

40+

attorneys on Husch
Blackwell's higher
education team

300+

higher education
institutions served by
Husch Blackwell

Title IX Training

Husch Blackwell's higher education team provides a range of legal services related to Title IX which informs our work in developing and delivering high-quality training with a deep focus on practical, day-to-day realities of Title IX matters. Our team has extensive experience in advising on and investigating allegations of sexual misconduct and gender discrimination, including those involving complex legal issues and factual complications. We regularly support institutions in implementing changes demanded by evolving regulations, guidance, and best practices. We conduct comprehensive Title IX legal compliance and climate reviews in partnership with institutions. And we have supported institutions in responding to complaints filed with the U.S. Department of Education's Office for Civil rights, successfully negotiating numerous dismissals and resolution agreements. Likewise, our team's litigators, trial attorneys and appellate specialists have significant experience with high-profile civil rights disputes involving Title IX claims.

This experience serves as a deep resource in building nuanced and practical training programs for institutional Title IX personnel, advisors, hearing/sanctioning officials, and other stakeholders. Our higher education team is a nationally recognized provider of Title IX training and legal services and is regularly asked to present and speak about these issues. We have had the honor of regularly presenting on this topic to organizations including the National Association of Colleges and University Attorneys, regional Title IX consortia, the Higher Learning Commission, the Big 12, the Big 10 Academic Alliance, as well as providing customized training for colleges and universities.

Our approach to institution-specific training includes:



A focused review of the Institution's sexual misconduct and gender discrimination policies and procedures and meetings with relevant personnel to discuss practice nuances, institutional precedent, and key areas for training focus.



Development and delivery of customized training programs, or program segments, for the relevant stakeholder audiences.



Appreciation of the public nature of training and the gravity of the topic, balanced with the benefits of open discussion.



A commitment to dynamic, engaging, high-energy trainings including embedded case law summaries and group discussions and activities implementing key lessons learned.

TITLE IX & VAWA TRAINING

This training is targeted toward Title IX coordinators, deputy coordinators, investigators and HR professionals. Complete basic training can be completed in one day; two days are recommended to provide both for customized basic and advanced content. Standard training modules include:

- Key Legal Principles & Considerations
- Applicable Policy Requirements
- Retaliation
- Conflicts of Interest, Bias & Stereotyping
- Resolution Options & Processes
- Case Processing
- Investigative Issues
- Hearings Summary for Coordinators & Investigators
- Appeals Summary for Coordinators & Investigators

HEARING PANEL MEMBERS & SANCTIONING OFFICIALS

This training is targeted toward adjudicators and hearing panel members. The complete training takes one half or one day to complete. Standard training modules include:

- Title IX Overview for Hearing & Sanctioning Officials
- Introduction to Hearings
- Hearing Procedures
- Questioning for Hearing Panel Members
- Sanctioning
- Decision Making & Writing Considerations

TRAINING FOR APPEALS OFFICIALS

This training is targeted toward appellate officers. This training takes four hours to complete. Standard training modules include:

- Title IX Background & Overview for Appeals Officials
- Appeal Procedures
- Written Appeal Decisions

INSTITUTIONAL ADVISOR TRAINING

This training is targeted at institutional representatives serving in the role of party advisors at hearings, whose roles include cross examination. This training takes between two and four hours to complete. Standard training modules include:

- Title IX Background & Overview for Advisors
- Credibility
- Effective Cross Examination

TITLE IX TRAINING PRICING

Husch Blackwell has an extraordinary commitment to educational institutions. We have developed a collaborative process for standard and customized fee arrangements and strive to provide our clients with flexibility in arriving at fair and predictable pricing structures that align with their legal and mission based objectives.

Training costs reflect developing and delivering training programs as described, and include standard customizations to reflect the Institution's policies, procedures and definitions. Additional customizations, including substantial changes to existing modules or addressing complex policies beyond those directly related to sex and gender discrimination, are subject to added cost depending on scope, to be determined based on hourly rate.

Training Option	Hours	In-person*	Virtual
Basic One-Day	8 hrs.	\$16,000	\$14,000
Customized Two-Day (Basic and Advanced)	16 hrs.	\$27,500	\$24,200
Appeals Officials Training	4 hrs.	\$8,500	\$7,500
Institutional Advisor Training	2 hrs.	\$6,000	\$5,000
	4 hrs.	\$8,500	\$7,500
Hearing Panel Members & Sanctioning Officials	4 hrs.	\$8,500	\$7,500
	8 hrs.	\$14,000	\$12,500

*Travel to In-Person Training: In-person training will also be charged reasonable travel expenses. Husch Blackwell is committed to efficient travel planning, and endeavors to minimize travel expense when practicable. Our team does not charge higher education clients for attorney travel time.