
CCHA

TITLE IX SERVICES



Education Overview

CCHA is a leader in representing educational clients, both K-12 schools and higher education institutions.

We represent colleges and universities throughout Indiana and across the country, from private liberal arts and religiously affiliated institutions (with enrollments in the hundreds) to community college districts to public research universities (with enrollments over 100,000). CCHA provides day to day legal services to educational entities in a variety of structures. We represent suburban, urban, and rural schools with differing populations.

We have served as general or special counsel (including for teacher and classified staff bargaining, human resources/ personnel, policy development and maintenance, and student/special education-focused services) at one time or another to nearly half of the state's school corporations. The nature of our practice and the history of our client base and representation allow us to provide a unique, experienced perspective on resolving legal issues for educational and institutional clients.

CCHA has dedicated Higher Education and K-12 practice groups. Many of the attorneys on our Higher Education practice team have had work experiences prior to CCHA that have provided a deeper understanding of our clients' needs. For instance, our team's past work experience includes work as university counsel, at the NCAA, as a DI Conference Commissioner, as general counsel at a Greek organization, at an AM100 law firm, and at the Indiana Office of Inspector General.

CCHA's Higher Education group also includes several specialists with valuable industry experience (including in various roles on campus and at national governance bodies) that allows them to support and supplement the work of the Higher Education attorneys at a lower cost to clients.



CCH+A | EXPERIENCE MATTERS



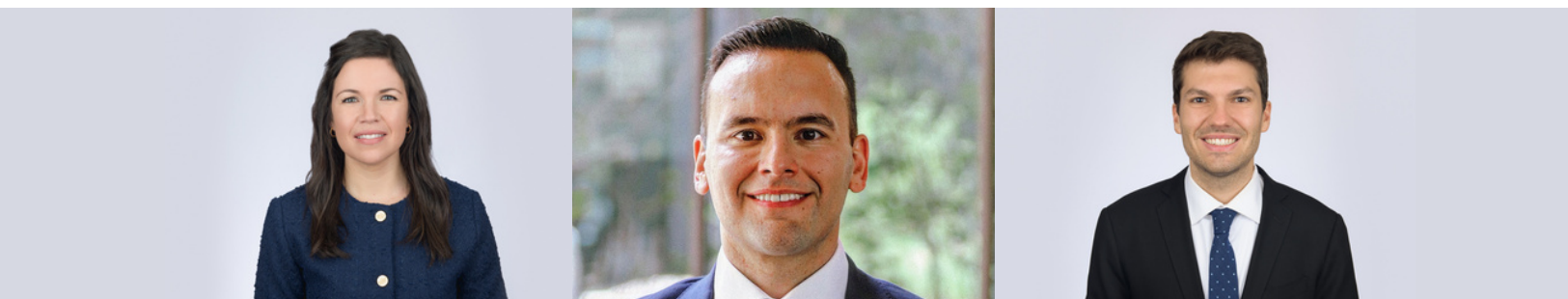
Expertise

Our attorneys and specialists hold memberships and leadership positions with various national organizations including:

- National School Attorneys Association
- National Association of Colleges and University Attorneys
- Women Leaders in College Sports
- National Association for Athletic Compliance
- ATIXA

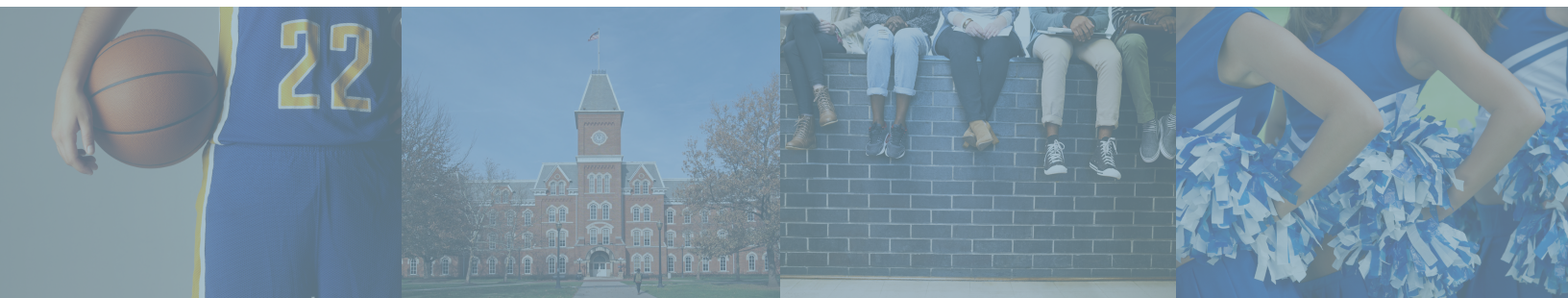
Our attorneys regularly litigate and speak on these matters, allowing us to be at the cutting edge of changes in the Title IX legal landscape.

For example, our attorneys have recently presented to members of the National Association of College and University Attorneys, National School Attorneys Association, and the Indiana Civil Rights Commission on developments in Title IX.



LEARN MORE ABOUT OUR TEAM AT [CCHALAW.COM](https://www.cchalaw.com)

TITLE IX SERVICES | INVESTIGATIONS



Investigations

Conducting fair and impartial investigations always starts with making sure that the investigator understands the institution's policies, procedures, and practices.

The more everyone understands what is expected during the process, the fairer it will be.

Having conducted and advised on many Title IX matters, our attorneys understand the importance of not prejudging any set of facts and letting the process play out. We also work collaboratively and ask questions of one another in weekly status report meetings as a quality control on impartiality and bias. We are careful not to overpromise confidentiality to any of the participants in the process and explain to them the importance of keeping the discussions private for the integrity of the investigation.

As necessary, we have worked with clients to obtain necessary data releases and authorizations from participating parties (e.g., regarding FERPA or HIPAA).

We are experienced in conducting complicated Title IX investigations, and are familiar with the nuances of athletics investigations, including those involving potential coach misconduct, hazing, and NCAA infractions.



TITLE IX SERVICES | POLICY DEVELOPMENT



Policy Development

Policy development begins with the Title IX regulations.

The regulations are prescriptive in certain areas. In other areas where there may be room for some discretion, it is important to have input and buy-in from relevant stakeholders and constituents (e.g., faculty and student leaders for higher education). This helps to ensure that the policy will be understood by the constituents to whom it applies.

Our CCHA Team travels to you. There is no substitute for live, in-person trainings and communications to ensure the policies are effectively communicated. When such trainings or communications are not feasible, strategic communications to select groups should be conducted.



TITLE IX SERVICES | TRAINING



Training

CCHA has developed a Title IX training that includes all relevant areas prescribed by the Title IX regulations, including customizable slides for school-specific policies and procedures.

Our **customized training** starts with consulting the Title IX leaders on campus before conducting such training and collaborating to include relevant hypotheticals and examples that are most relevant to the issues they have and are likely to face.

Our **Title IX training menu** includes customizable modules that allow schools to order a la carte modules for specific audiences so that their training needs are met effectively and efficiently.

Our **Athletics Gender Equity Training** covers cutting edge issues such as Title IX's application to NIL, Alston, and the potential for student-athletes to be employees.

[Reach out](#) to learn more about how we can customize a Title IX training for your campus.



TITLE IX SERVICES | PROGRAM AUDITS



Program Audits

Our program audits:

- Begin with a meeting with the relevant stakeholders to discuss the overall process, audit strategy, and timeline.
- Next, we create a document request and a shared cloud-based location for responses.
- On a case-by-case basis, we may conduct a survey to initially assess potential areas of strength and concern.
- After reviewing the documentation, we meet with relevant staff members in person or individually to interview them regarding the institution's practices.

This tiered approach of collecting documents, issuing surveys, and interviewing stakeholders in focus groups and one-on-one ensures that all relevant areas are thoroughly examined.

We analyze all written and interview evidence, focusing on the Title IX regulations, recent litigation, and OCR guidance, and determine whether there are deviations. We also compare and contrast specific policies and practices with those from other institutions to identify any risk or tradeoffs. Finally, we draft a report analyzing all areas of compliance, identifying strengths and areas of improvement, and creating a list of recommendations.



TITLE IX SERVICES | ATHLETICS AUDITS



Athletics Audits

Our athletics audits begin with a meeting with the relevant stakeholders to discuss the overall process and timeline. Next, we create a document request and a shared cloud-based location for responses. On a case-by-case basis, we may conduct a survey to initially assess potential areas of strength and concern. After reviewing the documentation, we meet with administrators, coaches, and student-athletes from each team and discuss participation opportunities, financial aid, and all the treatment areas.

We scrutinize squad lists and rosters to verify participation numbers and calculate proportionality as defined in the relevant Title IX guidance and policy interpretations. We analyze all written and interview evidence, focusing on the experience of the student-athletes, and determine whether there are deviations in favor of one sex over the other, whether those are negligible, and whether there is a legitimate nondiscriminatory justification for the difference.

If the school does not meet Prong 1's substantial proportionality requirements for participation opportunities, we will analyze whether they have gathered information demonstrating that they have unmet interests and abilities in the underrepresented sex. We may, depending on the specific circumstances, work with the institution to draft and implement an interest survey if further information is necessary.

