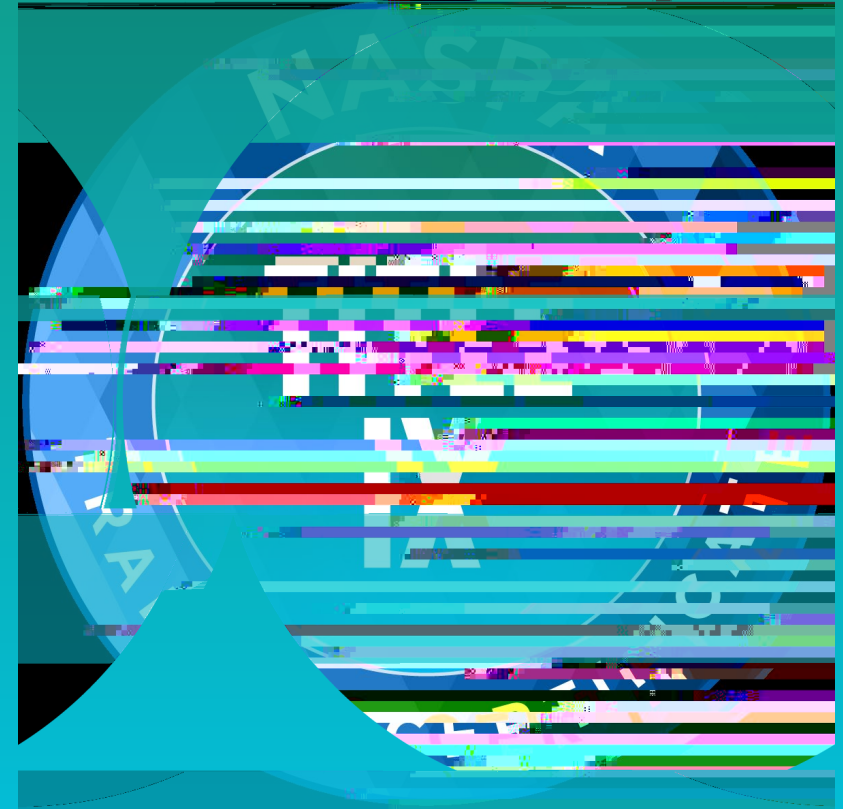




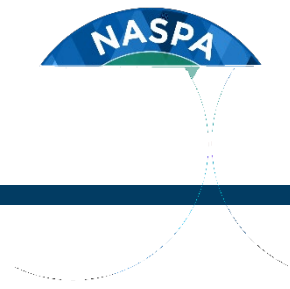
Title IX Update: Fall 2022

Peter Lake

Professor of Law, Charles A. Dana Chair, and
Director of the Center for Excellence in Higher
Education Law and Policy
Stetson University College of Law



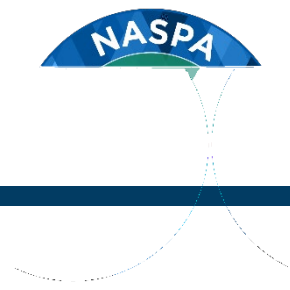
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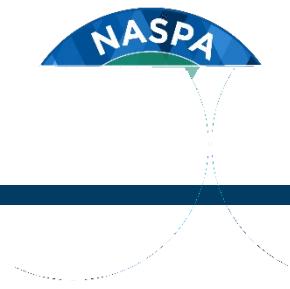
TRACK 1 – Title IX Coordinators

**TRACK 2 – Title IX Decision-Makers and
Student Conduct Administrators**

TRACK 3 – Title IX Investigators



Nothing in these training materials
should be considered legal advice.

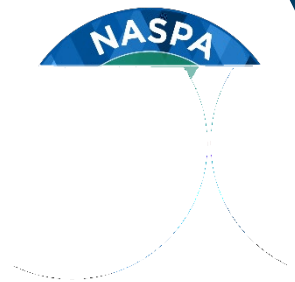


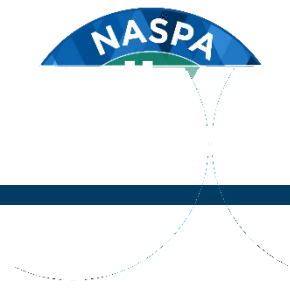
The 3-Track NASPA Title IX Training Certificate focuses on the 2020 Title IX regulations, which are currently in effect.

Proposed new Title IX regulations were released in June 2022 and will go through a notice and comment period before becoming final, likely in 2023 or later.

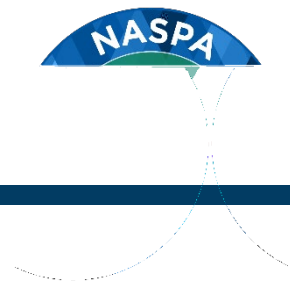
We will examine some of the language in the proposed new regulations at the end of this module.

The Title IX Landscape



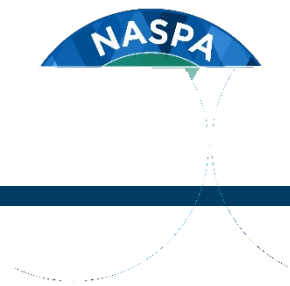


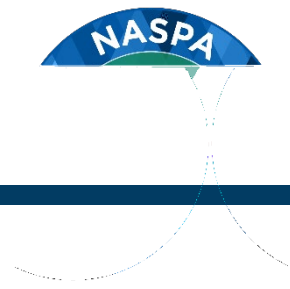
- Enforcement context
- Cultural/Legal issues
- American Law Institute project—*congruence*



LSU

- Title IX-related DOE investigation (also under investigation for Clery Act)
- LSU Law Firm Report
- NASA
- Voluntary Resolution Agreement (March 22, 2021)



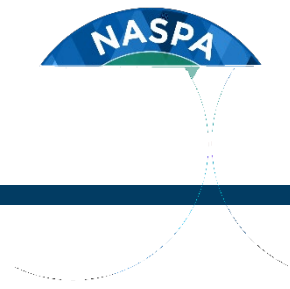


Univ. of Maryland Baltimore County

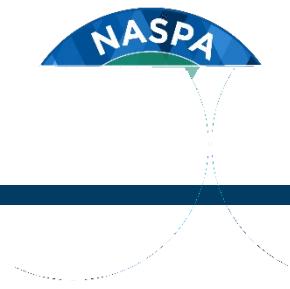
- The U.S. Department of Justice is investigating the potential mishandling of sexual harassment cases
- The civil rights investigation, which is ongoing, was opened in 2020
- The school was previously investigated by the U.S. Dept. of Education in 2016.

[U.S. Justice Department is investigating UMBC's Title IX compliance and response to sexual misconduct – Baltimore Sun - Ocean City Weather](#)





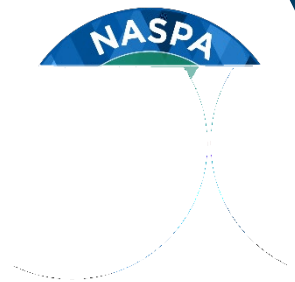
- Efficiency
- Authenticity and mission
- Mental health
- Red blue purple affinity...and travel/enrollment management
- Prevention/ prevention
- Role of alcohol and other drugs...only mentioned with amnesty. SDFSCA guidance?
- Reporting structures// criminal justice interface
- Consumer focus: No contact and supportive measures
- Field position football fatigue
-

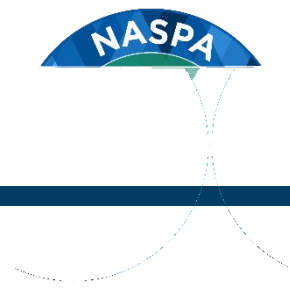


Principles of the Law, Student Sexual Misconduct: Procedural Frameworks for Colleges and Universities

- This document is extraordinary and forward thinking.
- First effort by ALI to articulate principles of due process for student conduct administration in its history.
- Crafted by members of ALI, in consultation with others, the principles are likely to be influential to both jurists and educators—

Title IX- Some Observations on Related Litigation and Legal Issues





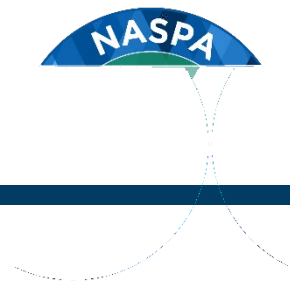
SCOTUS—Winds of change

- Faith protection—Guadalupe etc.
- “Sex”—Bostock, etc.
- Damages Limits—Cummings v. Premier Rehab Keller
- Privacy/ Substantive Due Process—Dobbs v. Jackson Women’s Health Organization (overturning Roe)
- Limits of Regulatory Authority—State Farm, West Virginia v. Environmental Protection Agency

Judicial activism in lower federal courts and state courts on due process and compliance error// inactivism of SCOTUS

Examples

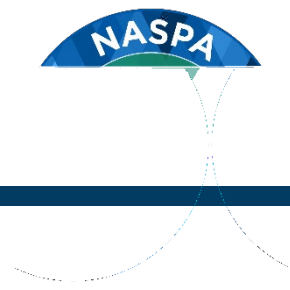
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- Florida “Stop WOKE” act (banning certain aspects of DEI training) declared unconstitutional

- In *Honeyfund.com, Inc. v. DeSantis*, Judge Walker writes:

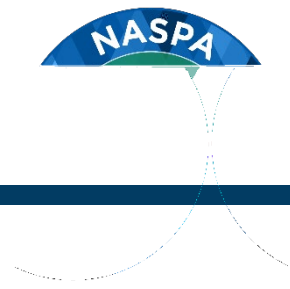
“In the popular television series *Stranger Things*, the “upside down” describes a parallel dimension containing a distorted version of our world. . . . Recently, Florida has seemed like a



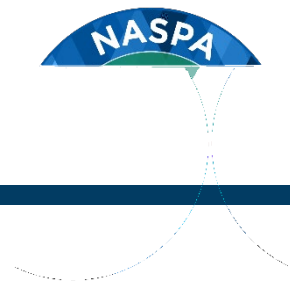
- Athletic Equity
- Deliberate Indifference
- Due Process
- Retaliation
- Erroneous Outcome
- Selective Enforcement
- Plausible Inference
- “Preventable” Sexual Assault Claims – State Negligence Claims
- Hazing/Student Suicide
- Breach of Contract
- Negligent Investigation?
- Tortious failure to provide fair process?

- The US Supreme Court allows actions in court to pursue damages for Title IX (but with many limitations).
 - *Gebser v. Lago Vista Independent School District*, 118 S. Ct. 1989, 141 L. Ed. 2d 277 (1998).
 - *Davis v. Monroe County Bd. of Ed.*, 526 U.S. 629 (1999).
 - “[S]chool administrators will continue to enjoy the flexibility they require in making disciplinary decisions so long as funding recipients are deemed “deliberately indifferent” to acts of student harassment only where the recipient’s response to harassment or lack thereof is clearly unreasonable in light of the known circumstances.”
 - *Cummings v. Premier Rehab Keller*
- Victims as “plaintiffs” face tough standards
 - Knowledge (Reporting)
 - Pattern
 - Objective
 - Deliberate indifference
 - Emotional distress damages
- The Supreme Court has hesitated to:
 - Apply Title IX to a “single act”
 - Broadly protect LGBTQ rights, but see the recent *Bostock v. Clayton County* Title VII decision (more to come on this...)



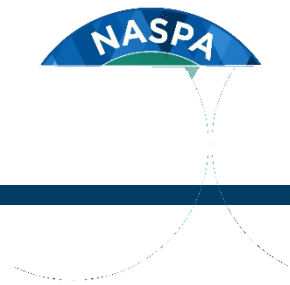


The Department believes that the Davis definition in § 106.30
provides a definition for no quid pro quo, non-Clery Act/VAWA
offense sexual harassment better aligned with the purpose of
Title IX than the definition of hostile environment harassment
the 2001 Guidance or the withdrawn 2011 Dear Colleague Letter



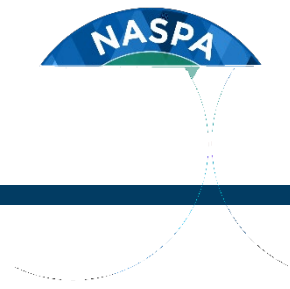
As the Supreme Court reasoned in Davis, a recipient acts with deliberate indifference only when it responds to sexual harassment in a manner that is “clearly unreasonable in light of the known circumstances.” Id. at 30091 (internal citation omitted).

[U]nless the recipient’s response to sexual harassment is clearly unreasonable in light of the known circumstances, the Department will not second guess such decisions. Id. at 30092 (internal citation omitted)



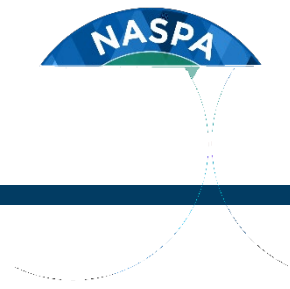
[T]he final regulations apply a deliberate indifference standard for evaluating a recipient's decisions with respect to selection of supportive measures and remedies, and these final regulations do not manddn25.2 (i)- (e)-0.6 (d)-18.2 ()5.7 3.8 (p)-13.7 (o)-1ld



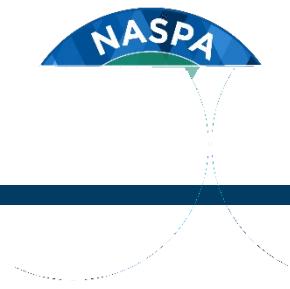


Kollaritsch v. Michigan State Univ. Bd. of Trustees, 944 F.3d 613 (6th Cir. 2019).

For “causation,” Judge Batchelder pointed to language in *Davis* that a school may not be liable for damages unless its “deliberate indifference subject[ed]



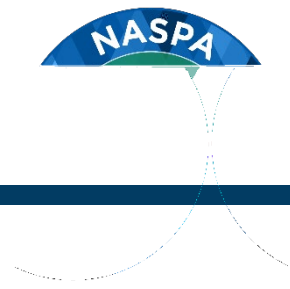
- “Due Process” - a complex and multidimensional concept
 - More than dialectic between “complainants” and “respondents”
 - The college as bystander or neutral: Citizens United?
 - Peter Lake, *Colleges Are Legally Pummeled From All Sides. It’s Time They Fought Back*. In *Chron. of Higher Educ.*, *The New Risk Management: A Multilayered Strategy for Today’s Legal Threats* (Jan. 2021). [This special report is available in the Chronicle store.]
 - Is this the way to create college court?
- What about resource imbalances between institutions or complainants/respondents?
- *Doe v. Baum*, 903 F.3d 575 (6th Cir. 2018).
- *Haidak v. Univ. of Mass. Amherst*, 933 F.3d 561 (1st Cir. 2019).
- *John Doe v. Purdue University*, Case No. 17-3565 (7th Cir. June 28, 2019).



***Yusuf v. Vassar College*, 35 F.3d 709 (2d Cir. 1994).**

A plaintiff must show facts both casting doubt on the outcome of the disciplinary proceeding and connecting that outcome to gender bias.

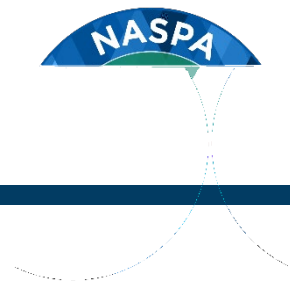
Samantha Harris, Third Circuit: Private Universities that Promise Basic Fairness Must Provide Hearing, Cross-Examination to Students Accused of Sexual Misconduct, FIRE Newsdesk (June 1, 2020).



***Yusuf v. Vassar College*, 35 F.3d 709 (2d Cir. 1994).**

A plaintiff must plead facts showing that the institution treated a similarly situated individual differently on the basis of sex (e.g., that in a case where both parties were alleged to have had sex while heavily intoxicated and unable to consent, the university took action against one student but not the other).

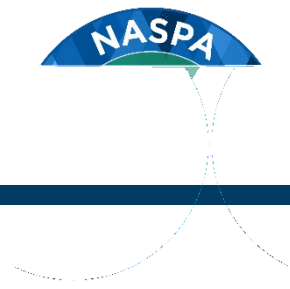
Samantha Harris, Third Circuit: Private Universities that Promise Basic Fairness Must Provide Hearing, Cross-Examination to Students Accused of Sexual Misconduct, FIRE Newsdesk (June 1, 2020).



Doe v. Purdue Univ., 2019 WL 28 F.3d 652 (7th Cir. 2019).

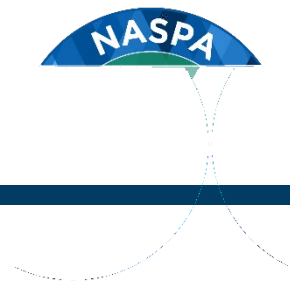
“[T]o state a claim under Title IX, the alleged facts, if true, must support a plausible inference that a federally funded college or university discriminated against a person on the basis of sex.”

*Amy Comey Barrett



Gruver v. LSU

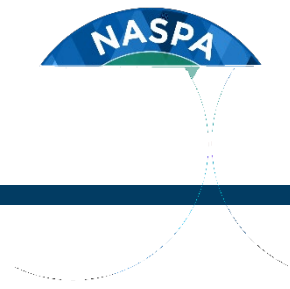
- Max Gruver died in a fraternity hazing incident.
- His parents allege a novel Title IX complaint: “that LSU discriminated



Doe v. University of the Sciences, No. 19-2966 (3d Cir. May 31, 2020).

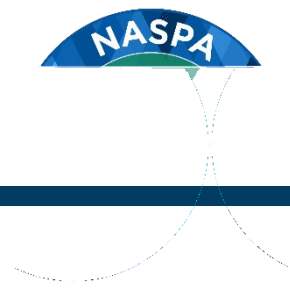
Here, the fairness promised by the Student Handbook and the Policy relates to procedural protections for students accused of sexual misconduct, and Doe alleges that he did not receive a “fair and impartial hearing.” In this context, a “fair hearing” or “fair process” “is a term of art used to describe a ‘judicial or administrative hearing conducted in accordance with due process.’”

We hold that USciences’s contractual promises of “fair and equitable treatment to those accused of sexual misconduct require at least a real, live,

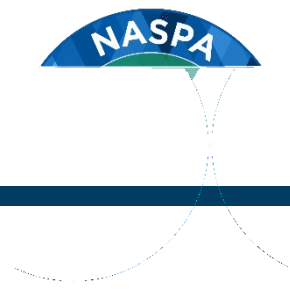


Stiles v. Brown University and Smith v. Brown University

- Plaintiffs in both cases allege breach of contract.
- Both cases involved male athletes suspended after sexual misconduct allegations. Both were suspended days after allegations were made against them and before the conclusion of a full Title IX investigation.
- In **Stiles** the judge ruled the University must reinstate Stiles “until the investigation concludes or a more thorough threat assessment warrants removal.”
- In **Smith**, both parties agreed to dismiss the lawsuit.



Bostock v. Clayton County



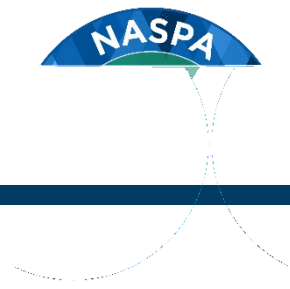
“An individual’s homosexuality or transgender status is not relevant to employment decisions. That’s because it is impossible to discriminate against a person for being homosexual or transgender without discriminating against that individual based on sex.”

“... homosexuality and transgender status are inextricably bound up with sex.”

“We agree that homosexuality and transgender status are distinct concepts from sex. But, as we’ve seen, discrimination based on homosexuality or transgender status necessarily entails discrimination based on sex; the first cannot happen without the second.”

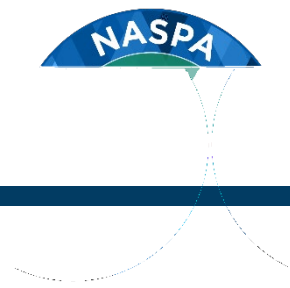




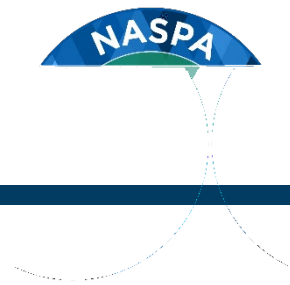


“OCR has long recognized that Title IX protects all students, including students who are lesbian, gay, bisexual, and transgender, from harassment and other forms of sex discrimination. OCR also has long recognized that Title IX prohibits harassment and other forms of discrimination against all students for not conforming to stereotypical notions of masculinity and femininity. But OCR at times has stated that Title IX’s prohibition on sex discrimination does not encompass discrimination based on sexual orientation and gender identity. To ensure clarity, the Department issues this Notice of Interpretation addressing Title IX’s coverage of discrimination based on sexual orientation and gender identity in light of the Supreme Court decision discussed below.”

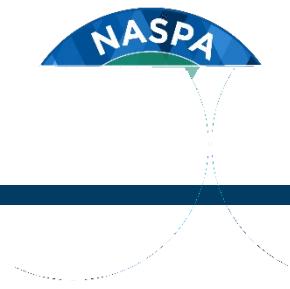




“The Supreme Court has upheld the right for LGBTQ+ people to live and work without fear of harassment, exclusion, and discrimination – and our



-
- 21 State Attorneys General pushed back in a letter to Pres. Biden
 -



Our Lady of Guadalupe School v. Morrissey

(July 8, 2020)

- “Ministerial exception”: application to Title VII and Title IX.
- Employees vs. Students
- “When a school with a religious mission entrusts a teacher with the responsibility of educating and forming students in the faith, judicial intervention into disputes between the school and the teacher threatens the school’s independence in a way that the First Amendment does not allow.”
- Nonsectarian “tenets” or “teachers”? Viewpoint discrimination?
- What may be next for students?

“Title IX’s broad prohibition on discrimination “on the basis of sex” under a recipient’s education program or activity encompasses, at a minimum, discrimination against an individual because, for example, they are or are perceived to be male, female, or nonbinary; transgender or cisgender; intersex; currently or previously pregnant; lesbian, gay, bisexual, queer, heterosexual, or asexual; or gender-conforming or gender-nonconforming. All such classifications depend, at least in part, on consideration of a person’s sex. The Department therefore proposes to clarify in this section [§ 106.10] that, consistent with Bostock and other Supreme Court precedent, Title IX bars all forms of sex discrimination, including discrimination based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.” (NPRM at 522.)

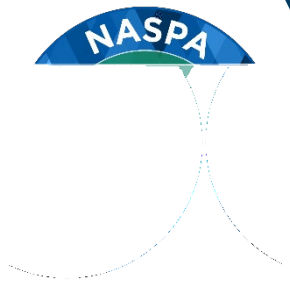
- How will campuses define “sex” going forward right now?
- Title VII = Title IX? Proposed rules aim to facilitate both processes.
- LGBTQI+ rights and Bostock...note the Court’s emphasis on the specific issues raised. “On the basis of sex” // “Because of... sex”
- Spending v. Commerce clause...the “notice issue” ...addressed at some length in NPRM
- How are religious institutions impacted? Title IX’s “religious tenets” exception and its date of origin.
 - Yeshiva University recent emergency request to SCOTUS to block a LGBTQ student club. _____

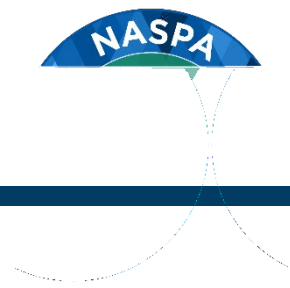




Aspect of 2020 Regulations Struck Down

34 CFR §06.45(b)(6)(i) Vacated in





(6) Hearings.

(i) For postsecondary institutions, the recipient's grievance process must provide for a live hearing. At the live hearing, the decisionmaker(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



At the request of either party, the recipient must provide for the 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. 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-



Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. If a party or witness does not submit to cross-examination at the live hearing, the decision-maker(s) must not rely on any

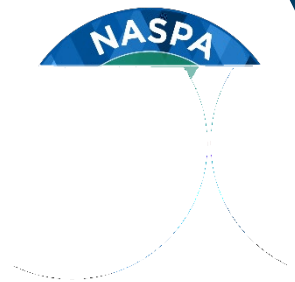
Live hearings pursuant to this paragraph may be conducted with all parties physically present in the same geographic location or, at the recipient's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. Recipients must create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.

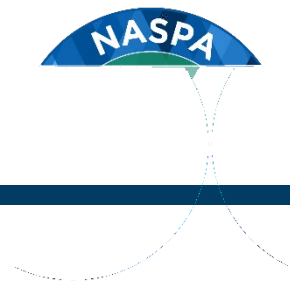


For example, a decision-maker at a postsecondary institution may now consider statements made by the parties and witnesses during the investigation, emails or text exchanges between the parties leading up to the alleged sexual harassment, and statements about the alleged sexual harassment that satisfy the regulation's relevance rules, regardless of whether the parties or witnesses submit to cross-examination at the live hearing. A decision-maker at a postsecondary institution may also consider police reports, Sexual Assault Nurse Examiner documents, medical reports, and other documents even if those documents contain statements of a party or witness who is not cross-examined at the live hearing.

The 2022 Proposed Title IX Regulations:

Highlights from DOE in Their Own Words

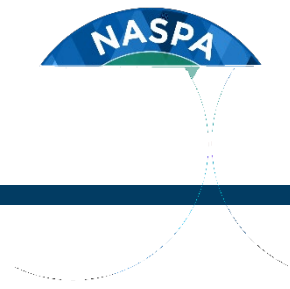




Sex stereotypes, Pregnancy, Sexual orientation, Gender identity are covered under Title IX

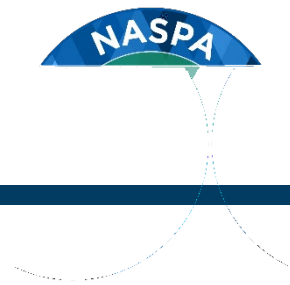
The Department's proposed regulations clarify that Title IX's prohibition of discrimination based on sex includes protections against discrimination based on sex stereotypes and pregnancy. The Department is also clarifying that Title IX's protections against discrimination based on sex apply to sexual orientation and gender identity. This clarification is necessary to fulfill Title IX's nondiscrimination mandate.

[FACT SHEET: U.S. Department of Education's 2022 Proposed Amendments to its Title IX Regulations](#)

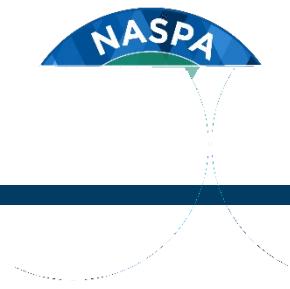


Hostile Environment Sexual Harassment

The proposed regulations will restore vital protections for students against all forms of sex-based harassment. Under the previous Administration's regulations, some forms of sex-based harassment were not considered to be a violation of Title IX, denying equal educational opportunity. The proposed regulations would cover all forms of sex-based harassment, including unwelcome sex-based conduct that creates a hostile environment



In determining whether this denial or limitation [to access to educational benefits] has occurred the United States examines all the relevant circumstances from an _____ s



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; or

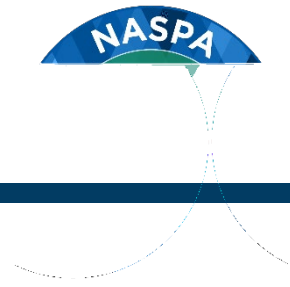
(3) "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

Sex-based harassment prohibited by this part means sexual harassment, harassment on the bases described in § 106.10, and other conduct on the basis of sex that is:

(1) *Quid pro quo harassment*. An employee, agent, or other person authorized by the recipient to provide an aid, benefit, or service under the recipient's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;

(2) *Hostile environment*. Unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it denies the recipient equal access to education.





Emphasis on Pregnancy and Parenting Students

The proposed regulations would update existing protections for students, applicants, and employees against discrimination because of pregnancy or related conditions. The proposed regulations would strengthen requirements that schools provide reasonable modifications for pregnant students, reasonable break time for pregnant employees, and lactation space.

[FACT SHEET: U.S. Department of Education's 2022 Proposed Amendments to its Title IX Regulations](#)

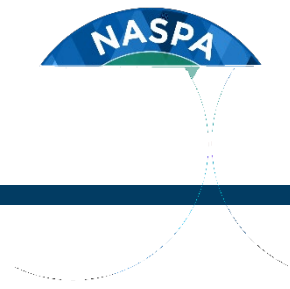


U.S. Department of Education's Office for Civil Rights Announces Resolution of Pregnancy Discrimination Investigation of Salt Lake Community College

OCR determined that the college violated both Title IX of the Education Amendments of 1972 (Title IX) and Section 504 of the Rehabilitation Act of 1973 (Section 504) after investigating allegations that Salt Lake Community College encouraged a pregnant student to drop a course because she was pregnant, did not engage in an interactive process to provide her with academic adjustments or necessary services during pregnancy, and did not excuse her pregnancy-related absences or allow her later to submit work following those absences.

OCR found that the college violated Title IX and its implementing regulations by failing: (1) to respond promptly and equitably to the student's complaint of pregnancy discrimination, (2) to engage in an interactive process with the student to determine the appropriate special services and/or academic adjustments to provide in light of her pregnancy, and (3) to excuse her absences related to pregnancy, provide her the opportunity to make up work missed due to these pregnancy-related absences, or provide her with alternatives to making up missed work at a later date.



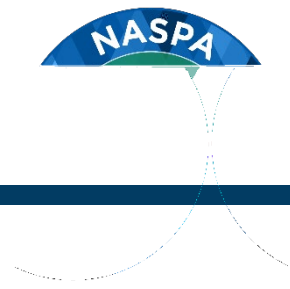


“Employee with responsibility for administrative leadership, teaching, or advising”

It is the Department's current understanding that employees with responsibility for administrative leadership would include deans, coaches, public safety supervisors, and other employees with a similar level of responsibility, such as those who hold positions as assistant or associate deans and directors of programs or activities. The Department anticipates that employees with teaching responsibilities would include any employee with ultimate responsibility for a course, which could include full-time, part-time, and adjunct faculty members as well as graduate students who have full responsibility for teaching and grading students in a course. It is the Department's current understanding that employees with responsibility for advising would include academic







ALI states:

§ 4.1. Inquiries to Be Impartial, Fair, and Context-Sensitive

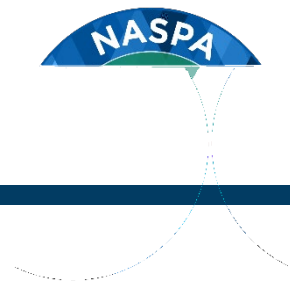
Colleges and universities should strive in all inquiries and investigations to be impartial, fair, and sensitive to context.

§ 6.3. Impartiality

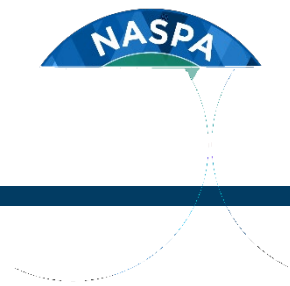
Colleges and universities should adopt procedures and criteria for selecting impartial decisionmakers.

§ 6.3c. Challenges for Bias

Colleges and universities should provide a simple procedure for complainants or respondents to challenge the participation of an investigator or adjudicator in their case.



- “One sense of impartiality is structural, the idea that the judge of a case should not be chosen for the case because of his or her likely views on the outcome.”
- “Another aspect of impartiality is the avoidance of financial or other forms of self-interest in the adjudication: an impartial adjudicator is one who does not have a financial interest in the outcome.”
- “A third sense of impartiality means that the person has not prejudged the facts and is not likely to have difficulty maintaining an open mind and deciding based on the evidence presented.”
- “Prior involvement in or knowledge of the facts at issue may create the appearance or reality of bias.”
- “Still another sense of impartiality is decisionmakers’ freedom to decide without fearing repercussions from the influence of ‘mob’ passions.”
- “One source of potential bias may arise when a decisionmaker has a preexisting relationship with one or more parties.”

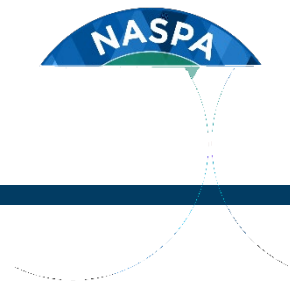


Ikpeazu v. University of Nebraska, 775 F.2d 250, 254 (8th Cir. 1985):

Outlines Key Grievance Procedure Requirements

- The proposed regulations would not require a live hearing for evaluating evidence, meaning that if a school determines that its fair and reliable process will be best accomplished with a single-investigator model, it can use that model.*
 - A school must have a process for a decisionmaker to assess the credibility of parties and witnesses through live questions by the decisionmaker. The proposed regulations would not require cross-examination by the parties for this purpose but would permit a postsecondary institution to use cross-examination if it so chooses or is required to by law.*
-



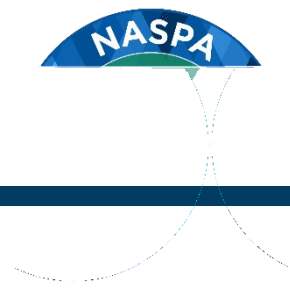


“The Department notes that the American Law Institute (ALI) membership, at its May 2022 Annual Meeting, approved the following principle as part of its project on procedural frameworks for resolving campus sexual misconduct cases in postsecondary institutions:

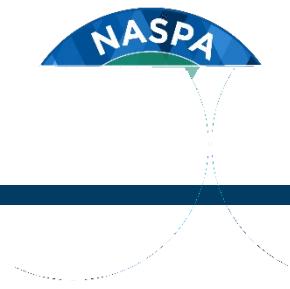
§ 6.8. Standard of Proof

Colleges and universities should adopt the same standard of proof for resolving disciplinary claims of sexual misconduct by students as they use in resolving other comparably serious disciplinary complaints against students. Standards that require proof either by a “preponderance of the evidence” or by “clear and convincing evidence” can satisfy the requirements of procedural due process and fair treatment. Whatever standard of proof is adopted, decisions that the standard of proof is met should always rest on a sound evidentiary basis.

The Department’s proposed regulations would align with the ALI position, providing that for sex discrimination complaints a recipient can use either the preponderance of evidence or the clear and convincing evidence standard of proof but must not use a higher standard of proof for evaluating evidence of sex discrimination than for other forms of discrimination or other comparable proceedings.” NPRM at 353-354 (internal citations omitted).



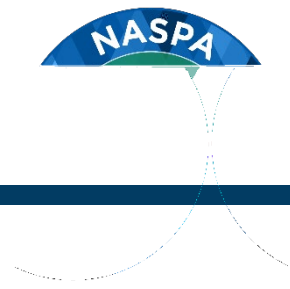
While punishment focuses on making a child suffer for



Supportive Measures for Any Sex Discrimination

Require schools to provide supportive measures to students and employees affected by conduct that may constitute sex discrimination, including students who have brought complaints or been accused of sex-based harassment.

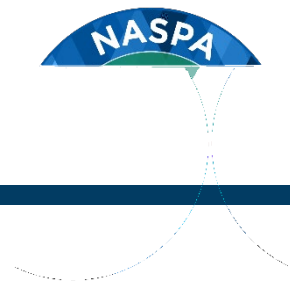
Under the proposed regulations, schools would be required to offer supportive measures, as appropriate, to restore or preserve a ~~particip~~



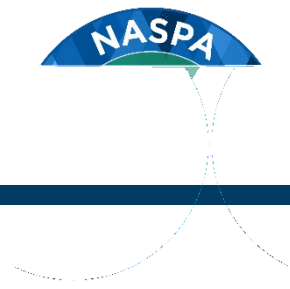
Retaliation

The proposed regulations would make clear that schools must not intimidate, threaten, coerce, or discriminate against

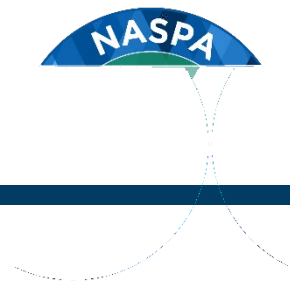
someone who reports a violation of the law.



- 60 day notice and comment period.
 - Last notice and comment period garnered more than 100,000 comments.
 - Some advocacy groups are pooling comments so as to make process go smoother and quicker.
 - Process under the Trump administration took 2 years from proposed rule to final rule.
- It's likely that the new regulations will not go into effect until 2023 or later.
- There will be a separate process for student athletes/transgender issues. Expect more on informal resolutions, Clery manual, possible FERPA guidance.
- Congressional Review Act?
 - Depends on timeline.



- LGBTQI+ protections: transgender athletes' rights issues
 - Several states have laws that



- Political landscape 2022/2024 ::SCOTUS
- End game for Title IX and detailed grievance regulation...what is ultimately sustainable? Will what we know of Title IX today devolve to state variances, subject to federal court oversight?
- Reporting and reporters...do we want this much flexibility?
- Training means assessment, especially on reporting and definitions.
- Culture intervention--- rise , or return, of “remedies”
- Here comes new Clery manual, but when?—prevention and reporting on it.
 - OCT 1st is just weeks away (gulp!).
- Let’s get Constitutional...What about Citizens United? Even Gebser/Davis? Mathews v Eldridge? Textualism, Originalism, and the Title IV trojan horse. All and “mission sensitivity.”
- SCOTUS Ælimits of federal regulatory power



- Does education culture have better solutions? Can we be, must we be, impartial in relation to our own mission? What are the limits of rooting out bias? Are the legal rules themselves a Title IX problem? Fenves ::: NPRM on bias///
“Defamation by Litigation”:::FERPA restrictions
- Budgets and industry challenges. DOE cost estimates are perhaps “aspirational.”
- College court becomes more like family court—supportive services and review.
- Protections for Title IX operatives....2015 guidance.
- Lawyers and legalisms....Student conduct dominated by law, lawyers and legalisms? Law as competitor?
- The Transparency Dilemma:: a)revise FERPA or b)create more detailed hearing and notice procedures....(DOE goes with b.)

- Title IX and the “new tenure” ... mid-twentieth century deference over? ALI project signals a bleed over effect....? The pursuit of happiness as a protected interest?
- Trifurcation?
- Congressional action in light of SCOTUS rulings.....Title IX implications
- Vectoring...where are we headed?
- Culture impact...how do we explain the proposed regulations to our stake holders and “shapeholders”::Active monitoring required...
- Courts are inventing many new ways to hold colleges accountable for decisions on sexual misconduct? Compliance in the process of attempting compliance---meta-compliance issues dominate.
- The single investigator model as lightning rod.
- Arbitration and no cause dismissal?
- Flexibility==Title IX looks different across the country
- Comment please!

Thank You...

Assessment to follow...

