



# VSBA Title IX: Best Practices in Training & Compliance

## September 27, 2022

VSBA Office: 200 Hansen Road, Suite 2  
Charlottesville, VA 22911

With claims of sexual harassment and sexual misconduct hitting newsstands everywhere, Title IX coordinators and other senior staff need to be confident in their knowledge and enforcement of their divisions' policies. Prevention and thorough investigations are the best ways to manage risk and foster a safe and healthy school environment.

For the first half of the workshop, participants will learn the basics of Title IX, best practices regarding Title IX policies, and recent case law relating to sexual harassment of students, gender discrimination, and employee training requirements. In addition, participants will walk away equipped with tools to help administrators spot, prevent, and investigate claims of unlawful discrimination, harassment, and retaliation.

For the second half of this workshop Sands Anderson will provide the required training for Investigators and Decision-Makers as well as provide board members with an understanding of those roles. The new federal Title IX Regulations effective in August 2020 require basic levels of training for school division employees. The Regulations also require so-called "Level II" training for professionals who will serve as school divisions' Investigators and Decision-Makers as those terms are defined in the Regulations. This training will review the basic level training, but will also focus on the areas of training required for this sub-set of professionals, including topics such as proper investigation, impartiality, relevancy, the use of technology in hearings (if conducted), and the scope of divisions' educational programs. This second half of the workshop is designed to address the requirements for Level II training.

Hosted by the VSBA and presented by Bradford King and Nicole Cheuk, attorneys with Sands Anderson PC, this timely and important workshop is a must. The workshop will take place from 10:00 AM—12:30 PM.

### WHAT IS TITLE IX?

**“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”**

- Title IX, Education Amendments of 1972



**VSBA**

Virginia School Boards Association

Rivanna Ridge Professional Building  
200 Hansen Road, Suite 2  
Charlottesville, VA 22911

[www.vsba.org](http://www.vsba.org) | 434-295-8722 | 800-446-8722

**Reminder:** Nametags must be visible to be admitted to ALL VSBA meetings and conferences.

## Agenda

**Tuesday, September 27, 2022**

**10:00 am Welcome and Greetings**

**10:05 am Workshop Starts**

Bradford King, Attorney, Sands Anderson  
Nicole Cheuk, Attorney, Sands Anderson

**12:30 pm Workshop Concludes**

### Questions?

Contact Mikaela Coffey  
at [Mikaela@vsba.org](mailto:Mikaela@vsba.org)

Overnight lodging is available at the Hilton Garden Inn Charlottesville by calling 434-979-4442 and letting them know you are with VSBA. If you need assistance making room reservations, please contact VSBA.

Seats are assigned on a first-come first-served basis and are very limited for this session. Registration for VSBA meetings is only open to VSBA members and affiliate members. Please reach out to your school division clerk to register for this event. For affiliate members, please contact Mikaela Coffey for registration at [mikaela@vsba.org](mailto:mikaela@vsba.org).

## Registration Information Below

### Costs:

Registration: \$175

Late Fee: \$225 (after September 13)

### Please mail payment to:

VSBA

200 Hansen Road, Suite 2  
Charlottesville, VA 22911

### VSBA TITLE IX: BEST PRACTICES IN TRAINING & COMPLIANCE

The deadline for cancellations is September 13. Cancellations must be received in writing via email to [mikaela@vsba.org](mailto:mikaela@vsba.org) by September 13 and will incur a \$50 cancellation fee. Cancellation requests received after September 13 and no shows will not be refunded. Substitution of an individual may be made at any time. If a meeting or conference is canceled and/or postponed due to inclement weather, registration fees will be automatically transferred to the rescheduled date of the conference. If attendees are unable to attend the rescheduled date, a substitution can be made, or the school division will be credited the registration fee to use for future events. The health and safety of our community, staff and event attendees is our highest priority. **As we continue to monitor guidance related to the coronavirus from the Centers for Disease Control and Prevention (CDC), please note if numbers increase this event could evolve into a Virtual Event.**