



# GICA

COMPLIANCE  
COLLABORATIVE  
PROGRAM

## 2020 Title IX Regulations Advisor Training

### Agenda

1:30 pm – 2:15 pm - Title IX Overview and Process

- Definitions
  - Sexual harassment
  - Sex
  - Educational program or activity
  - Recognized off-campus student organization
  - Misconduct outside educational program or activity
  - Formal complaint
  - Complainant
  - Respondent
  - No conflict of interest or bias
- Process
  - Written notice required
  - Reasonable prompt time frame
  - No gag order
  - Presumption of not responsible
  - Rights of Complainant and Respondents
- Informal Resolution
  - Not required
  - Role of Mediator
  - Who can be a Mediator
  - No conflict of interest or bias
- Formal Resolution
  - Burden of proof
  - Inspect and review evidence
  - Investigative report (preliminary) report
  - Investigative report (final) report
  - Non-disclosure Agreement
  - Live hearing
  - Appeal

2:15 pm – 3:00 pm

- Advisor Tips – Margaret Currin, J.D.,

3:00 pm – 3:30 pm

- Advisor Overview
  - Reviewed GICA CCP templates
    - Notice of Allegations
    - Rights of Complainant/Respondent
- Using Title IX specific scenario, attendees practiced:
  - How to assist Complainant and Respondent
  - Role at the Title IX hearing

**Presenter: Margaret Currin, J.D.**

Margaret is a team member of BartlettJames, an investigation and compliance firm in higher education matters. For more than 30 years, Margaret served the Campbell University School of Law in a myriad of capacities. She taught a wide variety of subjects with immediate relevance to clients of BartlettJames, while also serving as the Associate Dean for Academic, Student and Administrative Affairs, as an Assistant Dean for External Relations, and as the founding Director of Campbell’s nationally recognized Externship Program.

Margaret has served as lead investigator in numerous Title IX investigations for numerous university clients. Likewise, she has presented Title IX educational programs to several higher education clients. She has also conducted specialized investigations into matters involving the sexual mistreatment of minors.

Of significant note, Margaret was appointed by the President, confirmed by the U.S. Senate, and served as the United States Attorney for the Eastern District of North Carolina for five years—a position as the chief federal attorney for civil and criminal matters in 44 out of the 100 counties in North Carolina. Subsequent to that position, she has continued her federal work by serving in the National Association of Former United States Attorneys (NAFUSA) for the past three decades, including several terms on its Board of Directors and all the offices in its leadership chain, culminating with President in 2003-2004.

In addition to her work in legal education and as a United States Attorney, Margaret has also served for the past ten years on the North Carolina Rules Review Commission, including stints as the Chairman and First Vice-Chairman. The Rules Review Commission is the state agency created by the General Assembly to review and approve rules adopted by State of North Carolina agencies. She further serves or has served on multiple Boards of Directors for the North Carolina Bar Association and the Wake County Bar Association/10<sup>th</sup> Judicial District Bar, while also serving on and chairing the Wake County Board of Elections. In recognition of her exemplary service to the State of North Carolina and her community, Margaret was awarded the Order of the Long Leaf Pine, the most prestigious award conferred by the Governor of North Carolina.

**Presenter: Judith W. Spain, J.D., CCEP**

Judy currently serves as the GICA Compliance Program Consultant and serves on the Board, 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* is available in paperback, Kindle, and audiobook.