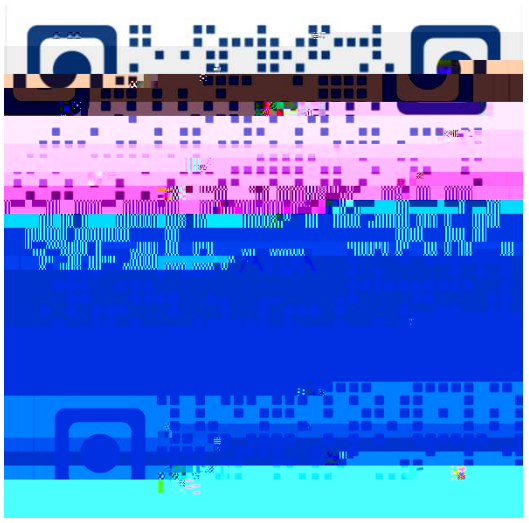




Not for Distribution

www.atixa.org/atixa-event-lobby





Strategic Risks

Strategic Risks: **Market**, **Technology**, **Legal**, **Operational**, **Financial**, **Human Resources**

Market

Technology

Legal

Operational

Financial

Human Resources

Not for Distribution

1

2

3

4

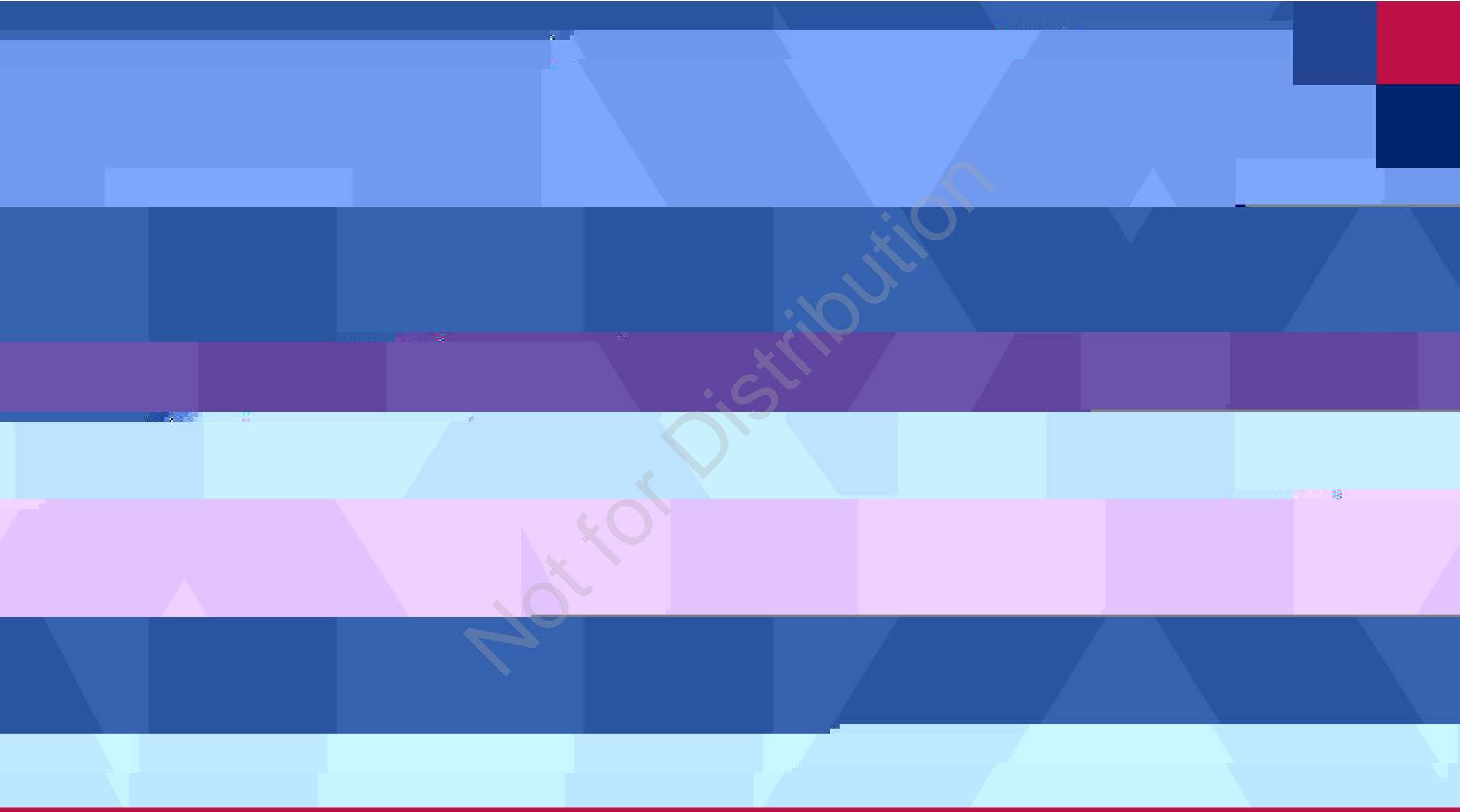
5

6

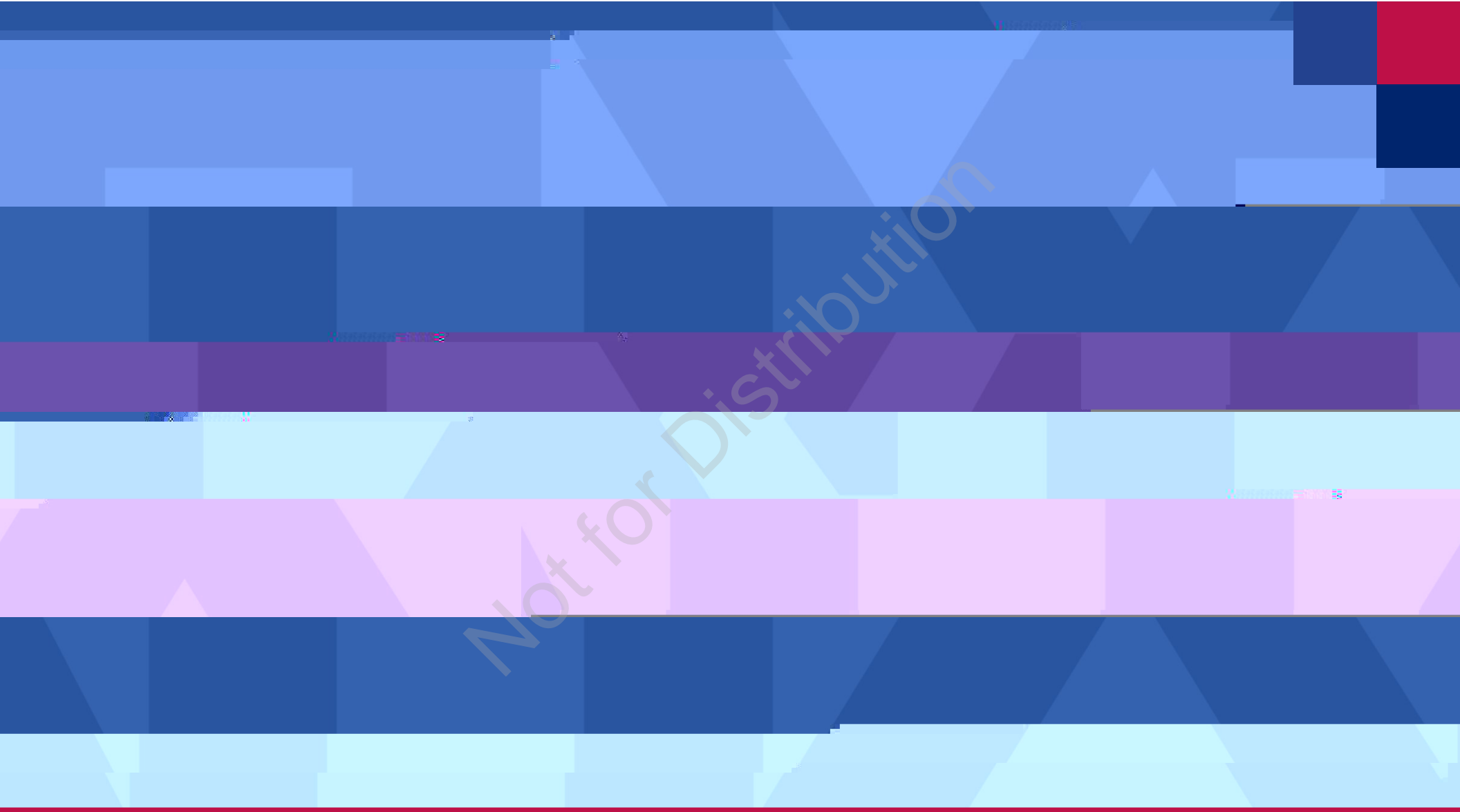
7

8

Not for Distribution



Not for Distribution



Not for Distribution

Not for Distribution

sex based harassment

sexual harassment

Hostile Environment Harassment

OR
AND

Not for Distribution

SPOO(2020Regulations)

AND

AND

SOP(2022NPM)

OR

AND

AND

Not for Distribution

Education program or activity

Not for Distribution

Jurisdiction



AND/OR



AND/OR



AND

YOU LIKELY HAVE JURISDICTION

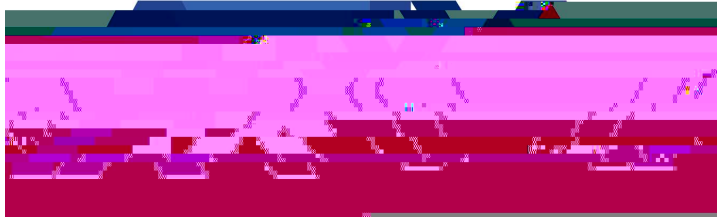
Not for Distribution



Decision Point:
What other laws and policies does your institution need to consider?



EMPLOYEE ROLE	DISCLOSURE FROM	NOTIFY TIXC	PROMOTE TIXC/INFO
Confidential Employees	<ul style="list-style-type: none"> • • 		
authority to institute corrective measures	<ul style="list-style-type: none"> • • 		
administrative leadership, teaching and advising	<ul style="list-style-type: none"> • 		
	<ul style="list-style-type: none"> • • 		



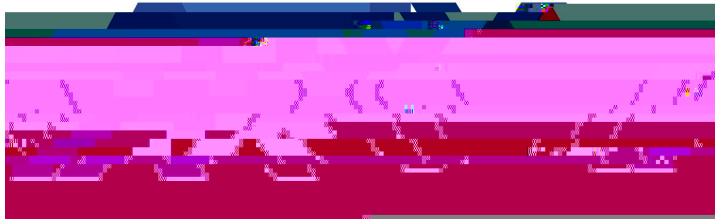
Not for Distribution

Not for Distribution

Not for Distribution



A red rectangular box with a white question mark icon on the left and the text "Decision Point: Training frequency and modalities" on the right. The box has a slight 3D effect with a shadow on the right side.



BEST PRACTICES

Not for Distribution

Monitoring

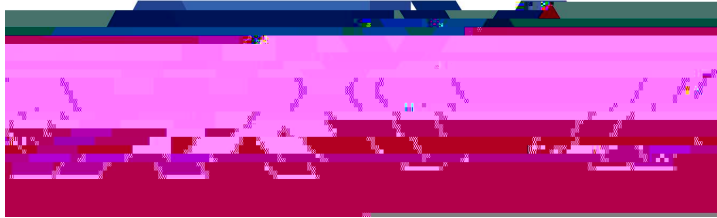
Not for Distribution



f f f

All dismissals are discretionary, but can occur when

Not for Distribution



Not for Distribution

Administrative Leave

employee

Emergency Removal

student

Not for Distribution



Decision Point:
Who will conduct the safety and risk analysis?

Not for Distribution

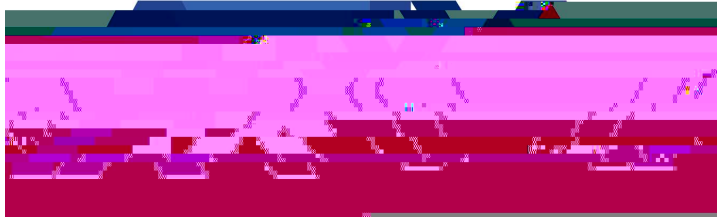
A graphic with a dark red background. On the left, there is a circular icon with a white center and a yellow-green gradient. To the right of the icon, the text "Decision Point:" is written in white. Below it, the text "Who will hear Emergency Removal challenges?" is written in white.

Decision Point:
Who will hear Emergency Removal challenges?

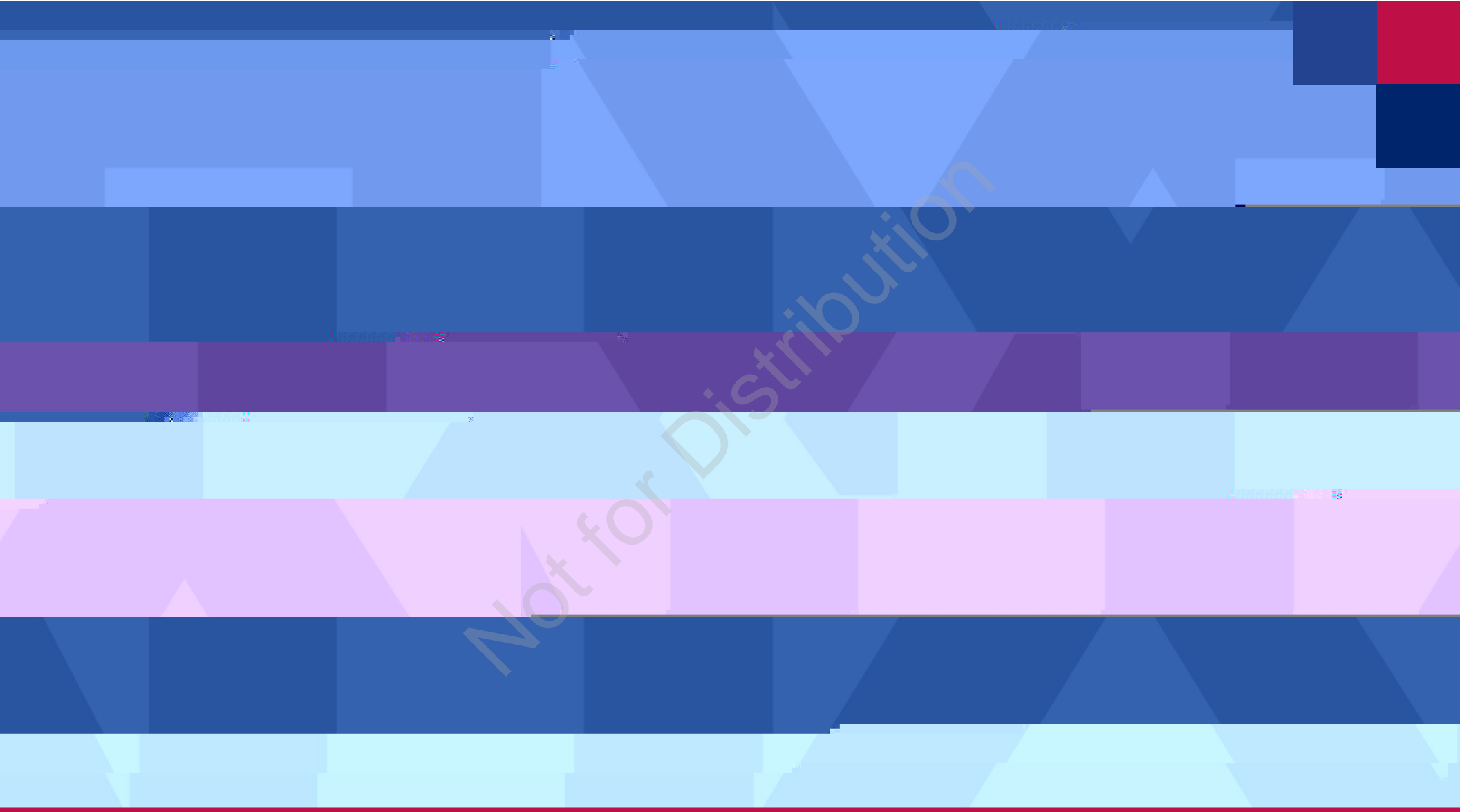
Not for Distribution

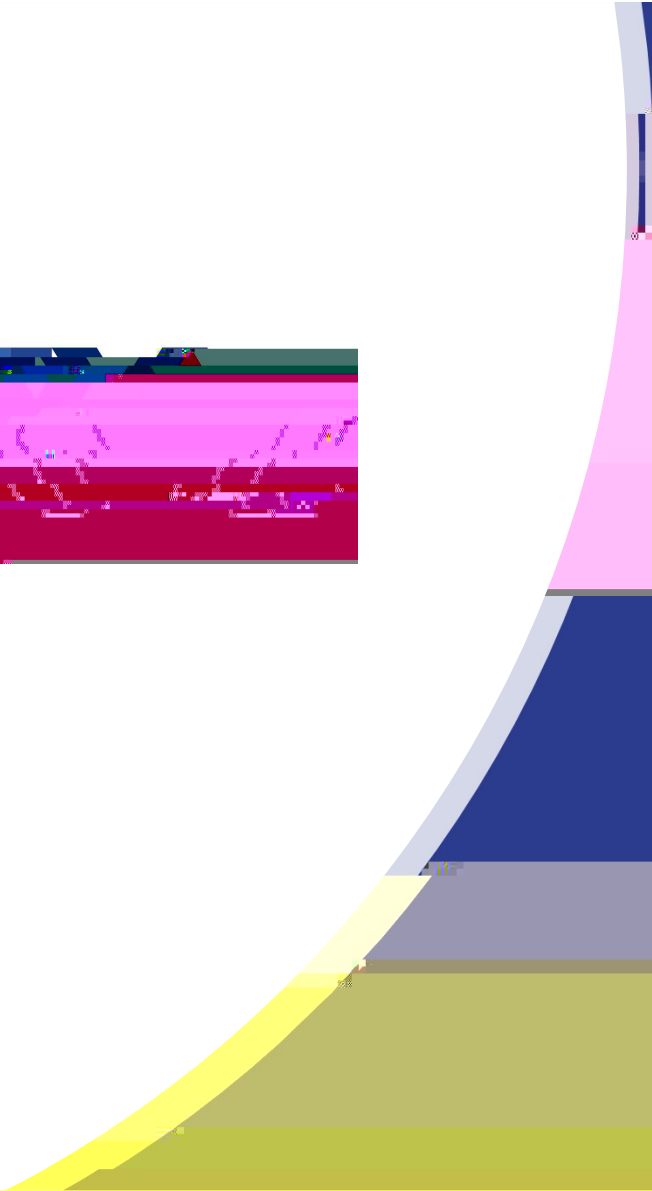
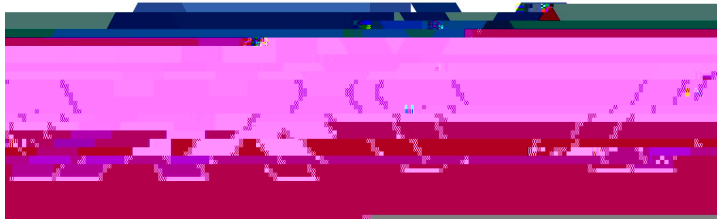
 **Decision Point:
Who will facilitate
Informal Resolutions?**

without



Not for Distribution

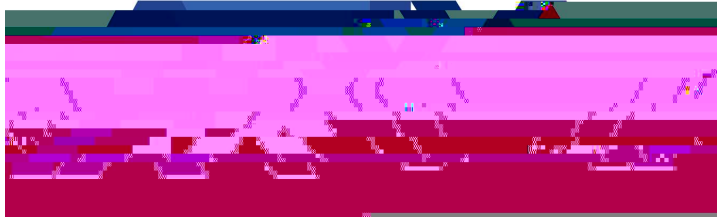




Not for Distribution



Decision Point:
Who will serve as an investigator? As Decision maker?



Not for Distribution

§ 10645

-
-

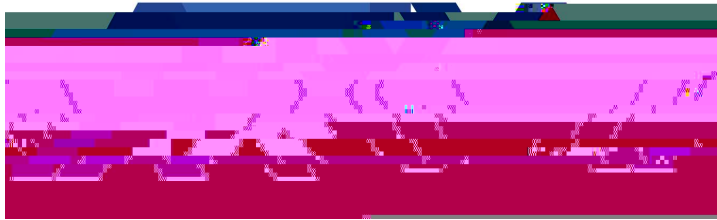
§ 10646

-
-
-
-
-

A presentation slide with a pink background. On the left side, there is a dark red circle containing a white question mark. To the right of the circle, the text reads: "Decision Point: Do you have policies prohibiting false statements? If not, will you add them?". The slide has a thin yellow border on the right and bottom edges.

Not for Distribution

§ 10645	§ 10646
•	• or
•	• •



Not for Distribution

	§ 10645	§ 10646
Second 10 day period	•	•
Credibility Assessment	•	•
	•	hearing meetings live individual
Live Hearing	•	•

§ 10645

§ 10646

**Gross
examination**

•

•

•

Written Outcome

•

•

Appeal

•

•

•

Not for Distribution

OR

any party

**Decision Point:
Will you offer a live
hearing?**

Not for Distribution

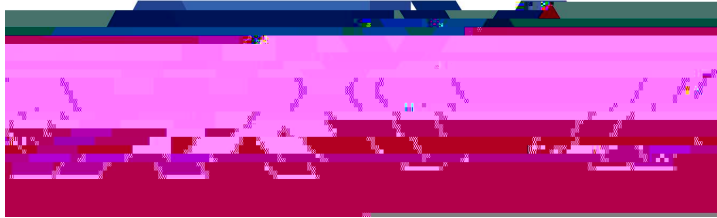
to the p:



Witten

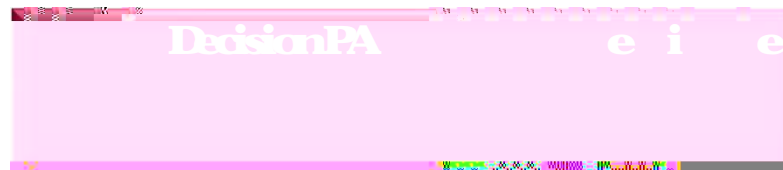
-
-
-
-
-

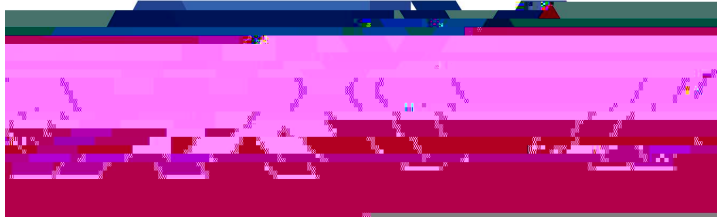
**Decision Point:
Who will serve as the Appeal
Decision maker(s)?**



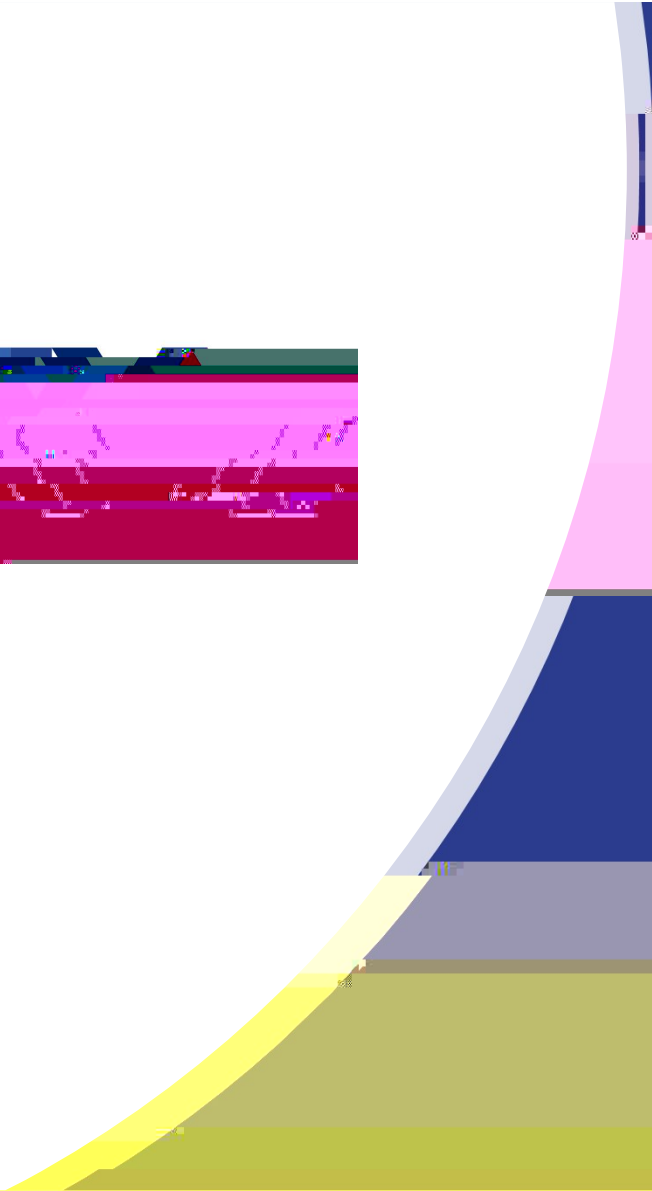
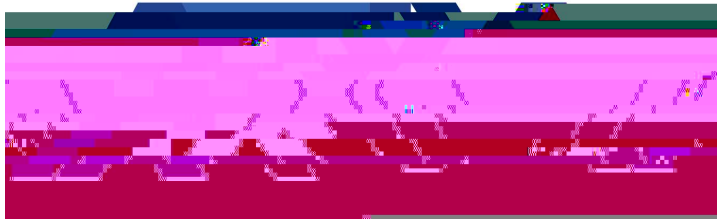
Not for Distribution

**comparable proceedings,
including other discrimination complaints (Title VII, Title VI)**



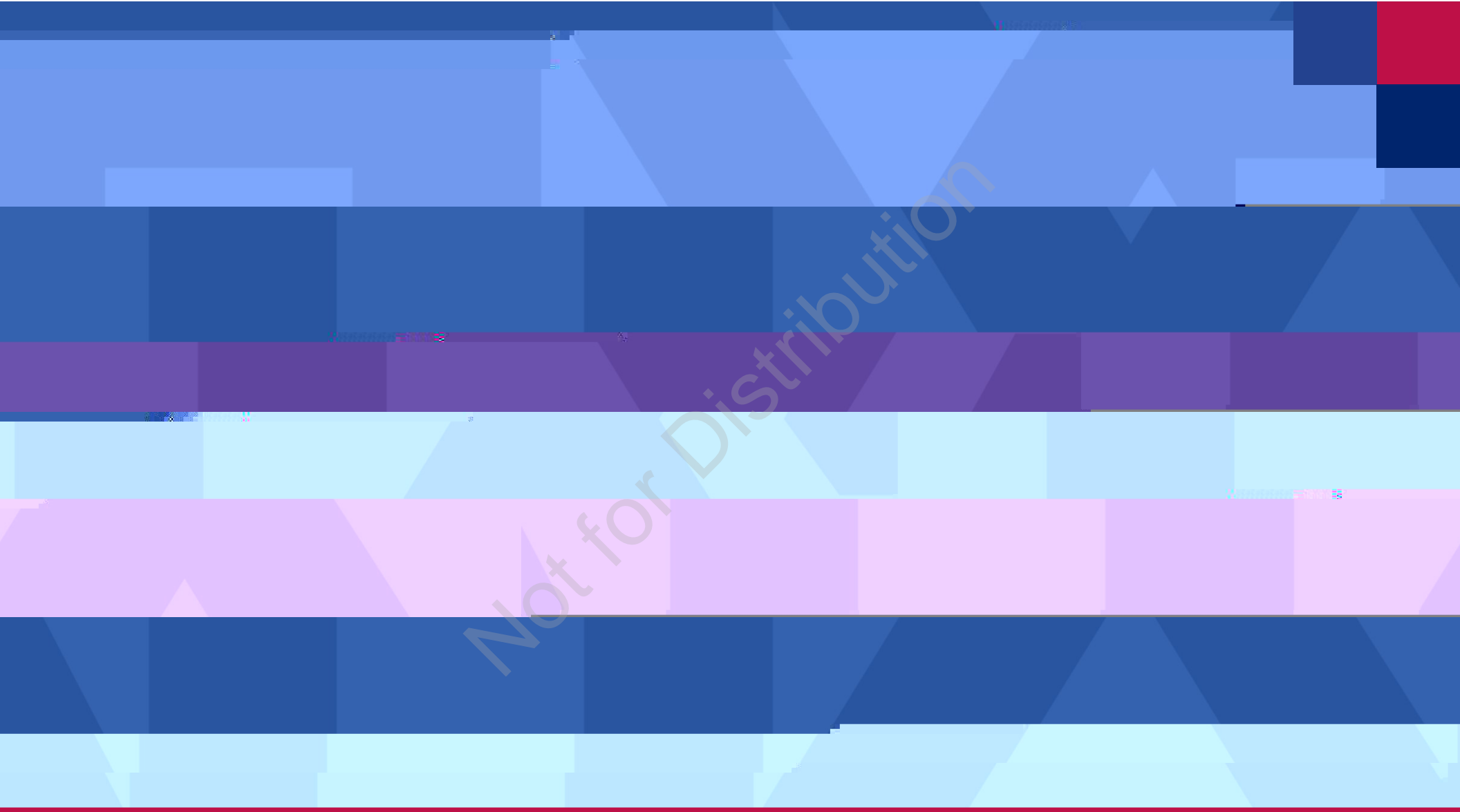


Not for Distribution



Not for Distribution



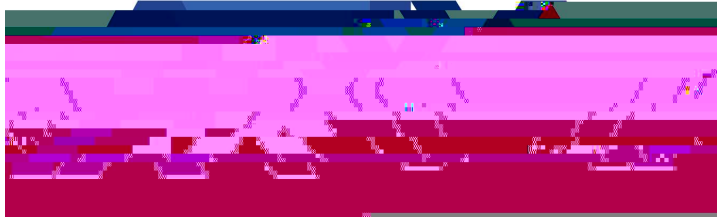


Not for Distribution

OR

Not for Distribution

Not for Distribution

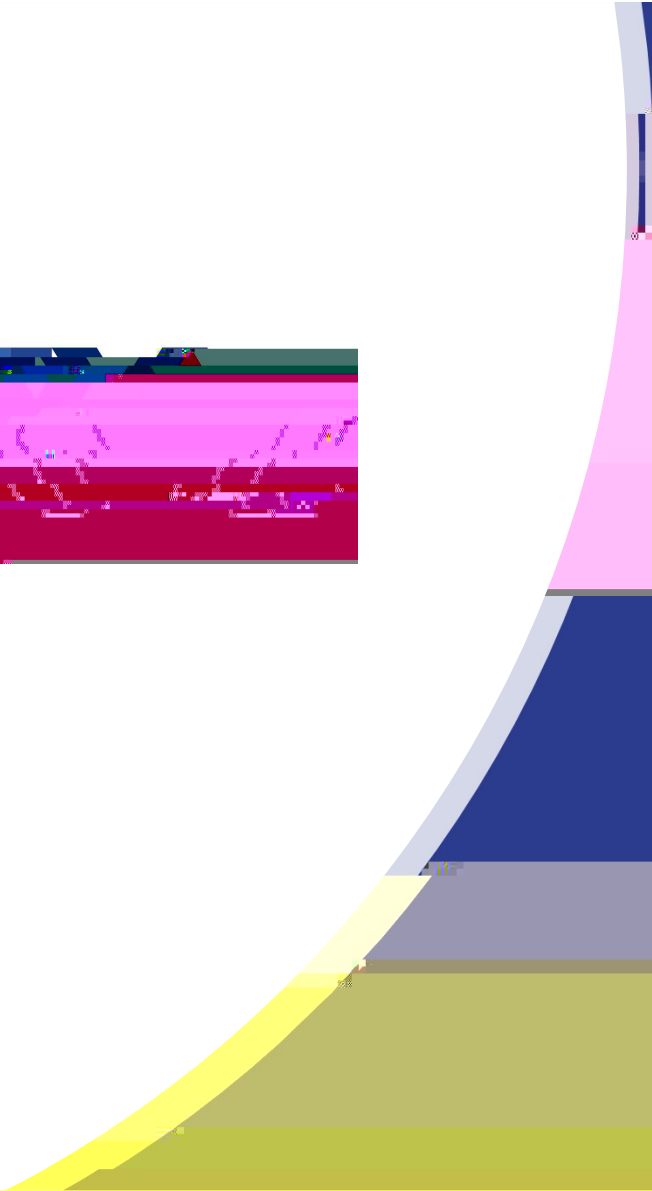
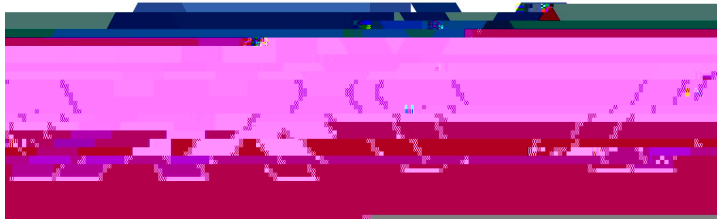


Not for Distribution

α



Decision Point:
**How many lactation spaces
are needed to reasonably
accommodate both student
and employee populations?**



Separate teams

Not for Distribution

**Be substantially related to the achievement
of an important educational objective**

Not for Distribution

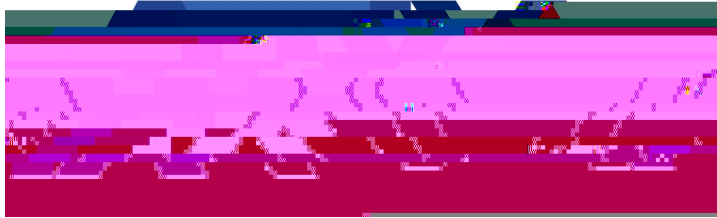
Decision Point:
? Will the institution implement a policy that restricts athletic participation based on gender identity?

Decision Point:
? How will the institution navigate conflicting state law or governing body policies and federal regulations?

Decision Point:
? How will the institution document its attempts to minimize harm and rationale for such actions?

Not for Distribution

Not for Distribution

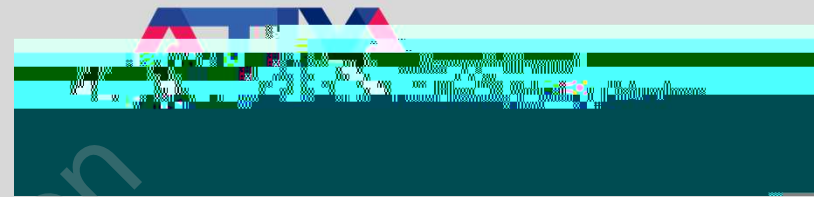
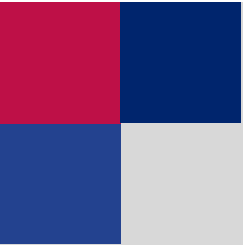


Not for Distribution



Not for Distribution

Not for Distribution



Not for Distribution

