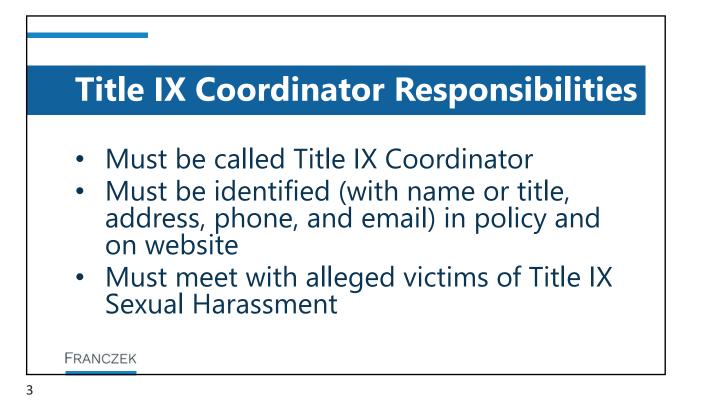
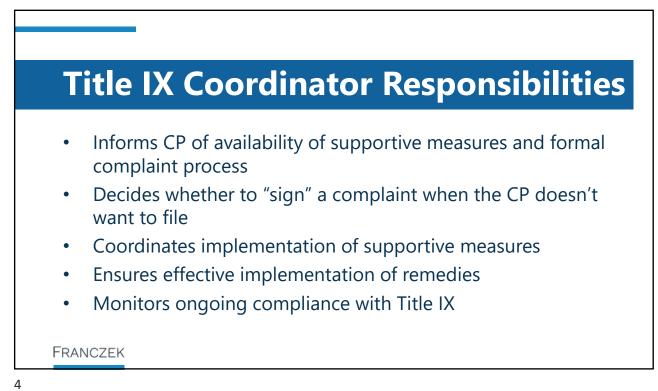




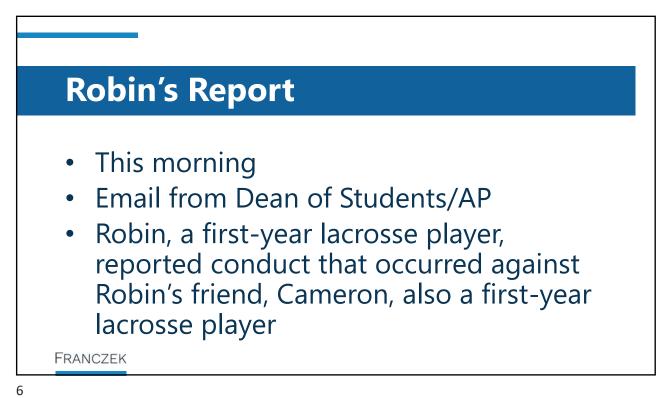
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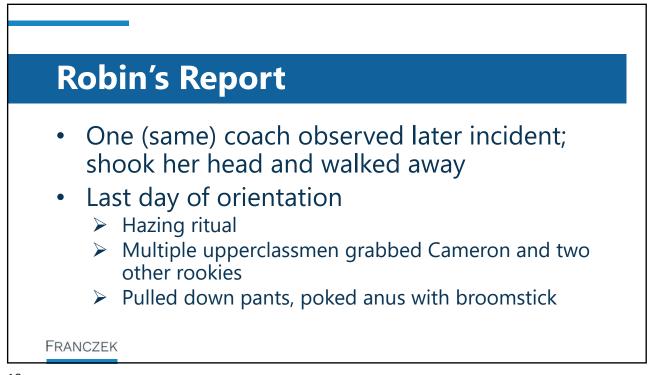
R	obin's Report
•	Lacrosse orientation week Park across street from the school Two upperclassmen lacrosse players vs. Cameron—the main Respondent is Parker
Fran	NCZEK



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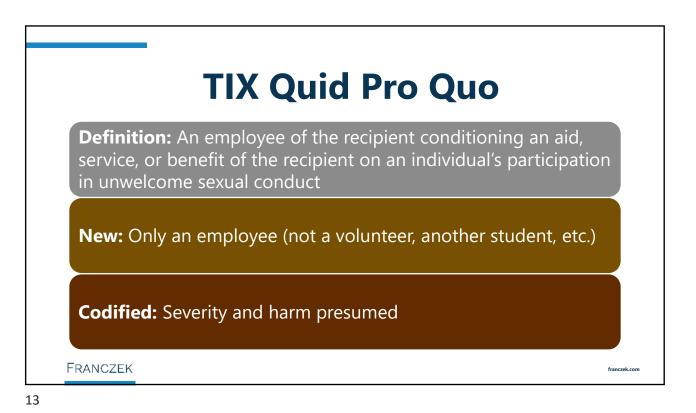
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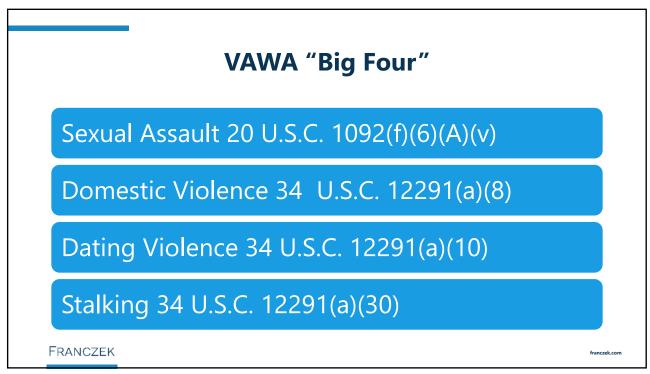




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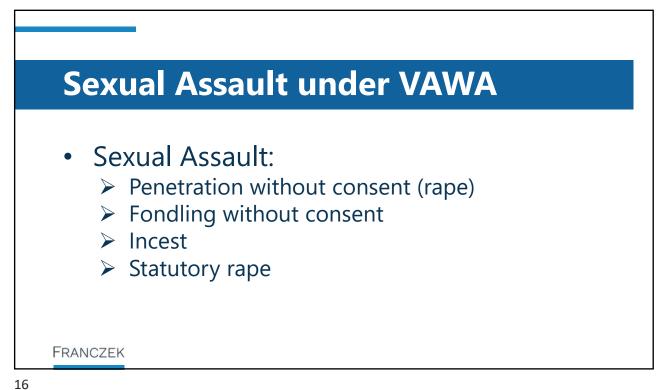
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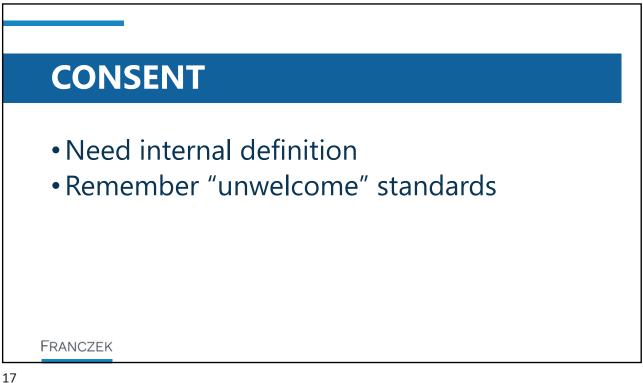


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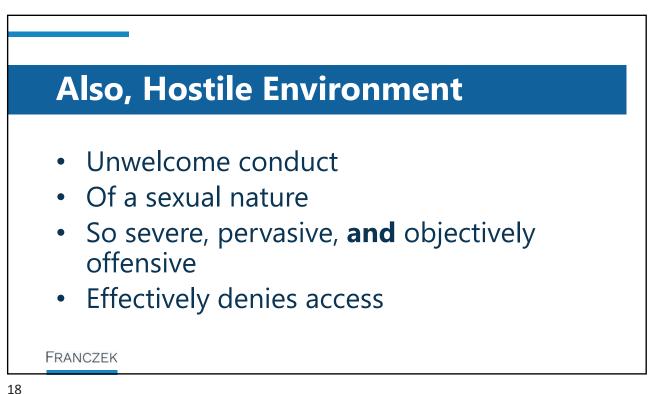




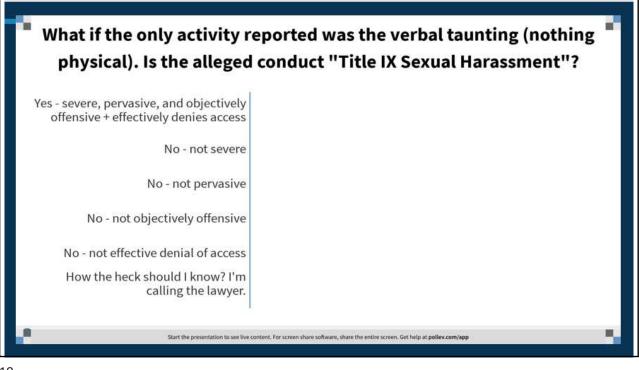
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## **Title IX – What is a Hostile Environment**

## **Old Definition**

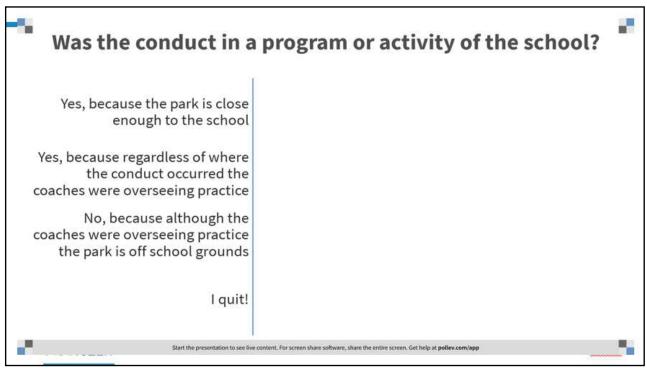
Unwelcome conduct determined by a reasonable person to be severe, pervasive or persistent as to interfere with or limit a student's ability to participate in or benefit from school services, activities, or opportunities

### New Definition (8/14)

Unwelcome conduct determined by a reasonable person to be **so severe, pervasive, and objectively offensive that it effectively denies a person's equal access to the school's education program or activity** 

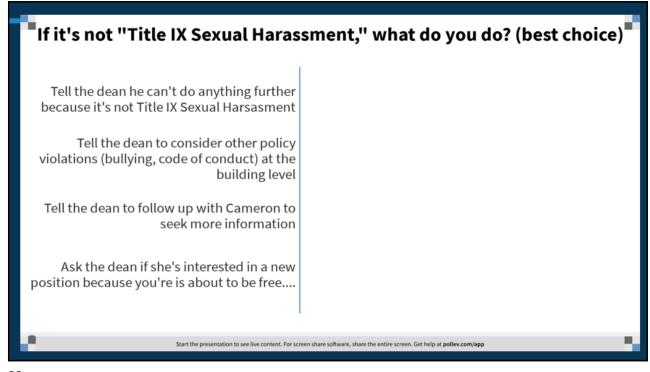
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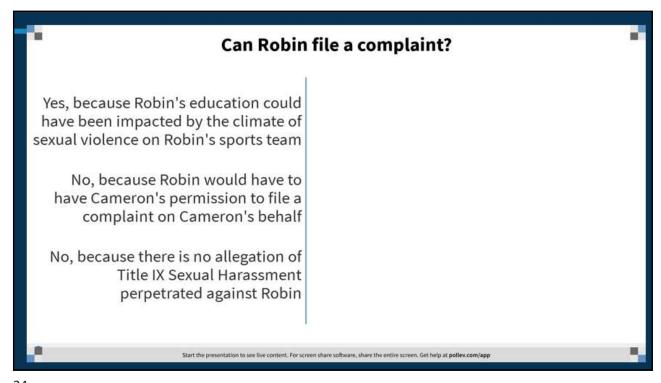
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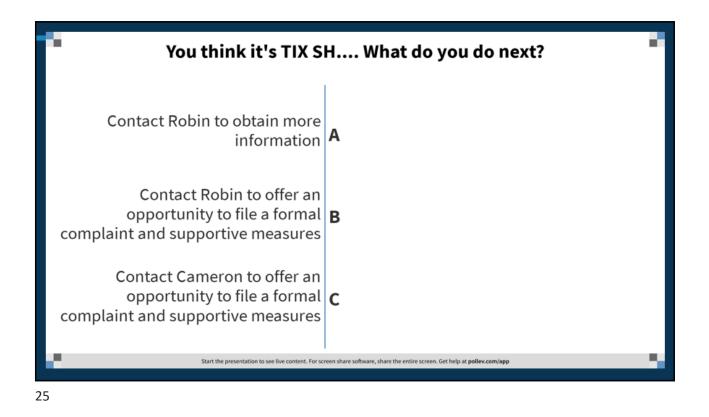


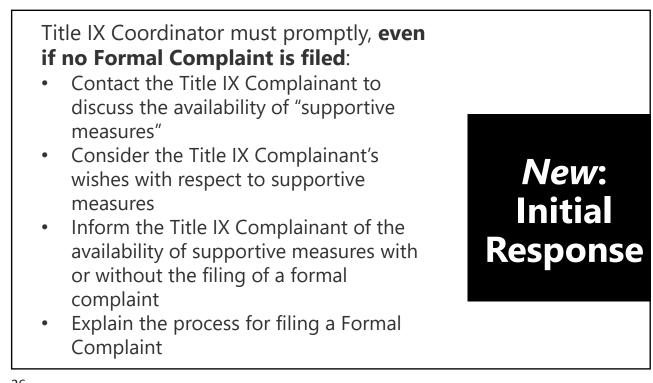
**Program or Activity:** Any location, events, or circumstance over which the school exhibits substantial control over both the alleged harasser and the "context" in which the harassment occurred



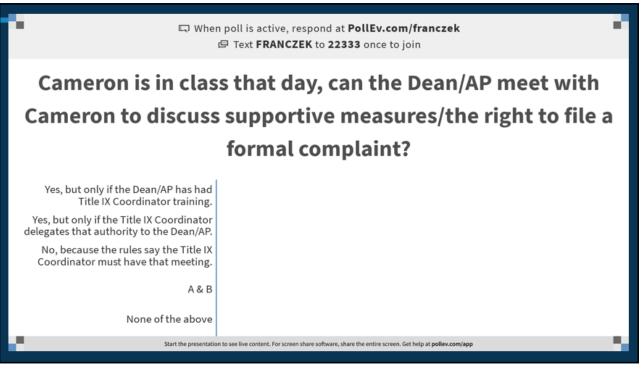


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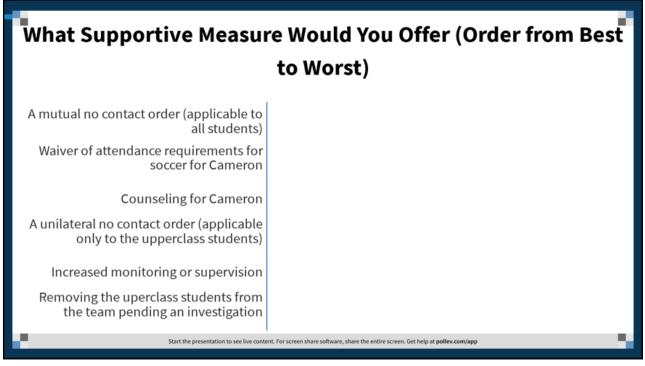




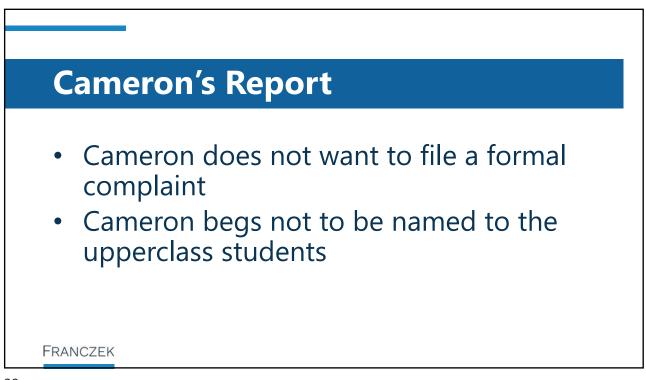
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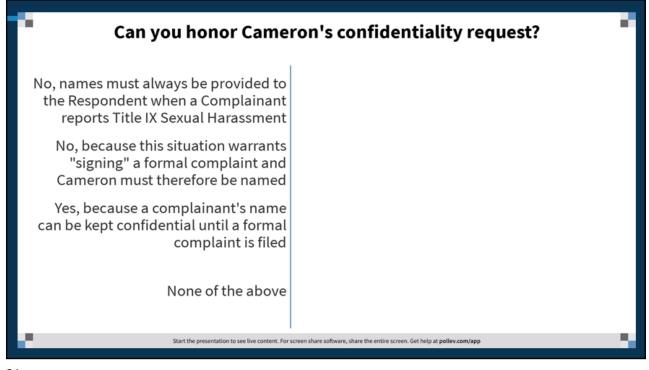
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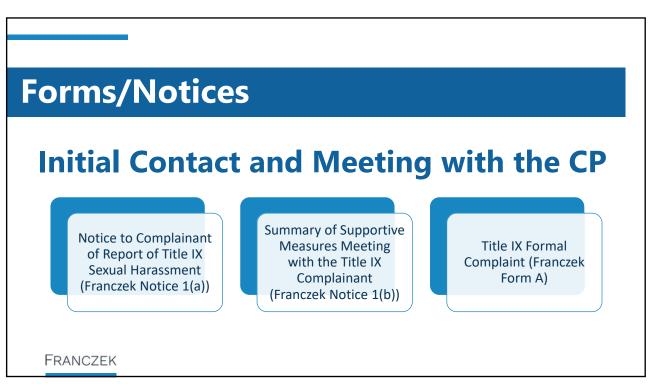


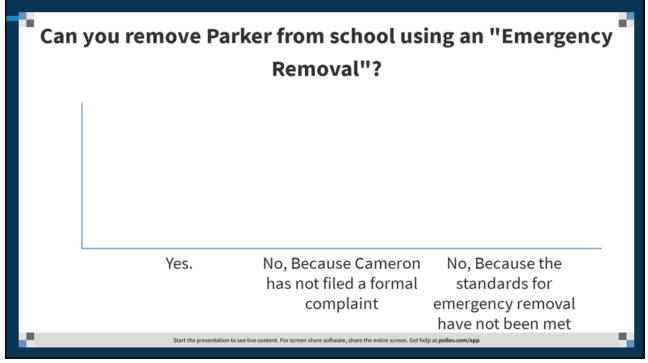
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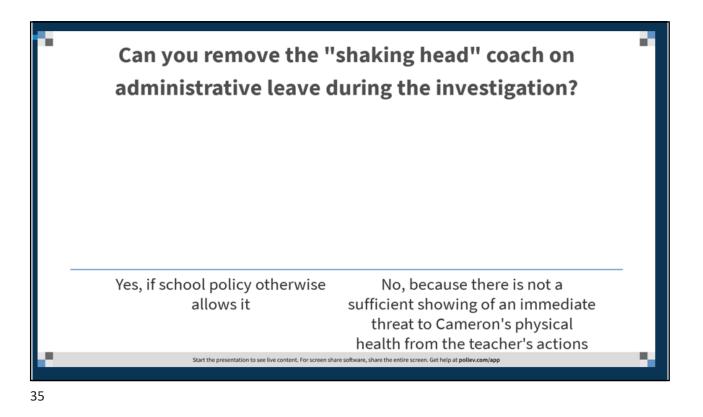
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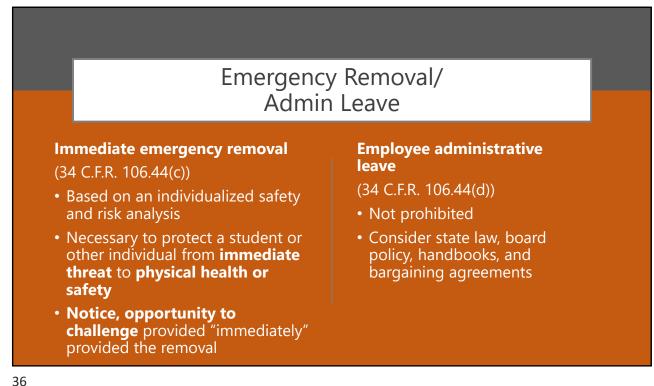




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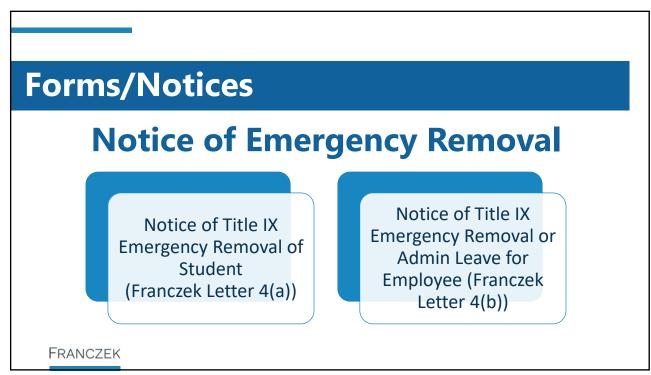
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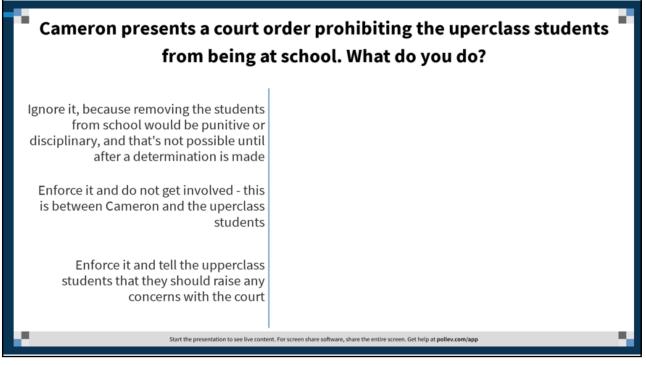


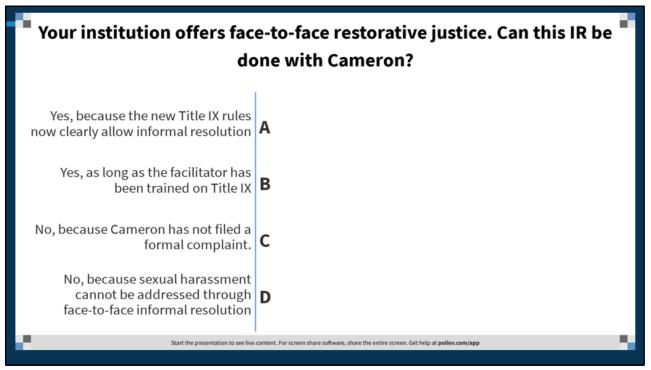
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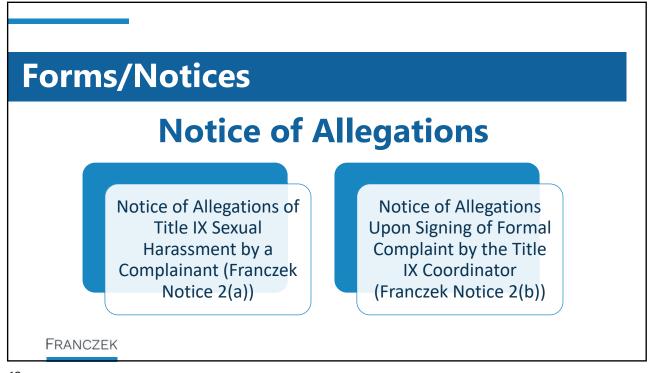




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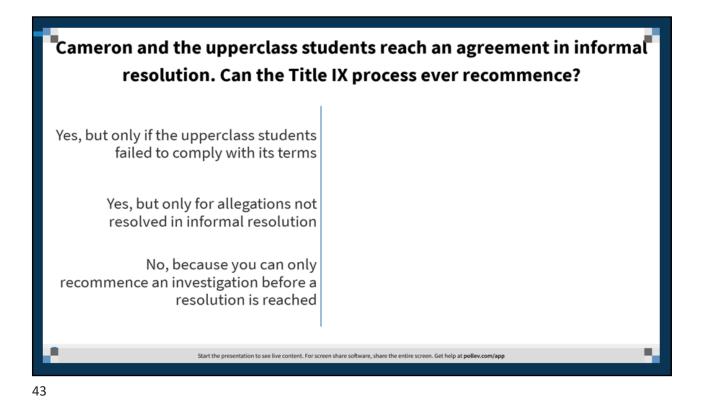
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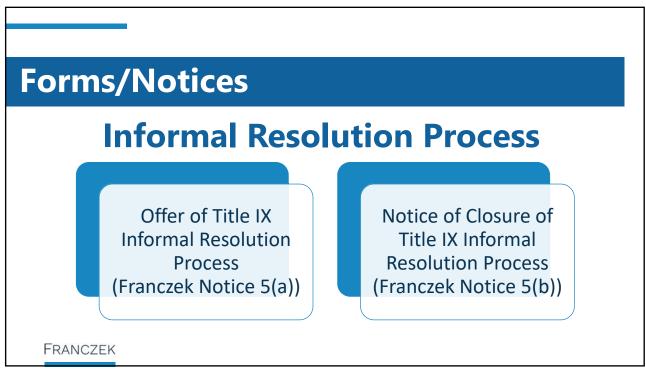




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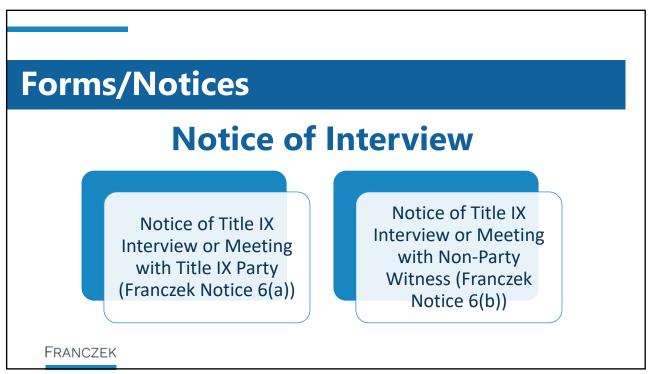




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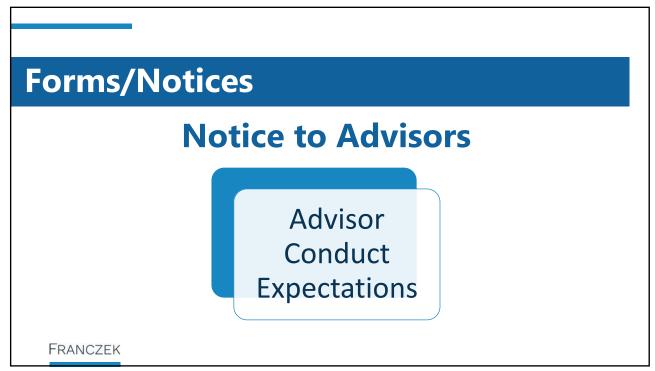
	Let the investigation begin
	<ul> <li>Identify investigator</li> <li>Investigator sends notice to parties (and, we recommend, to witnesses) before interviews</li> </ul>
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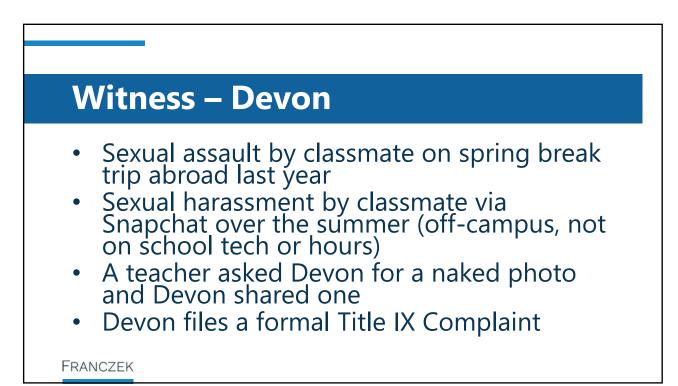
Let the investigation begin
Provide advisor notice
Franczek



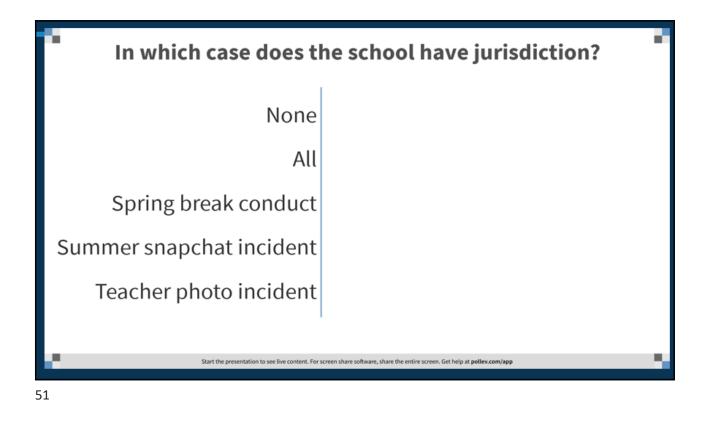
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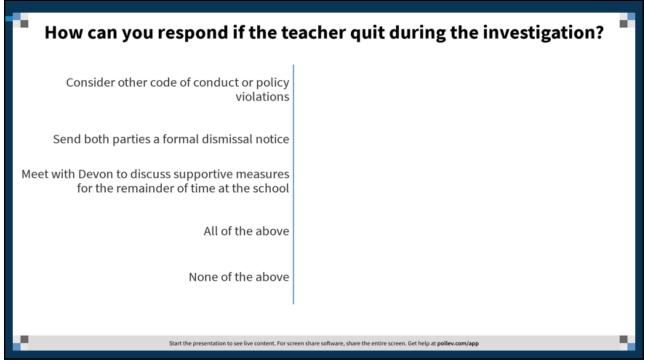
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Witness – Devon
<ul> <li>Devon, witness</li> <li>Also on the lacrosse team, upperclass student</li> </ul>
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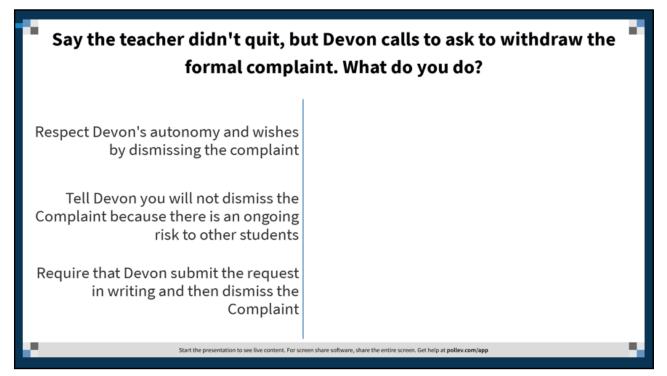


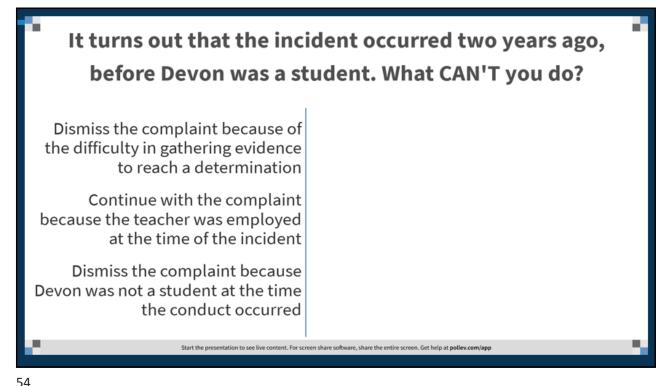
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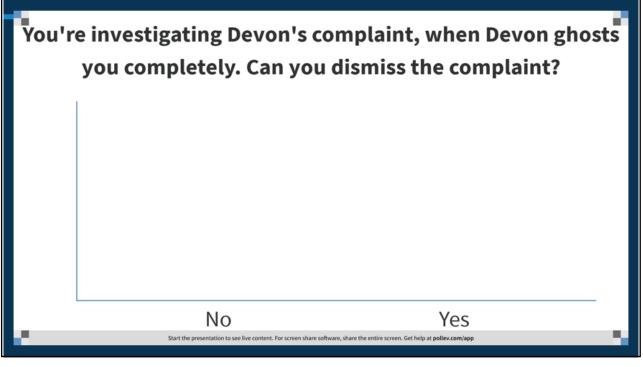


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**Mandatory if conduct alleged:** Not Title IX Sexual Harassment Did not occur in the school's program or activity Did not occur in the United States

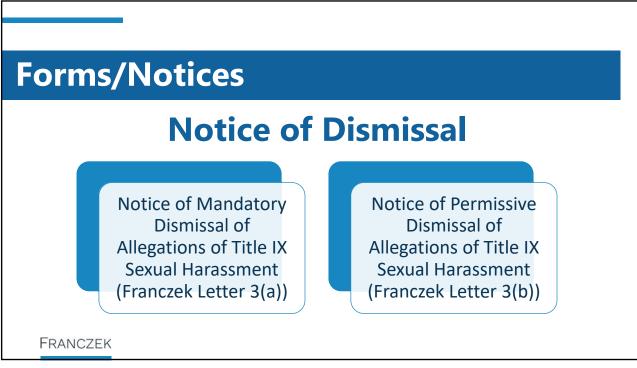
\*\*can still address under non-Title IX policy

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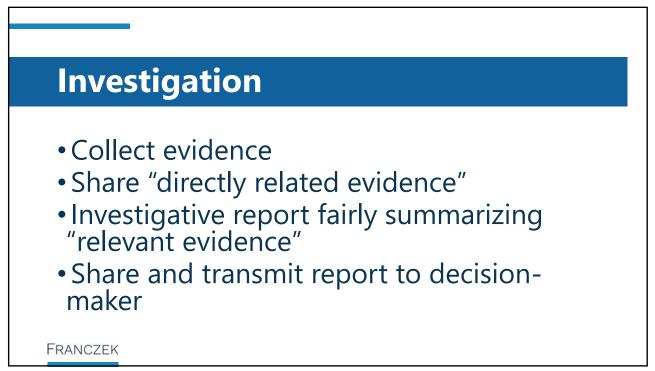
#### Permissive if:

Complainant requests to withdraw in writing Respondent's enrollment or employment ends

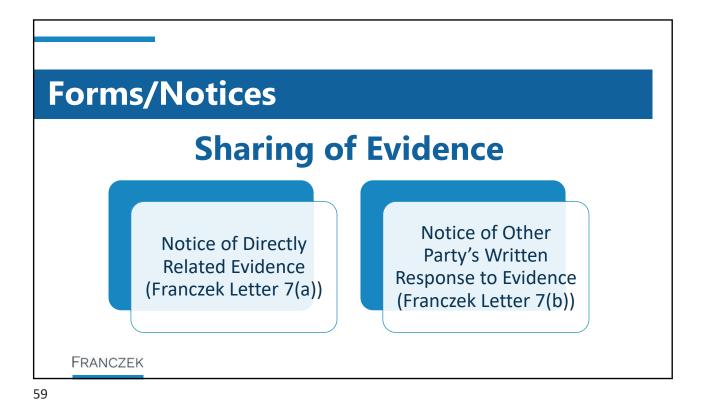
Specific circumstances prevent school from gathering evidence sufficient to reach a determine (e.g., passage of time, lack of cooperation by complainant)





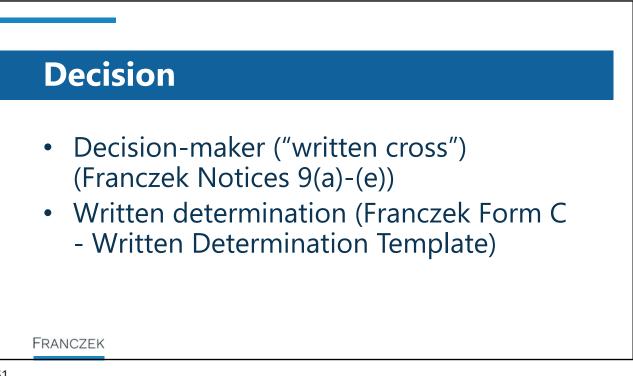


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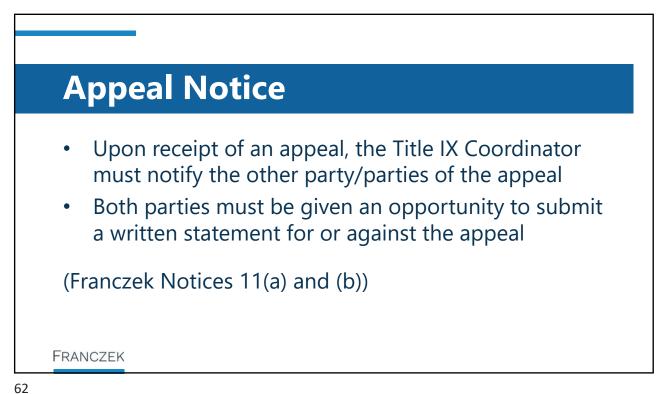




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Presented by Jackie Gharapour Wernz Partner, Franczek P.C. jw@franczek.com

# Bias, Conflicts of Interest, and Other Fairness Concerns

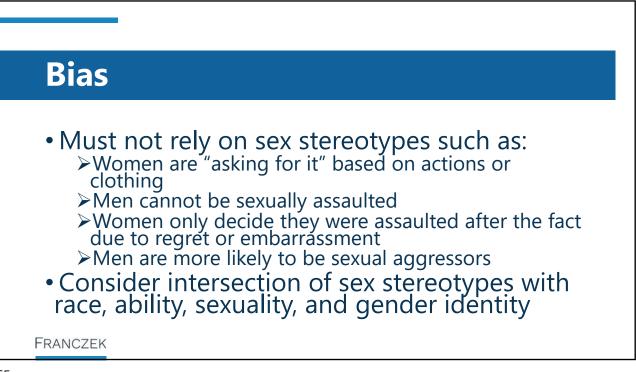
## **Bias, Conflict, Prejudgment**

The Title IX Coordinator or designee must not have a conflict of interest or bias for or against Complainants or Respondents generally or for or against any individual Complainant or Respondent. And that they not prejudge any matter before them.

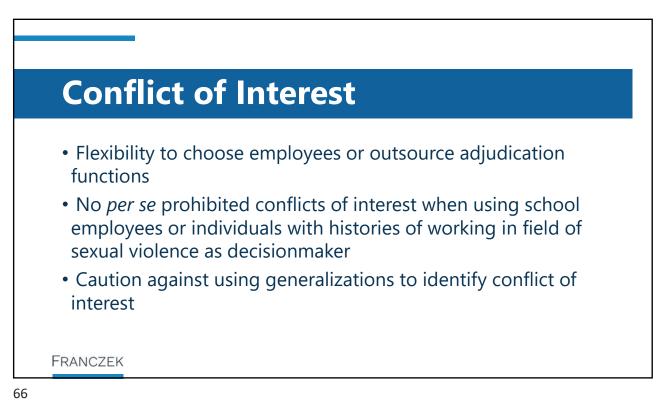
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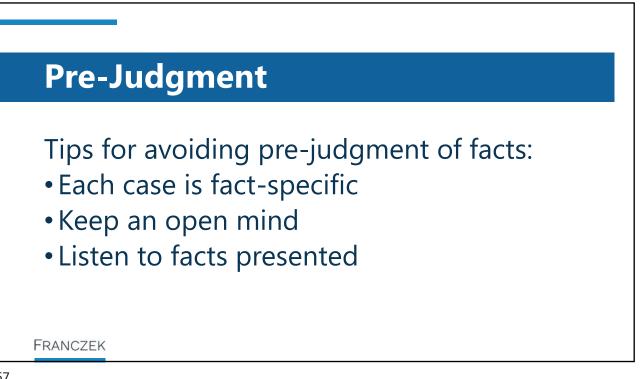






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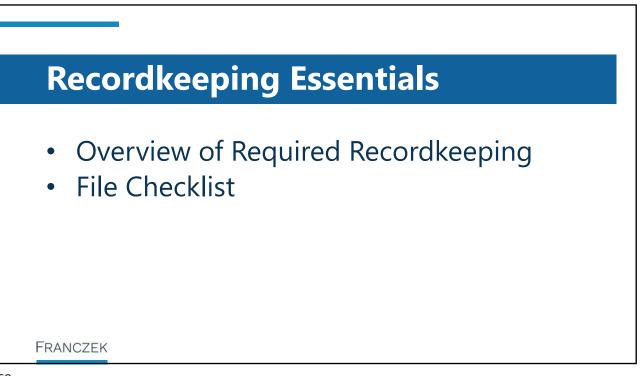
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