

Title IX Rule

The U.S. Department of Education's Office for Civil Rights (OCR) enforces Title IX of the Education Amendments of 1972. Title IX protects people from discrimination based on sex in education programs or activities that receive federal financial assistance. Title IX states that:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

Non-Discrimination Policy

Focus Personal Training Institute (FPTI) does not discriminate on the basis of race, color, religion, creed, national or ethnic origin, sexual orientation, age, or disability in the administration of any of its educational programs and activities or in its employment practices.

Title IX Coordinators

FPTI's Title IX Coordinators are listed below. Questions regarding Title IX or the reporting of sex discrimination, including sexual harassment, may be directed to the Title IX Coordinators at any time, including during non-business hours.

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(212) 319-3816

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Training Materials for Title IX Personnel

The Title IX Personnel include the Title IX Coordinators, any investigator, any decision-maker, and any person who facilitates an informal resolution (such as mediation).

FPTI ensures that Title IX Personnel have received training that meets the standards of the U.S. Department of Education's Office for Civil Rights (OCR), does not rely on sex stereotypes, and promotes impartial investigations and adjudications of formal complaints of sexual harassment.

FPTI utilizes Thompson Coburn LLP's Title IX Training Series. This series contains six in-depth modules, outlined below. In accordance with the Title IX Rule, each module of training is accessible to view and is linked below.

- **Module 1 – An Introduction to Managing Title IX Sexual Harassment on Campus:** In the Fundamentals of the Law module, Scott Goldschmidt and Aaron Lacey provide an overview of the new Title IX rule. Starting with a background and history of Title IX, the module details key definitions, elements of a sufficient response to “Title IX sexual harassment,” interim and supportive measures and recordkeeping requirements. – [LINKED HERE](#)
- **Module 2 – Formal Complaints of Title IX Sexual Harassment:** In the Formal Complaints module, Scott Goldschmidt and Aaron Lacey discuss the new regulation’s framework for formal complaints of Title IX sexual harassment. The module details the ten core requirements for a formal complaint process and explains the requirements regarding dismissals and consolidation of complaints. – [LINKED HERE](#)
- **Module 3 – Title IX Investigations & Informal Resolutions:** In the Investigations and Informal Resolutions module, Susan Lorenc, Scott Goldschmidt, and Aaron Lacey explain the new regulation’s requirements for investigations of formal complaints of Title IX sexual harassment. The module explores key concepts, notice requirements, confidentiality, evidence, serving impartially, issues of relevance, interviews, credibility determinations, collection and review of documentation and writing investigative reports. The module also explains the regulation’s requirements regarding informal resolutions. – [LINKED HERE](#)
- **Module 4 – Title IX Hearings:** In the Hearings module, Retired Judge Booker Shaw, Scott Goldschmidt, and Aaron Lacey, discuss the new regulation’s hearing requirements for formal complaints of Title IX sexual harassment. The module delves into key concepts, the live hearing requirement, advisors, managing cross-examination, relevance, credibility, burden of proof, evidence, and legal privileges. – [LINKED HERE](#)
- **Module 5 – Title IX Determinations:** In the Determinations module, Susan Lorenc, Scott Goldschmidt, and Aaron Lacey explore the new regulation’s requirements for written determinations of responsibility following a hearing. The module covers key concepts, the format and content of determinations, organizing facts and thoughts, excluding facts in evidence, weighing facts under applicable evidentiary standards, types of evidence, effective deliberations and writing a defensible determination. – [LINKED HERE](#)
- **Module 6 – Title IX Appeals:** In the final module of the series, Retired Judge Booker Shaw, Scott Goldschmidt, and Aaron Lacey explain the new Title IX rule’s requirements for appeals. The module details key concepts, bases for appeal, drafting appeal decisions and requirements for appeal officers. – [LINKED HERE](#)