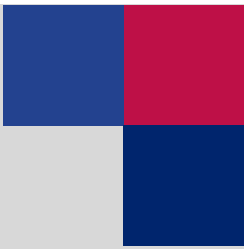


WELCOME!



www.atixa.org/atixa-event-lobby





NPRiMer: Preparing for the 2023







CONTINENTAL ADVISORY



LEARNING OUTCOMES

After completing this course, participants will be able to

LEARNING OUTCOMES CONT

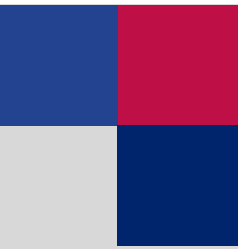


NPRM OVERVIEW





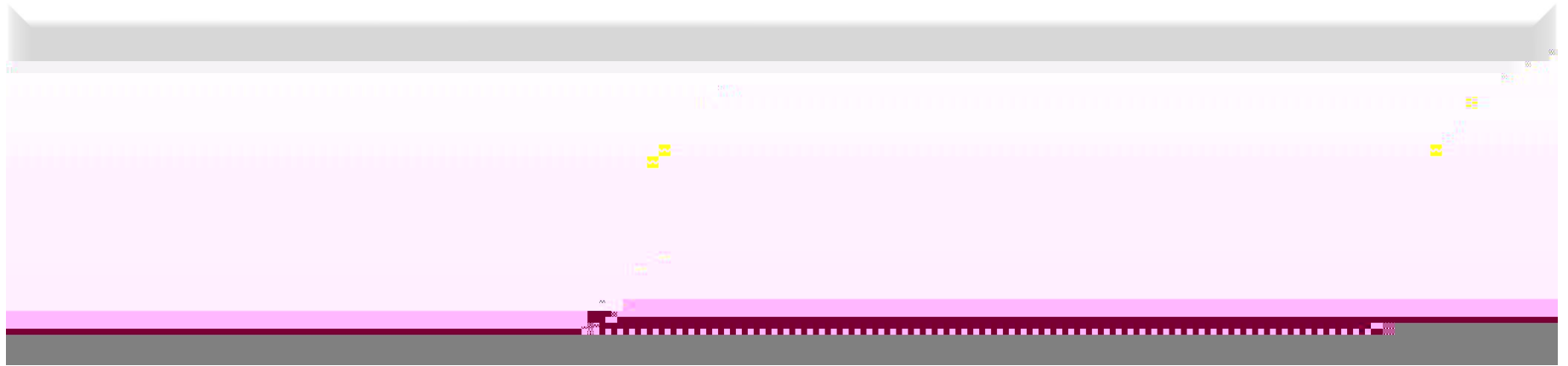
THE FINAL RULE



SCOPE & APPLICABILITY



SPOONS. SRP



HOSTILE ENVIRONMENT (CONT.)



APPLICABILITY

Education program or activity

APPLICABILITY (CONT.)

Jurisdiction



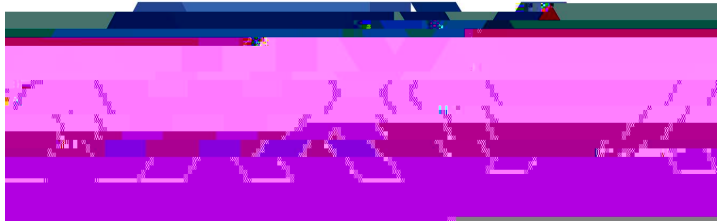
OTHER POLICIES & LAWS



Decision Point:
What other laws and policies does your institution need to consider?



REPORTING CATEGORIES



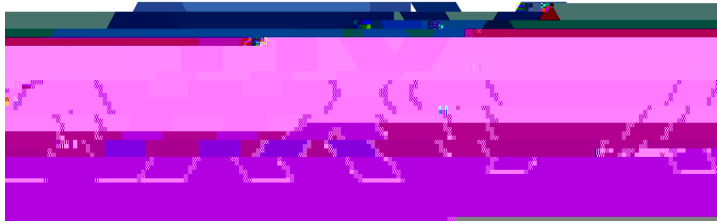
BEST PRACTICES

REPORTING EXCEPTIONS

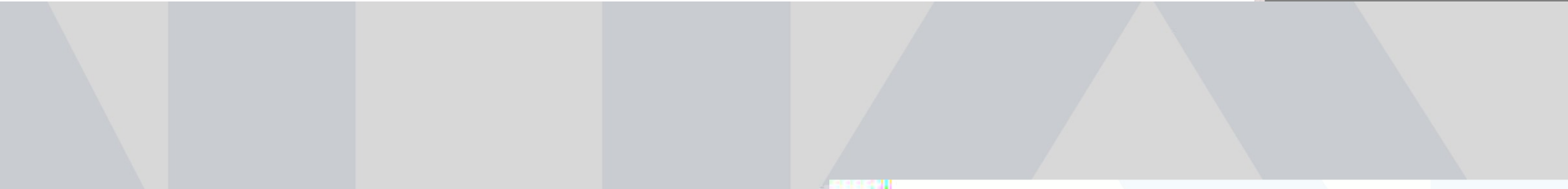
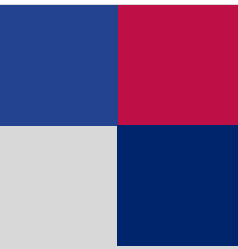


TRAINING REQUIREMENTS (§ 1068)





BEST PRACTICES



NOTICE & COMPLAINTS

do not

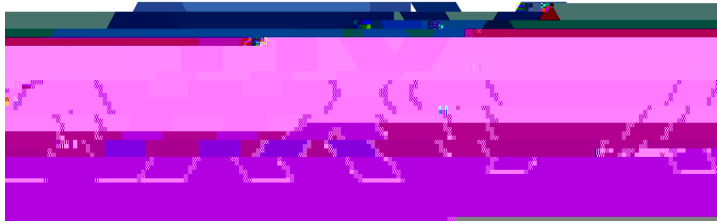
INTAKE & INTAKE EVALUATION



DISMISSALS (§ 10645)

All dismissals are discre





BEST PRACTICES



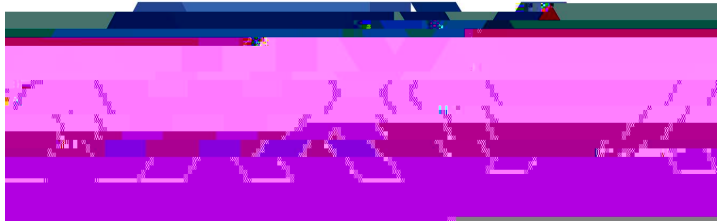
REMOVALS (§



INFORMAL RESOLUTION (§ 10644)



without



BEST PRACTICES

WHICH GRIEVANCE PROCEDURES TO USE?

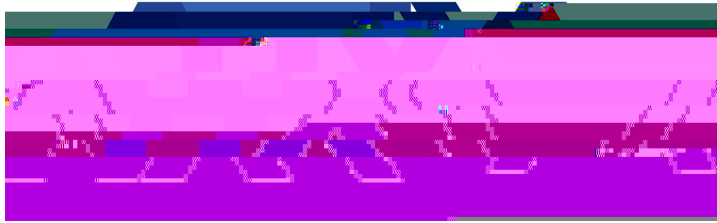
§ 10645

§ 10646

K 12

NOT

**Higher
Education**



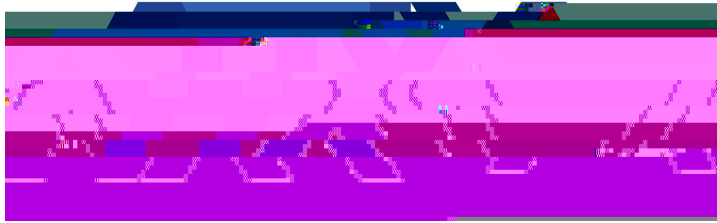
BEST PRACTICE

-
-
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GRIEVANCE PROCEDURES



Decision Point:
**Who will serve as an
investigator? As Decision
maker?**



BEST PRACTICES

GRIEVANCE PROCEDURES (CONT.)



Decision Point:
Will expert witnesses be permitted?
Will you add other provisions?

GRIEVANCE PROCEDURES (CONT.)

§ 10645

-
-

§ 10646

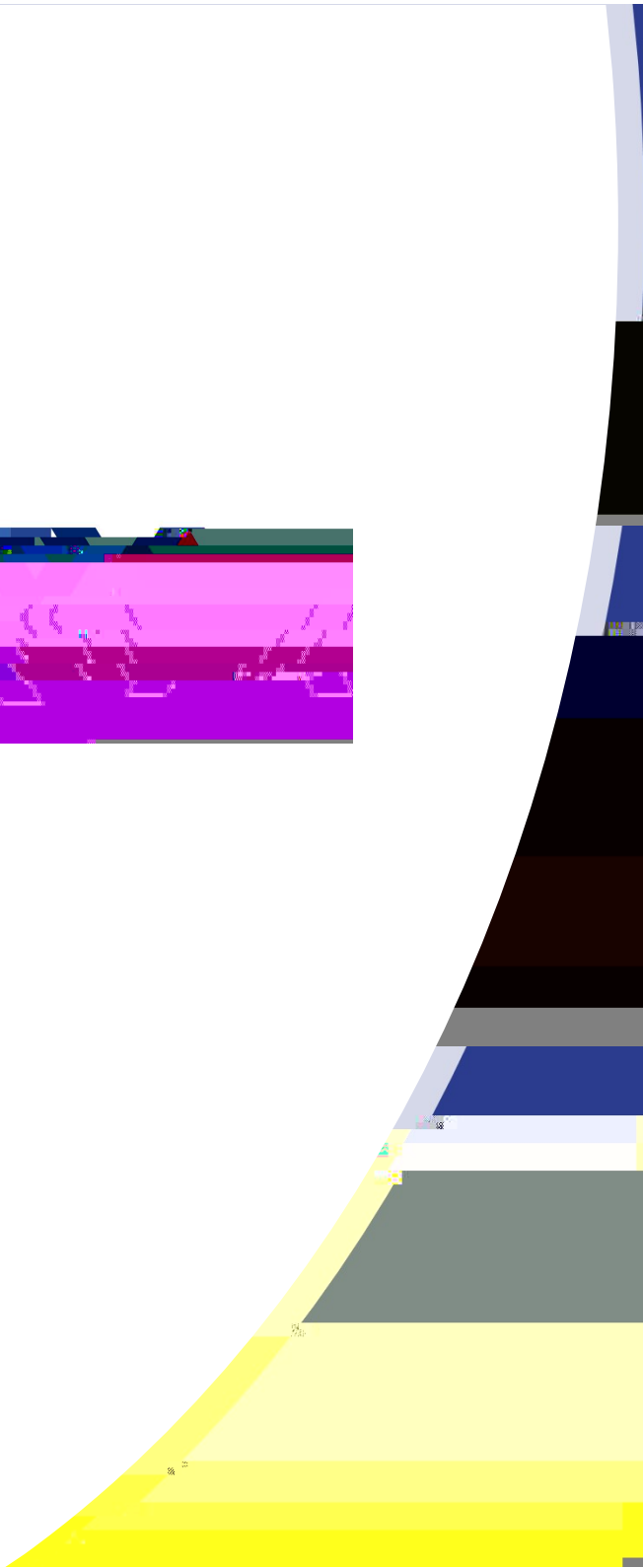
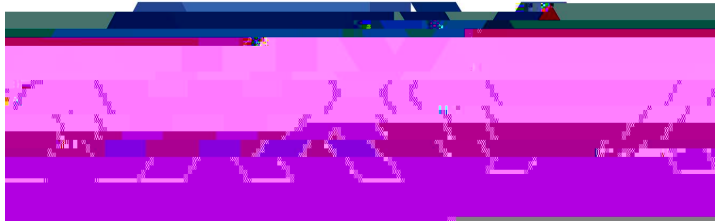
-
-
-
-
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Decision Point:
Do you have policies prohibiting false statements? If not, will you add them?



INVESTIGATING





DECISION MAKING



DECISION MAKING (CONT.)

	§ 10645	§ 10646
Gross examination	•	• •
Written Outcome	•	•
Appeal	• •	•



LIVE HEARINGS

OR

any party

SUPPRESSION RULE

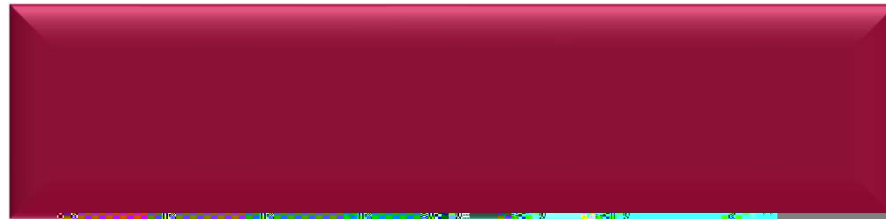
their credibility
party's position

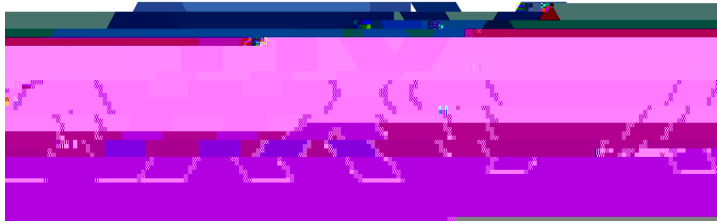
questions related to
that supports that

OUTCOME DETERMINATION

Witten

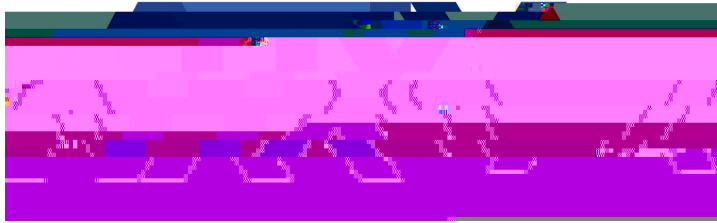
APPEALS





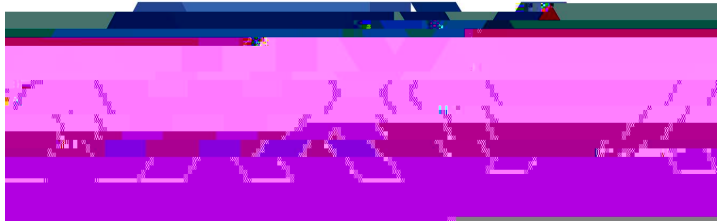
BEST PRACTICES





BEST PRACTICES

ADVISORS



BEST PRACTICES

TYPES OF EVIDENCE



EVIDENCE

IMPERMISSIBLE EVIDENCE





PREGNANCY & RELATED CONDITIONS

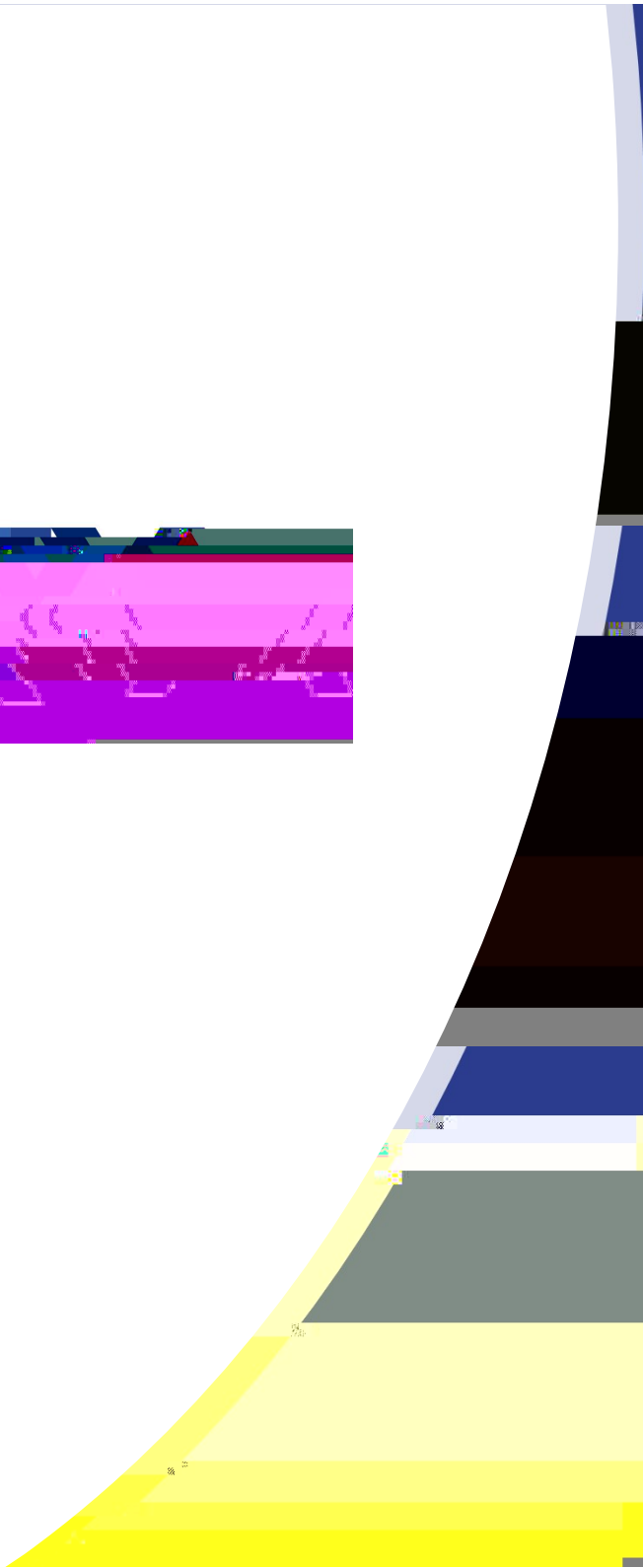
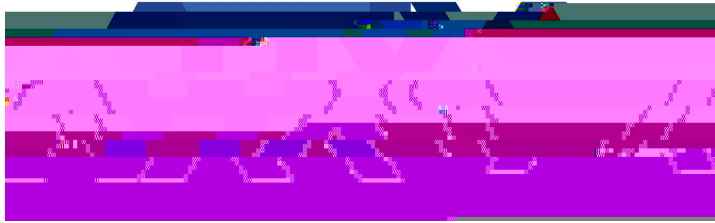
PREGNANCY DISCRIMINATION

OR

PREGNANCY DISCRIMINATION (CONT.)







REASONABLE MODIFICATIONS

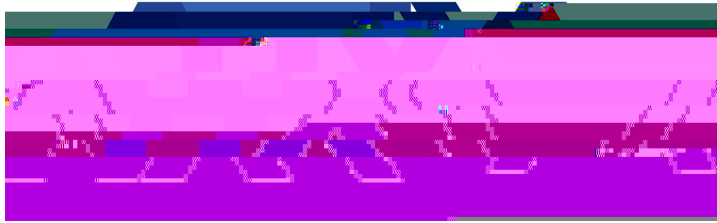


PREGNANCY RELATED LEAVE

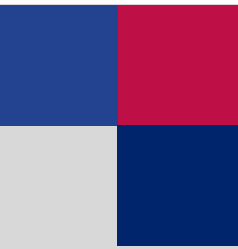
LACTATION TIME & SPACE



Decision Point:
**How many lactation spaces
are needed to reasonably
accommodate both student
and employee populations?**



BEST PRACTICES



2023 ATHLETICS NPRM

ATHLETICS NPM OVERVIEW



CURRENT REGULATION- 10641(B)

Separate teams



SEX RELATED ELIGIBILITY CRITERIA – ELEMENT I

**Be substantially related to the achievement of an
important educational objective.**

EFFECT OF THE PROPOSED RULE



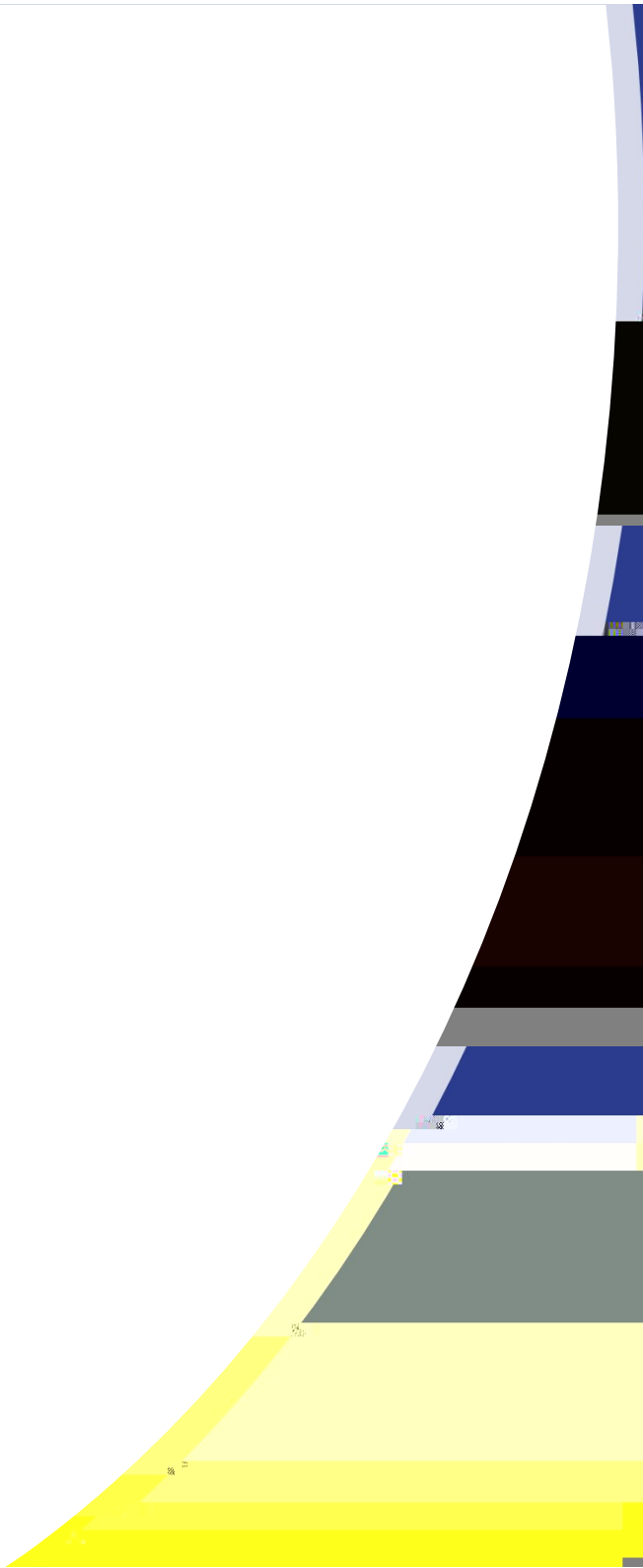
WHAT IS UNKNOWN?



WHAT IS UNKNOWN? (CONT.)









POSSIBLE LEGAL CHALLENGES



SPECIFIC CONSIDERATIONS





Questions?

THANKS FOR JOINING US TODAY

ATTN:

THE





Association, Inc.

Title IX Administrators