



GICA

**COMPLIANCE
COLLABORATIVE
PROGRAM**

2020 Title IX Policy Informal Resolution Mediator Training

Zoom Session

October 2024

2 Hours

AGENDA

- **Definitions**
 - Sexual harassment
 - Education program/activity
 - Recognized, off-campus student organizations
 - Formal Complaint
 - Complainant
 - Respondent

- **Investigative Process**
 - Written notice required
 - Presumption of not responsible
 - Rights of Complainant and Respondent
 - Informal Resolution process
 - Formal Resolution process
 - Inspect and review evidence
 - Preliminary Report
 - Investigative Report

- **Title IX Informal Resolution – General**
 - Role of Mediator
 - Institutions may not require Informal Resolution
 - Informal Resolution not permitted
 - Written notification required
 - Training required

- Role of Title IX Coordinator
 - When considering a Mediator
 - Extra Steps
 - Session conducted by Dr. Laura Whitaker-Lea, Title IX Coordinator, Young Harris College

- Practical Tips
 - Before the meeting
 - General tips
 - First meeting
 - After first meeting
 - Final steps
 - Session conducted by Dr. Ben VanDyke, trained Mediator, Young Harris College

- Appropriate Resolution Options
 - Specific appropriate resolution options

- Preparing the Informal Resolution Agreement
 - Decision points
 - Agreement – requirements

Presenter: Dr. Benjamin VanDyke

Dr. Benjamin Van Dyke earned his PhD in Clinical Psychology from the University of Alabama and completed his internship and fellowship in Adult Behavioral Medicine. He has worked at Young Harris College as Assistant Professor of Psychology for 5 years, including 3 years as Faculty Director of the First-Year Experience. Dr. Van Dyke is trained as a Title IX informal resolution mediator and hearing panel member.

Presenter: Dr. Laura Whitaker-Lea

Dr. Whitaker-Lea serves as the Associate Vice President for Policy and Compliance and College Ombuds at Young Harris College. In this role she also serves as Title IX Coordinator. Previously, she has served as the Chief Student Affairs Officer at three institutions and began her 34-year career in higher education as the Coordinator of Student Conduct at a small liberal arts institution. She holds a BA degree from Berry College, an MA in College Student Personnel from Bowling Green State University (OH), and a Ph.D. in Educational Policy Studies from Georgia State University.

Presenter:

Judith W. Spain, J.D., CCEP

Judy currently serves as the GICA Compliance Program Consultant and serves on the Board for the Society for Corporate Compliance and Ethics. She is a Professor Emeritus, an attorney

licensed in Kentucky, Ohio, and Pennsylvania, and is a Certified Compliance and Ethics Professional. She served as General Counsel and Chief Ethics and Compliance Officer at Eastern Kentucky University and Manhattanville College, where she developed and implemented compliance programs. Judy is the author of the first book on higher education compliance, *Higher Education Compliance: Blueprint for Success*. Judy is also the author of *Compliance Risk Assessments: An Introduction* published by the Society for Corporate Compliance and Ethics. Her third book, *Higher Education Compliance: What Governing Boards Really Need to Know* focuses on the responsibilities of higher education governing boards.

Resources:

OCR and Title IX

- https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html
- [Federal Register :: Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance](#)
- [The U.S. Department of Education Releases Proposed Changes to Title IX Regulations, Invites Public Comment | U.S. Department of Education](#)