

Allegany College of Maryland
STUDENT & LEGAL AFFAIRS

TITLE IX: TEAM TRAINING – TITLE IX COORDINATOR
SEX-BASED HARASSMENT & SEX DISCRIMINATION POLICY
2024 REGULATIONS

All investigators, Decision-makers, and other persons who are responsible for implementing Title IX policy and procedures will receive training related to their duties under Title IX promptly upon hiring or change of position that alters their duties under Title IX or this part, and annually thereafter. Materials will not rely on sex stereotypes. Training topics include, but are not limited to:

- Scope of the policy
- Obligations under Title IX : stop/prevent/remedy
- Role of the Title IX Coordinator
- How to serve impartially by avoiding prejudgment of the facts at issue, conflicts of interest, and bias against Respondents and/or for Complainants, and on the basis of sex, race, religion, and other protected characteristics
- Definitions of all prohibited conduct
- Disparate treatment and Disparate impact
- Supportive Measures
- Informal Resolution Process
- Formal Resolution Process: notifications, investigation, process appeals, decision-making, appeals, due process
- Treating Parties equitably / How to uphold fairness, equity,
- Reporting, confidentiality, and privacy requirements
- Applicable laws, regulations, and federal regulatory guidance
- How to implement appropriate and situation-specific remedies
- How to investigate in a thorough, reliable, timely, and impartial manner
- How to conduct investigations and hearings that protect the safety of Complainants and Respondents, and promote accountability
- Trauma-informed practices pertaining to investigations and resolution processes
- How to conduct questioning
- How to assess credibility
- The meaning and application of the term “relevant” in relation to questions and evidence, and the types of evidence that are impermissible regardless of relevance under the Title IX Regulations
- How to weigh evidence
- Issues of relevance of questions and evidence
- Issues of relevance and creating an investigation report that fairly summarizes relevant and not impermissible evidence
- Recordkeeping
- Clery Act/VAWA requirements applicable to Title IX
- Reasonable modifications and specific actions to prevent discrimination and ensure equal access for pregnancy or related conditions
- Any other content deemed necessary to comply with Title IX