

2020 INVESTIGATION TRAINING STANDARDS



BELOW IS A GUIDE TO UNDERSTANDING THE REQUIREMENTS FOR TRAINING COMPLIANCE UNDER BOTH FEDERAL AND STATE LAWS RELATED TO SEXUAL HARASSMENT INVESTIGATIONS. THIS DOCUMENT DOES NOT SERVE AS LEGAL ADVICE, NOR SHOULD IT BE USED AS SUCH.

	REQUIRED BY OREGON HB 3415	REQUIRED BY TITLE IX (2020)	STAFF REQUIRED TO RECEIVE TRAINING
The new (2020) definition of sexual harassment			<ul style="list-style-type: none"> Title IX Coordinators, Investigators, Decision-makers, and any person who facilitates an informal resolution process
The scope of the institution's education programs where the Title IX policy applies			<ul style="list-style-type: none"> Title IX Coordinators, Investigators, Decision-makers, and any person who facilitates an informal resolution process
How to conduct an investigation			<ul style="list-style-type: none"> Title IX Coordinators, Investigators, Decision-makers, and any person who facilitates an informal resolution process
The grievance process including hearings, appeals, and informal resolution			<ul style="list-style-type: none"> Title IX Coordinators, Investigators, Decision-makers, and any person who facilitates an informal resolution process
How to serve impartially to avoid bias and conflicts of interest			<ul style="list-style-type: none"> Title IX Coordinators, Investigators, Decision-makers, Any person who facilitates an informal resolution process Hearing Officers Process Advisors Third-party contract investigators Campus Security Officers Others who assist with investigation
Definitions of types of conduct			<ul style="list-style-type: none"> Title IX Coordinators Hearing Officers Process Advisors Investigators Third-party contract investigators Campus Security Officers Others who assist with investigation

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Prevalence of conduct			<ul style="list-style-type: none"> • Title IX Coordinators • Hearing Officers • Process Advisors • Investigators • Third-party contract investigators • Campus Security Officers • Others who assist with investigation
Trauma-informed best practices			<ul style="list-style-type: none"> • Title IX Coordinators • Hearing Officers • Process Advisors • Investigators • Third-party contract investigators • Campus Security Officers • Others who assist with investigation
Anti-Oppression			<ul style="list-style-type: none"> • Title IX Coordinators • Hearing Officers • Process Advisors • Investigators • Third-party contract investigators • Campus Security Officers • Others who assist with investigation
Interviewing survivors of sexual assault			<ul style="list-style-type: none"> • Title IX Coordinators • Hearing Officers • Process Advisors • Investigators • Third-party contract investigators • Campus Security Officers • Others who assist with investigation
Culturally-responsive procedures			<ul style="list-style-type: none"> • Title IX Coordinators • Hearing Officers • Process Advisors • Investigators • Third-party contract investigators • Campus Security Officers • Others who assist with investigation

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Gender responsive practices that are not reliant on gender stereotypes			<ul style="list-style-type: none"> • Title IX Coordinators • Hearing Officers • Process Advisors • Investigators • Third-party contract investigators • Campus Security Officers • Others who assist with investigation
Needs of LGBTQ parties			<ul style="list-style-type: none"> • Title IX Coordinators • Hearing Officers • Process Advisors • Investigators • Third-party contract investigators • Campus Security Officers • Others who assist with investigation