



T9 Mastered presents specialized training for Title IX Investigators.

Title IX investigations are unique; there is nothing in law enforcement or civil litigation quite like them. They combine civil and criminal investigation aspects with newly developed college campus policies and procedures, while utilizing insights from psychology about trauma and stress. This hybrid of investigation styles calls for a specialized training which incorporates all these perspectives.

Practical and Hands-On

Investigators are accustomed to understanding and evaluating facts, and the T9 Mastered training uses a single factual scenario throughout the three days as the framework for reviewing all critical stages of an investigation. Using this factual scenario, trainees will be taken through practical, hands-on exercises, going step-by-step through the investigation, reviewing the initial intake materials, planning an investigation, conducting the interviews, collecting relevant documents, drafting the report, and appearing at a hearing. The course will draw upon its instructors' decades of combined experience, and will include real world examples for teaching purposes.

Relevant and Up-to-Date

The laws and regulations in the Title IX world are changing rapidly. The T9 Mastered training assumes trainees already have a basic understanding of the landscape. After providing a quick refresher on the fundamentals, the training will provide an up-to-the-minute summary of the evolving laws as they pertain to investigations. This will include a review of the latest court rulings, and how they impact the investigator in his or her role. We will deconstruct recent key cases, and highlight the significant learning points as they relate to the investigative process.

Trauma Informed

The T9 Mastered training includes a half day devoted to Trauma Informed Forensic Interviewing techniques, presented by expert Dr. Brenda Ingram, a Licensed Clinical Social Worker with extensive experience dealing with victims of sexual violence. The session looks at the science behind trauma, the impact of trauma on victim behavior, as well as on the brain and memory. In addition to satisfying the requirement under California law for training on this topic, the module provides concrete guidance for investigators dealing with parties and witnesses who have experienced either primary or secondary trauma.

Emphasis on Fair and Balanced

For an investigation to be credible, it must be fair and balanced, and must also be perceived as such. Both the complainant and respondent must have confidence they received due process at each stage. This is all the more critical as parties are increasingly turning to the courts for redress when they feel unfairly treated, and the investigative report is often Exhibit A in those proceedings. The T9 Mastered training will provide an overview of what due process means in the investigation phase. The training will present techniques to be used in interactions with the parties, and when analyzing facts in a manner that demonstrates fairness.

Investigators need to be cautious about how their own attitudes and perspectives can influence their work and analysis, and how they can be inadvertently revealed to parties and witnesses. In a special section on bias, we will examine the ways bias can affect investigators, utilizing up-to-date research from the social sciences that discusses the manners in which all investigators, from police officers to scientific researchers, can be affected by bias. The T9 Mastered training gives a better understanding of investigative biases such as confirmation bias and attribution effect, and provides specific techniques investigators can use to mitigate these problems.

Focus on Special Issues

After being introduced to the complainant in the factual scenario, T9 Mastered trainees will have the opportunity to eavesdrop on the complainant's initial interview with the

investigator. This will provide an opportunity for teaching, coaching, reflection and feedback on many of the difficult issues facing the Title IX investigator. The scenario will include complex issues such as consent, social media evidence, differing and changing school policies, and the involvement of parents and attorneys.

Title IX investigators need a basic understanding of drug and alcohol intoxication. The T9 Mastered training will give a basic overview of the relevant biology, including the impact on behavior, the perils of drug and alcohol interactions, and how to identify the signs of intoxication while acknowledging the inherent difficulties in doing so. Finally, just as trauma impacts behavior and memory, so does intoxication. The training provides guidance and insight on the ways in which as little as “just a drink or two” can impact memory. This session sets the stage for further examination of the complex topic of incapacitation.

Planning Tools to Make the Job Easier

The Title IX investigation must be adequate, reliable, and impartial. At the same time, it must be prompt. This can be a tall order in the Title IX context. An investigator might be managing multiple projects, coordinating with other campus entities or law enforcement, navigating privacy issues such as those presented by student or medical records, dealing with attorneys or other representatives, and juggling other issues unique to a Title IX investigation. The parties must be given an equal opportunity to present relevant witnesses or other evidence. Scheduling can be difficult, particularly in an academic setting. In some cases, the investigator may be looking into off-campus conduct, which can present obstacles and delays. Also, no one investigation is like another. The specific steps to be taken will vary depending on the circumstances. The decision about what documents to review and which witnesses to interview will also depend on the unique facts presented in each case. To meet these challenges, the investigation must be well planned.

Building on the hypothetical, participants will be given additional pieces of the investigative file, and will have the opportunity to plan an investigation. This practical exercise will help the investigator develop necessary skills to turn around a prompt and reliable report within the required timelines. We will discuss defining the scope of the investigation and understanding how to apply and interpret policies and key terms and definitions. The trainees will have an opportunity to analyze the hypothetical complaint, create an investigative plan and timeline, and identify key documents and witnesses.

Practice Conducting Interviews

Title IX investigators must know how to manage difficult interviews. Most of the witnesses will be experiencing stress or trauma. Complainants might be accompanied by an angry or emotional parent. Respondents may bring legal counsel or their own parents.

T9 Mastered will provide a safe learning environment for participants to obtain hands-on experience with these difficult scenarios to hone and refine their interviewing skills.

Using the mock hypothetical as a backdrop, trainees will have the opportunity to manage different witness types, and to practice asking the difficult questions that must be asked using a trauma informed approach, all while ensuring that they are gathering the necessary information to produce a coherent, complete and impartial report.

Deep-Dive into Report Writing

At the end of the day, the report is the investigation. The written report is the lasting reflection of the Title IX investigator's careful work. It may be reviewed by one or more of the parties, challenged at hearing, or even scrutinized by a judge or a jury – and sometimes the media. It must reflect the investigator's careful process, management of the special issues, fairness to the parties, thoroughness and impartiality.

The final day of the T9 Mastered training focuses on report writing. Through practical exercises and instruction, we will examine how to structure a report, present the evidence, make credibility determinations, analyze the evidence, and reach solid and supported conclusions. In our credibility exercise, we will deconstruct some traditional credibility assumptions, which may not be appropriate when evaluating the credibility of witnesses experiencing trauma. Participants will leave with an enhanced ability to structure a report, weigh appropriate credibility factors, provide a robust analysis, make findings, and produce a report that will withstand scrutiny.

Defending the Investigation at Hearing

Unlike traditional court hearings or depositions, the Title IX hearing process is an evolving one, with new procedures being developed and utilized at many campuses. And, the Title IX investigation is more frequently being placed front and center at disciplinary hearings. The T9 Mastered training provides guidance for investigators on how to navigate in this changing landscape. T9 Mastered will provide an opportunity for investigators to observe the hearing process, consider how to answer questions, explain evidence, and deal with challenges from attorneys or representatives. Trainees will be given an opportunity to practice answering hearing officer questions about factual findings, allowing investigators to gain experience and confidence in presenting and defending the investigative report at hearing.

For more information about the T9 Mastered curriculum, its faculty, or registration, please see our website at:

[T9mastered.com](https://www.t9mastered.com)