



Title IX Compliance and Athletics for Higher Education Training & Certification Course Sample Agenda

Description:

This one-day course will touch on issues of sexual harassment, sexual misconduct, and culture in athletics, and will also do a deeper dive into Program Equity compliance. Attendees will leave with a better understanding of not only why the issues exist, but how to spot red flags and address them. The presenters will draw from the courts, the news, and from their experiences working with athletic departments of all types across the country, as well as the Olympic movement. This course will apply for Title IX Coordinators with little or no athletic administration experience but is also intended for seasoned athletic compliance staff.

Learning Outcomes:

After completing this course, participants will be able to...

- Identify and adhere to compliance requirements and best practices from foundational case law and Office for Civil Rights guidance
- Explain the Three-Part Test for Effective Accommodation of Interests and Abilities
- Articulate key factors for in examining the equivalence for men and women in each category of athletic benefits and opportunities
- Describe common red flags related to athletic equity in the higher education environment
- Define the three forms of sexual harassment
- Provide specific examples of challenges associated with Title IX and student athletics in the higher education environment

11:00 AM – 6:00 PM

Overview and History of Title IX and Athletics

- History of Title IX and Athletics
- OCR Guidance
- 2020 Title IX Regulations
- NCAA Campus Sexual Violence Policy – Annual Attestation
- Equity
- Athletic Oversight – Gender Equity

The Three-Part Test: Accommodation of Interests and Abilities

- Proportionality
- Program Expansion
- Full Accommodation

Levels of Competition

Athletic Financial Assistance

- Financial Assistance
- Counting Participants for Financial Assistance

Other Athletic Benefits and Opportunities

- Equipment and Supplies
- Scheduling (Games and Practice Times)
- Travel and Per Diem Allowance
- Coaches
- Tutors
- Locker Rooms and Other Facilities
- Medical and Training Services
- Housing and Dining Services
- Publicity
- Recruitment of Student Athletes
- Provision of Support Services

Reg Flags

Sexual Harassment in Sports

- Collegiate Athletics and Sexual Violence Examples
- NCAA and Sexual Violence
- Definitions
- Obligations
- Instructive Cases
- Challenges
- Inter- and Intra-Squad Dating

Case Studies (Time Permitting)

Note: Training will include one morning and one afternoon break (approximately 15 minutes each) and a one-hour lunch break. Training start and end times for in-person events are determined by the host site. All virtual training sessions take place from 11 AM – 6 PM ET unless otherwise specified.