

SWIER LAW FIRM-SASD TITLE IX CONFERENCE

**Southeast Technical Institute
April 23-24, 2018**

SWIER LAW FIRM, PROF. LLC

Nationally Recognized Legal Solutions



2018 SWIER LAW FIRM-SASD TITLE IX CONFERENCE

On behalf of Swier Law Firm and the School Administrators of South Dakota, we are pleased to invite you to the 2018 Swier Law Firm-SASD Title IX Conference.

Every school district in South Dakota is required to have a Title IX coordinator who oversees implementation, training, and compliance with Title IX. The Swier Law Firm-SASD Title IX Conference brings school district Title IX coordinators and administrators into professional collaboration to explore best practices and share resources.

Monday, April 23, 2018

9:00 a.m. – 10:00 a.m. REGISTRATION AND CHECK-IN

10:00 a.m. – 6:00 p.m. HARASSMENT OF STUDENTS AND STAFF: WHAT IS IT AND WHAT CAN BE DONE?

School discrimination and harassment are difficult topics to discuss and tackle in school districts. Consequently, schools often don't know what steps they should take in the prevention and intervention of the misconduct which increases violations of civil rights and the potential risk of liability. This presentation will discuss the pertinent civil rights laws dealing with discrimination and harassment in schools.

Tuesday, April 24, 2018

8:00 a.m. – 8:30 a.m. REGISTRATION AND CHECK-IN

8:30 a.m. – 3:00 p.m. THE COMPLAINT HAS BEEN FILED: HOW TO CONDUCT A PROPER TITLE IX INVESTIGATION

Federal law requires that schools receiving a complaint, or otherwise learning of alleged harassment in the school or workplace, "investigate promptly and thoroughly... take immediate and appropriate corrective action by doing whatever is necessary to end the harassment, make the victim whole...and prevent the misconduct from recurring." This presentation will discuss the investigation process, often the most critical element in dealing with discrimination and harassment.

FEATURED SPEAKERS

Dr. Susan Strauss is a national and international speaker, trainer, consultant and a recognized expert on workplace and school harassment and bullying. She conducts harassment and bullying investigations and functions as an expert witness in harassment and bullying lawsuits. She taught high school students for 14 years. Her clients are from business, education, healthcare, law, and government organizations from both the public and private sector.

Dr. Strauss has conducted research, written over 30 books, book chapters, and journal articles on harassment, bullying, and related topics. She has been featured on 20/20, CBS Evening News and other national and international television and radio programs as well as interviewed for newspaper and journal articles such as *Harvard Education Newsletter*, *Lawyers Weekly* and *Times of London*.

Scott Swier is the CEO, Founder, and Managing Partner of Swier Law Firm. He also leads the law firm's Education Law Practice Group.

Scott serves as an adjunct professor at the University of South Dakota School of Law where he teaches the popular "Education and the Law" course. He also serves as legal counsel for school districts throughout the state and for the SASD. Scott's book, *The South Dakota School Law Deskbook*, is considered the premier resource for every school administrator, school board member, and school attorney in the state.

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Post-Secondary Schools Emphasis

Gender Equity and Title IX: Best Practices for Equitable Program Benefits 60 minutes

Presented by John Long, Monday, April 23, 2018

Noon-1pm

- Accommodation of Interests and Abilities
- “Laundry List” Issues
- Equal Pay Considerations for Coaches and Staff
- Interests and Abilities: Institutional Planning and the Three-Prong Test
- Financial Aid and Common Pitfalls and Misconceptions Regarding Athletics Scholarships

Value Based Decision Making: Why Employers Lose Their Way in Crisis 60 minutes

Presented by Scott Preston, Tuesday, April 24, 2018

Noon-1pm

Title IX Reporting and Investigations: How to Avoid the Pitfalls 90 minutes

Presented by John Long and Scott Preston, Tuesday, April 24, 2018 3:00 - 4:30pm

- Athletic Interventions
- Reporting Order (Title IX vs the Standard Organizational Chart)
- Misunderstanding “Reasonable Employee” Obligations
- Misunderstanding Consent
- Lack of Reporting of Sexual Assaults
- The Pros and Cons of Raising the Burden of Proof Standard in Sexual Misconduct Adjudication - “Preponderance vs. Beyond Reasonable Doubt”
- Failing to Follow Proper Investigation and Hearing Procedures

2018 SWIER LAW FIRM-SASD TITLE IX CONFERENCE

The Swier Law Firm-SASD Title IX Conference is an educational opportunity for school administrators and Title IX coordinators who are interested in serving their districts more effectively.

WHEN: Monday & Tuesday – April 23-24, 2018

LOCATION: Southeast Technical Institute
2320 N. Career Avenue (Sullivan Health Center)
Sioux Falls, SD 57107

COST: \$125.00/school district
Pre-registration fee is required

CEU(S): 15 CEUs for both days

FOR MORE INFORMATION: Contact Sara Travis at Swier Law Firm at 605-275-5669 or sara@swierlaw.com.

REGISTRATION: SASD Members can register for the conference at <https://compensation.sasd.org/memberlogin.aspx> or by contacting Kara Brandlee at SASD.

Non-SASD Members can register for the conference by contacting Swier Law Firm's Executive Director Sara Travis at sara@swierlaw.com or 605-275-5669.

FEATURED SPEAKERS: Dr. Susan Strauss, Strauss Consulting
Scott Swier, Swier Law Firm
John Long, Jackson Lewis Law Firm
Scott Preston, Jackson Lewis Law Firm

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Registration

Name: _____

Title: _____

School: _____

Address: _____

City & Zip: _____

Phone: _____

Email: _____

Payment Method: _____

**Note: If paying by credit card, please expect to be contacted by Cindy Buck, Director of Finance.*

Additional Notes: _____

Please return this form via email (Sara@SwierLaw.com) or Fax (605.286.3219)

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**Sheraton Sioux Falls Hotel
1211 N. West Avenue North
Sioux Falls, SD 57104
605.331.0100**

Group Title: TITLE IX CONFERENCE

Group Rate: \$112 per night

Deadline: Room must be reserved by April 9, 2018 for Group Rate

Note: There are a total of 15 rooms blocked. If you call and are told none are available, please contact:
Deana Olson at 605.275.5669 or Deana@SwierLaw.com