

Institutional Equity Office Employee Training Certifications

<u>Employee Name</u>	<u>Title</u>	<u>Trainings</u>	<u>Training Provider</u>	<u>Date Completed</u>
Marci Gracey	Institutional Equity Officer and Title IX Coordinator	<ul style="list-style-type: none"> -Title IX Coordinator One: Foundations -Proposed Title IX Regulations for Trans Student Athletes: Explore with the Experts -OCR's 2023 Higher Education Resolution Agreements (Session 1) -OCR's 2023 Higher Education Resolution Agreements (Session 2) -An Overview Webinar for the 2024 Title IX Regulations -2024 Title IX Regulations Webinar Q&A Session for Higher Education Institutions -Implementing the 2024 Title IX Regulations for Higher Education: Nuances & Best Practices - Assessing Climate Seminar - Structuring, Training, and Supervising the Title IX 	-ATIXA	<ul style="list-style-type: none"> 2/21/2023 4/14/2023 12/19/2023 1/9/2024 4/24/2024 4/26/2024 6/2/2024 1/7/2025 1/7/2025
Wayne Bell	Associate Equal Opportunity Officer and Deputy Title IX Coordinator	<ul style="list-style-type: none"> -8 HR Title IX Recertification -Annual Training for Institutional Title IX Teams Live Virtual Training -Federal Compliance Update -Title IX and Athletics Equity -EEOC June 7 2023: EEO Investigation Basics: An introduction -SUNY Annual Reaccreditation Title IX Training -EEOC Legal Development Issues Trends -National Title IX Conference -Title IX Decision Maker and Live Hearings -Trends in Pregnancy and Parenting Law -Mental Health First Aid for Higher Education -Title IX: 2024 Regulations -Title IX: Managing your Title IX team -Title IX: Surveys and Climate Studies 	<ul style="list-style-type: none"> -SNY HR Association -Husch Blackwell -Huch Blackwell -Husch Blackwell -EEOC Training Institute -SUNY HR Association -EEOC Training Institute -ATIXA -ATIXA: Association of Title IX Administrators -Husch Blackwell -Mental Health First Aid -Husch Blackwell -Atixa -Atixa 	<ul style="list-style-type: none"> 6/10/2022 10/6/2022 3/7/2023 4/13/2023 6/7/2023 6/7/2023 6/29/2023 10/12/2023 11/8/2023 4/3/2024 5/17/2024 6/14/2024 1/7/2025 1/7/2025

Dayna Gifford	Associate Equal Opportunity Officer	<ul style="list-style-type: none"> -Accommodations 101 -Fundamentals of Affirmative Action Planning -Creating a Compliant Recruitment Lifestyle -AIRS Certified Diversity Recruiter -EEO Census Tabulation: What you need to know -EEOC 101: Knowing the Laws and Avoiding Pitfalls -OFCCP's New Compensation Directive -Will your applicant Data pass OFCCP Audit? -The Four Key Components of AAP -Are you prepared for an OFCCP Audit -Is your data the glue or the chaos in your AAP? -Think Like an OFCCP Auditor -Accommodations 101 -Creating a Compliant Recruitment LifeCycle -2014-2018 EEO Census Tabulation: What you need to know 	<ul style="list-style-type: none"> -Berkshire Associates -Berkshire Associates -Berkshire Associates -AIRS -Berkshire Associates -EEOC Training Inst. -Affirmity -Affirmity -Affirmity -Affirmity -Affirmity -Berkshire Associates 	<ul style="list-style-type: none"> 4/21/2021 5/20/2021 6/16/2021 7/13/2021 7/14/2021 7/15/2021 7/16/2021 4/19/2022 3/30/2023 5/11/2023 7/27/2023 3/20/2024
Danielle Walker	Intake Coordinator	<ul style="list-style-type: none"> -Hearing Officer & Decision Maker -Title IX Coordinator & Administrator III -Title IX Coordinator & Administrator IV -Hearing Chair -ADA/504 Coordinator -Affirmative Action Planning -Title IX Training -Campus Security -Clery Act Webinar: Geography -Foundations for new Title IX coordinators -Foundations of Project Management -Foundations for New Title IX Coordinators -Drug & Alcohol -Time with ATIXA: Understanding the Barriers to Reporting Sexual Assault -EEO Counselor Training -Timely Warnings -Time with ATIXA: The Intersection of Title IX, ADA, and 504 -VAWA -The New Grievance Process Part 1 -Time with ATIXA: Time with the 2024 Regulations: Decision Points and ATIXA Model Policies for Higher Education -The New Grievance Process Part 2 -Expansion of Title IX Protections and Definitions -Clery Review -Protections for Pregnant & Parenting Students -Five Paths to Leadership -Title IX Educational Series: Athletics -Implementing the Title IX Regulations for Higher Education: Nuances & Best Practices 	<ul style="list-style-type: none"> -ATIXA -ATIXA -ATIXA -ATIXA -ATIXA -Berkshire -Naspa -NACCOP -NACCOP -Academic Impressions -Academic Impressions -Academic Impressions -NACCOP -ATIXA -AAAED -NACCOP -ATIXA -NACCOP -Academic Impressions -ATIXA -Academic Impressions -Academic Impressions -NACCOP -Academic Impressions -Academic Impressions -ATIXA 	<ul style="list-style-type: none"> 1/2022 9/29/2021 2/16/2022 1/26/2022 11/4/2022 3/7/2022 9/2021 2/22/2024 3/7/2024 3/15/2024 3/29/2024 4/4/2024 4/18/2024 4/25/2024 5/2/2024 5/16/2024 5/16/2024 5/28/2024 5/29/2024 6/4/2024 6/11/2024 6/17/2024 6/18/2024 6/21/2024 6/25/2024 7/10/2024

Morgan Kirkes	Equity Compliance Investigator	<ul style="list-style-type: none"> -Advanced Title IX investigator Training -Rational Writing Workshop for Decision Makers & Investigators -Title IX: Investigating Sexual Misconduct Claims -Title IX Training -What the Title IX Team Needs to Know about Stalking Allegations -Title IX: A Line-by-Line Writing Course -Title IX Investigator Tier 3 Class: Case Study and Simulation(2023) -Title IX Investigator Tier 4 Class: Statement Analysis(2023) -Title IX Investigator Tier 5 Class: Report Writing(2023) -Title IX Investigator Tier 6 Class: Technology & Investigations (2023) -Conducting Internal Investigations in Higher Ed - Implementing the Title IX Regulations for Higher Education: Nuances & Best Practices Navigating Title VI Proactively 	<ul style="list-style-type: none"> -IEO -ATIXA -Tulane University -Husch Blackwell -ATIXA -EducationAdmin Webinar - D. Stafford -Academic Impressions -ATIXA -Grandriver solutions 	<ul style="list-style-type: none"> 3/25/2022 6/15/2022 8/29/2022 10/9/2022 9/15/2022 10/13/2022 10/24/2022 7/10/2024 10/22/2024
Sarah Pierce	Equity Compliance Investigator	<ul style="list-style-type: none"> -Time with Title IX: Reluctant Complaints -Time with Title IX: Understanding Doe v Fairfax School Board -Time with Title IX: Intersection of Disability & Title IX -Title IX Investigator-Sex-Based Harassment & Investigations -US Department of Education – Office of Civil Rights: Outreach, Prevention, Education, Non-Discrimination: Title IX Regulations Addressing Sexual Harassment 	<ul style="list-style-type: none"> -ATIXA -ATIXA -ATIXA -D. Stafford & Associates -D. Stafford 	<ul style="list-style-type: none"> 1/17/2023 1/17/2023 1/7/2023 1/19/2023

		<p><u>-Title IX Investigator Tier 3 Class: Case Study and Simulation(2023)</u></p> <p><u>-Title IX Investigator Tier 4 Class: Statement Analysis(2023)</u></p> <p><u>-Title IX Investigator Tier 5 Class: Report Writing(2023)</u></p> <p><u>-Title IX Investigator Tier 6 Class: Technology & Investigations (2023)</u></p> <p>-ATIXA Time with IX: Who is on First: Title IX Prevention and Response Teams in Higher Education and K-12</p> <p>-ATIXA: 20 minutes to Trained: Reasonable Accommodations in the Title IX Process</p> <p>-ATIXA 20 Minutes to Trained: No Contact Orders Part I</p> <p>-ATIXA 20 Minutes to Trained: No Contact Orders Part II</p> <p>-ATIXA 20 Minutes to Trained: Keeping Investigators Sharp</p> <p>-ATIXA 20 Minutes to Trained: Climate Considerations</p> <p>-ATIXA 20 Minutes to Trained: Keeping up with the Courts</p> <p>-ATIXA 20 Minutes to Trained: Applying Preponderance and Making a Finding</p> <p>-ATIXA- Time with IX: No Contact Orders and No Contact Directives: Unilateral Employee-Based, Mutual Orders, and More</p> <p>-ATIXA – Time with IX: Mandated Reporter</p> <p>-Title IX evidence collection: Strategies to ensure a complete investigation</p> <p>-Develop a questioning plan for your Title IX investigators</p> <p>-Mitigating and responding to bias in your Title IX Process</p> <p>-The 5 Stages of preparing your Title IX investigative report</p> <p>-the value of relevance during cross-examination in Title IX hearings</p> <p>-Title IX key considerations for working with pregnant and parenting students</p>	<p>-ATIXA</p> <p>-ATIXA</p> <p>-ATIXA</p> <p>-Academic Impressions</p>	<p>10/09/2023</p> <p>10/16/2023</p>
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		<ul style="list-style-type: none"> - ATIXA Time with IX: June 2, 2023 Talking BIT's: Title IX and BIT Emergency Removals and Violent Risk Assessment - ATIXA Time with IX: Investigating Pitfalls and Best Practices to Avoid Them - ATIXA Time with IX: Sexual Assault and Victimization of Vulnerable Populations - ATIXA 20 Minutes to Trained: Addressing Inappropriate Employee Behavior - ATIXA Time with IX: Navigating the Evolving Political Landscape in Education – A Comprehensive Guide for School and Campus Preparedness - ATIXA: Expert Witnesses: Lessons Learned from 100+ State and Federal Lawsuits Webinar - ATIXA – Time with IX: Navigating the Rise of Technology-Facilitated Sexual Abuse in K-12 and Higher Ed - ATIXA – Time with IX: Understanding the Barriers to Reporting Sexual Assault 	-ATIXA	<p>12/21/2023</p> <p>1/2/2024</p> <p>12/21/2023</p> <p>2/23/2024</p> <p>2/15/2024</p> <p>2/26/2024</p> <p>3/21/2024</p> <p>4/18/2024</p>
		<ul style="list-style-type: none"> -Update of Title IX Regulations 	-Husch Blackwell	5/1/2024
		<ul style="list-style-type: none"> -ATIXA Time with IX: The Intersection of Title IX, ADA, and 504 	-ATIXA	6/3/2024
		<ul style="list-style-type: none"> -ATIXA Time with IX: 2024 Regulations Series: Decision Points and ATIXA Model Policies for Higher Education 	-ATIXA	6/6/2024
			-US Department of Ed	7/21/23
		<ul style="list-style-type: none"> – Office of Civil Rights: Outreach, Prevention, Education, Non-Discrimination : Title IX Regulations Addressing Sexual Harassment 	-ATIXA	10/9/23

	<p>-ATIXA Time with IX: Who is on First: Title IX Prevention and Response Teams in Higher Education and K-12</p> <p>-ATIXA: 20 minutes to Trained: Reasonable Accommodations in the Title IX Process</p> <p>-ATIXA 20 Minutes to Trained: No Contact Orders Part I</p> <p>-ATIXA 20 Minutes to Trained: No Contact Orders Part II</p> <p>-ATIXA 20 Minutes to Trained: Keeping Investigators Sharp</p> <p>-ATIXA 20 Minutes to Trained: Climate Considerations</p> <p>-ATIXA 20 Minutes to Trained: Keeping up with the Courts</p> <p>-ATIXA 20 Minutes to Trained: Applying Preponderance and Making a Finding</p>	-ATIXA	10/23/23
	<p>-ATIXA- Time with IX: No Contact Orders and No Contact Directives: Unilateral Employee-Based, Mutual Orders, and More</p>	-Husch Blackwell	11/28/23
	<p>-ATIXA – Time with IX: Mandated Reporter</p>	-ATIXA	12-21-2023
	<p>-Compliance 101: Nondiscrimination laws and what they mean for Colleges and Universities</p>		12-21-2023
	<p>-ATIXA Time with IX: June 2, 2023 Talking BIT's: Title IX and BIT Emergency Removals and Violent Risk Assessment</p>		12-21-2023
	<p>-ATIXA Time with IX: Investigating Pitfalls and Best Practices to Avoid Them</p>		1-2-2024
	<p>-ATIXA Time with IX: Sexual Assault and Victimization of Vulnerable Populations</p>		2-21-2024
	<p>-ATIXA 20 Minutes to Trained: Addressing Inappropriate Employee Behavior</p>		2-23-2024

		<p>-ATIXA Time with IX: February 15, 2024, Navigating the Evolving Political Landscape in Education – A Comprehensive Guide for School and Campus Preparedness</p> <p>-ATIXA: Expert Witnesses: Lessons Learned from 100+ State and Federal Lawsuits Webinar</p> <p>-Implementing the Title IX Regulations for Higher Education: Nuances & Best Practices</p> <p>-ATIXA Time with IX: The Intersection of Title IX, ADA, and 504 – Why Disability Rights are Civil Rights</p> <p>-ATIXA Time with IX: 2024 Regulations Series: Decision Points and ATIXA Model Policies for Higher Education</p> <p>ATIXA Time with IX – Political Climate and First Amendment Rights</p> <p>ATIXA Time with IX – Complexities of Retaliation in Civil Rights Investigation</p> <p>Time with IX Regulation Series: Expanded Pregnancy and Parenting Protections</p> <p>Navigating Title VI Proactively</p> <p>ATIXA: OCR’s 2023 Higher Ed Resolution Agreements (Session 1)</p> <p>ATIXA: OCR’s 2023 Higher Ed Resolution Agreements (Session 2)</p>		<p>2-26-2024</p> <p>7/10/2024</p> <p>6/6/2024</p> <p>6/6/2024</p> <p>8/20/2024</p> <p>8/21/2024</p> <p>10/23/2024</p> <p>10/22/2024</p> <p>11/11/2024</p> <p>11/11/2024</p>
Regina Clear	Equity Compliance Investigator	<p>-Title IX Investigator-Sex-Based Harassment investigations</p> <p>-Title IX Training</p> <p>-Time with Title IX: Reluctant Complaints</p> <p>-Time with Title IX: Understanding Doe v Fairfax School Board</p> <p>-Time with Title IX: Intersection of Disability & Title IX</p> <p>-Title IX Investigator Tier 3 Class: Case Study and Simulation(2023)</p>	<p>-D. Stafford & Associates</p> <p>-ATIXA</p> <p>-ATIXA</p> <p>-ATIXA</p> <p>-ATIXA</p> <p>- D. Stafford</p>	<p>1/19/2023</p> <p>1/7/2023</p>

		<p>-Title IX Investigator Tier 4 Class: Statement Analysis(2023)</p> <p>-Title IX Investigator Tier 5 Class: Report Writing(2023)</p> <p>-Title IX Investigator Tier 6 Class: Technology & Investigations (2023)</p> <p>-5 Essentials to Title IX Investigations</p> <p>-5 Stages of preparing your Title IX investigative report</p> <p>-assessing credibility in Title IX cases</p> <p>-ADA/Section 504 Foundations for Higher Education</p> <p>-Implementing the Title IX Regulations for Higher Education: Nuances & Best Practices</p> <p>Navigating Title VI Proactively</p>	<p>-Academic Impressions</p> <p>-ATIXA</p> <p>-ATIXA</p> <p>-Grandriver solutions</p>	<p>4/2/2024</p> <p>7/10/2024</p> <p>10/22/2024</p>
William Sibley	Equity Compliance Officer	<p>-Title IX Investigator Tier 3 Class: Case Study and Simulation(2023)</p> <p>-Title IX Investigator Tier 4 Class: Statement Analysis(2023)</p> <p>-Title IX Investigator Tier 5 Class: Report Writing(2023)</p> <p>-Title IX Investigator Tier 6 Class: Technology & Investigations (2023)</p> <p>-Implementing the Title IX Regulations for Higher Education: Nuances & Best Practices</p> <p>- Navigating Title VI Proactively</p>	<p>-D. Stafford</p> <p>-ATIXA</p> <p>-Grandriver solutions</p>	<p>7/10/2024</p> <p>10/22/2024</p>
Bekah Nation	Executive Assistant	<p>-Clery Act Fundamentals</p> <p>-Implementing the Title IX Regulations for Higher Education: Nuances & Best Practices</p>	<p>-Clery Center</p> <p>-ATIXA</p> <p>-Academic Impressions</p>	<p>2/8/2024</p> <p>7/10/2024</p>

		-2024 Title IX Educational Series: Protections for Pregnant and Parenting Students		