasonable person

SUBSTANTIAL EMOTIONAL DISTRESS

- Difficulty eating or sleeping
- Anxiety or nervousness
- Nightmares
- Drug or alcohol use
- Headaches/illness
- School/work impacted
- Irritability, anger, shock, or confusion
- Fear response/hypervigilance
- Changing routines
- Depression
STALKING - SPECIAL CONSIDERATIONS

- and Intimate Partner Violence
- and disability considerations
- under Title IX

LIVE HEARINGS

- Must provide for a live hearing
- At the request of either party, the recipient must provide for a live hearing to occur with the parties located in separate rooms with technology enabling the decision-maker(s) and parties to simultaneously see and hear the party or the witness answering questions
- Must create an audio recording or transcript and make available.
Advisors

“If a party does not have an advisor present at the live hearing, the recipient must provide without fee or charge to that party, an advisor of the recipient’s choice, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party.”

Cross Examination

“At the live hearing, the decision-maker(s) must permit each party’s advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party’s advisor of choice and never by a party personally…”

Relevancy

“Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the decision-maker(s) must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.”
Relevancy

- Prior sexual history
- Privileged information
- Duplicative
- Why are you asking the question?

Participation

“If a party or witness does not submit to cross-examination at the live hearing, the decision-maker(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility.”

Formal Resolution – Making a Finding

- Policy language - Alleged violations
- Weighing the evidence
- Determined behaviors
- Standard of evidence
Determination Regarding Responsibility

- Allegations
- Procedural steps
- Findings of fact
- Conclusion/application
- Rationale
- Appeal procedures

Recordkeeping (Seven Years)

- Case Materials
- Training materials