



# Title IX Appeal Officer Training

---

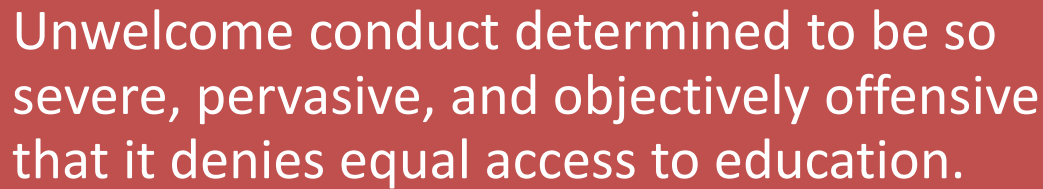
Overview of Duties, Legal  
Requirements, and  
Institutional Procedures

June 3, 2025

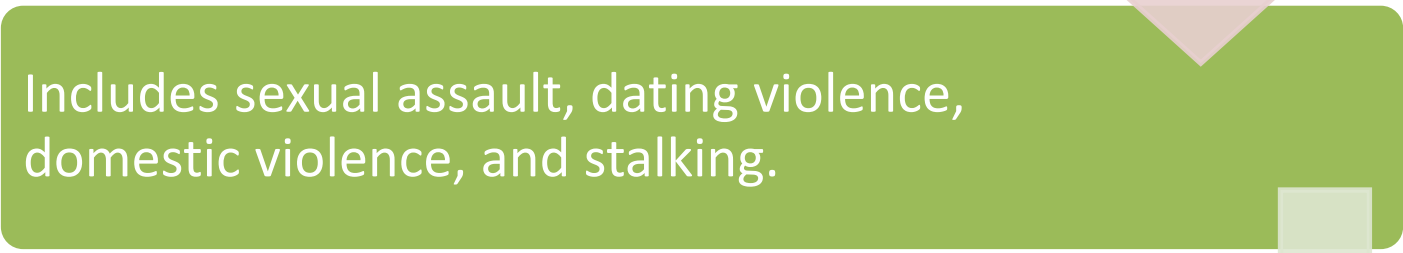
# Definition of Sexual Harassment (Title IX)

---

Unwelcome conduct determined to be so severe, pervasive, and objectively offensive that it denies equal access to education.



Includes sexual assault, dating violence, domestic violence, and stalking.



Defined by the 2020 Title IX Regulations and FVTC Policy.



# Scope of Education Program or Activity

---

CONDUCT MUST OCCUR IN THE U.S. AND IN AN EDUCATION PROGRAM OR ACTIVITY CONTROLLED BY FVTC.



INCLUDES ON-CAMPUS EVENTS, SCHOOL-SPONSORED OFF-CAMPUS ACTIVITIES, AND DIGITAL PLATFORMS USED BY THE SCHOOL.



MUST INVOLVE A COMPLAINANT PARTICIPATING IN OR SEEKING TO PARTICIPATE IN AN FVTC PROGRAM.

# Grounds for Appeal

PROCEDURAL IRREGULARITY THAT  
AFFECTED THE OUTCOME.

NEW EVIDENCE NOT AVAILABLE DURING  
THE ORIGINAL PROCESS.

BIAS OR CONFLICT OF INTEREST OF TITLE  
IX PERSONNEL.

APPEALS MUST BE SUBMITTED IN  
WRITING WITHIN 7 CALENDAR DAYS OF  
THE DECISION.

# Appeal Officer Responsibilities

Review all materials from investigation and hearing.

Ensure fairness, impartiality, and procedural compliance.

Issue a written decision with rationale to both parties.

Cannot be the same person as the investigator, coordinator, or hearing decision-maker.

# Avoiding Bias and Prejudgment

---

1

REMAIN NEUTRAL  
TOWARD ALL PARTIES  
AND OUTCOMES.

2

AVOID ASSUMPTIONS  
BASED ON  
COMPLAINANT OR  
RESPONDENT STATUS.

3

REPORT AND RECUSE  
IF ANY CONFLICT OF  
INTEREST OR  
APPEARANCE OF BIAS  
EXISTS.

# Evaluating New Evidence

1

Determine if new information was previously unavailable.

2







Assess whether it could reasonably impact the outcome.

3

Ensure all review adheres to relevance standards under Title IX and FVTC policy.

# Summary of Relevance Standards in Title IX

---

Category	Relevant?	Notes
Evidence proving or disproving allegations	 Yes	Must relate directly to facts in dispute
Prior sexual history (with others)	 No	Unless proving someone else committed the conduct
Prior sexual history (with respondent)	 Conditional	Only if used to show consent
Privileged documents (e.g., medical)	 No	Unless explicit written consent is given
Witness statements or direct observations	 Yes	Must relate to events, context, or behavior
Harassing or duplicative questions	 No	Can be excluded by Decision-Maker

---



# Training Transparency and Records



All training materials must be publicly available online.



Appeal outcomes and rationales must be documented and shared with both parties.



Maintain confidentiality per FERPA and institutional policy.