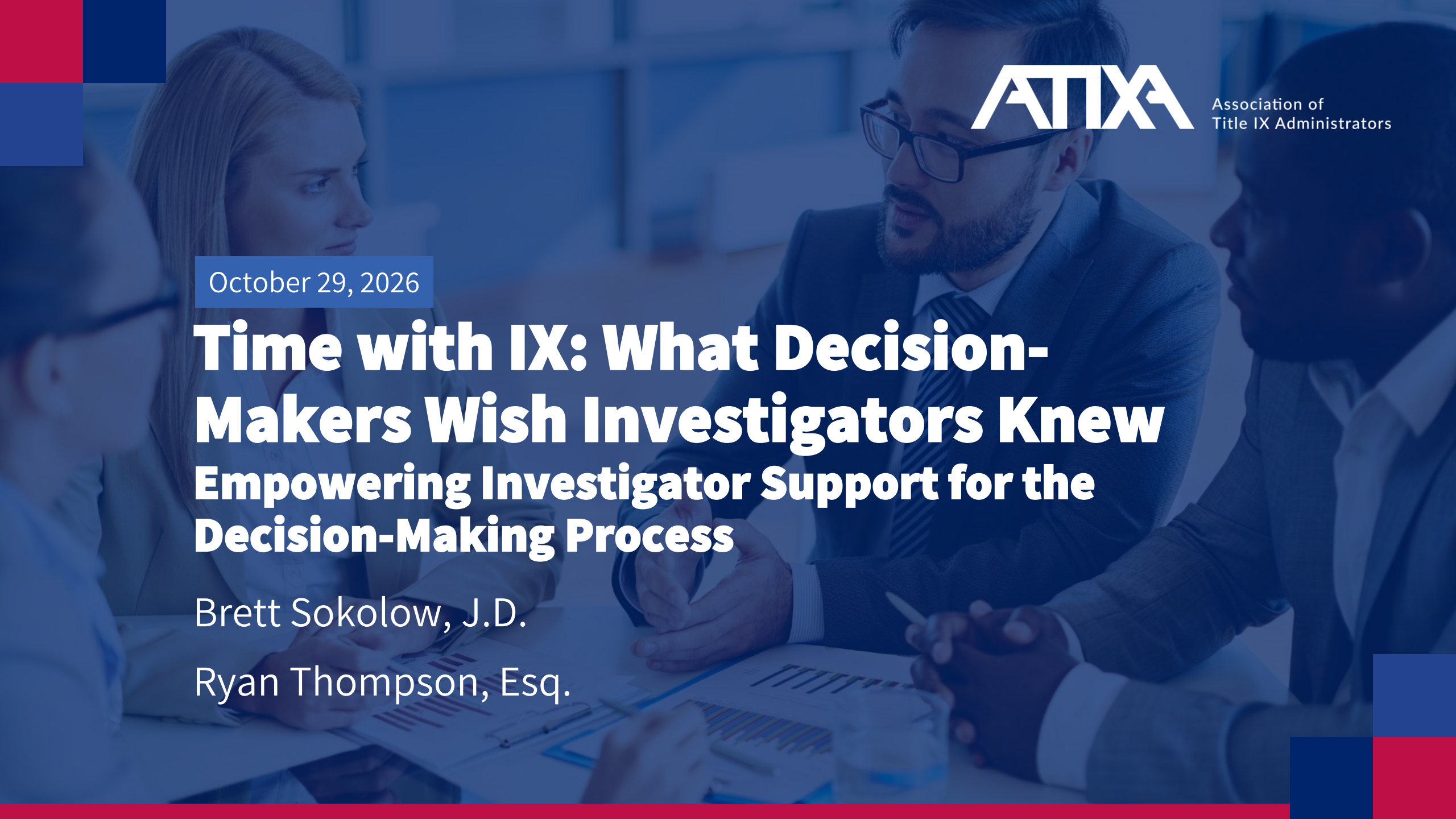


Association of Title IX Administrators

October 29, 2026

Time with IX: What Decision-Makers Wish Investigators Knew

Empowering Investigator Support for the Decision-Making Process

Brett Sokolow, J.D.

Ryan Thompson, Esq.

Today's Presenters



Brett Sokolow, J.D.

Chair: TNG Board of Directors; TNG Management Committee; ATIXA Advisory Board



Ryan Thompson, Esq.

Member, ATIXA Advisory Board

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Agenda

1. Separation of Roles
2. Investigator and Decision-Maker Interactions
3. Finalizing the Investigation Report
4. Hearings and Decision-Making
5. Relevant Evidence
6. Questions and Answers

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Separation of Roles

- Impartiality
- Different Mindsets
- Understand/Shadow Each Role
- Head Chef and Sous Chef



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Interactions

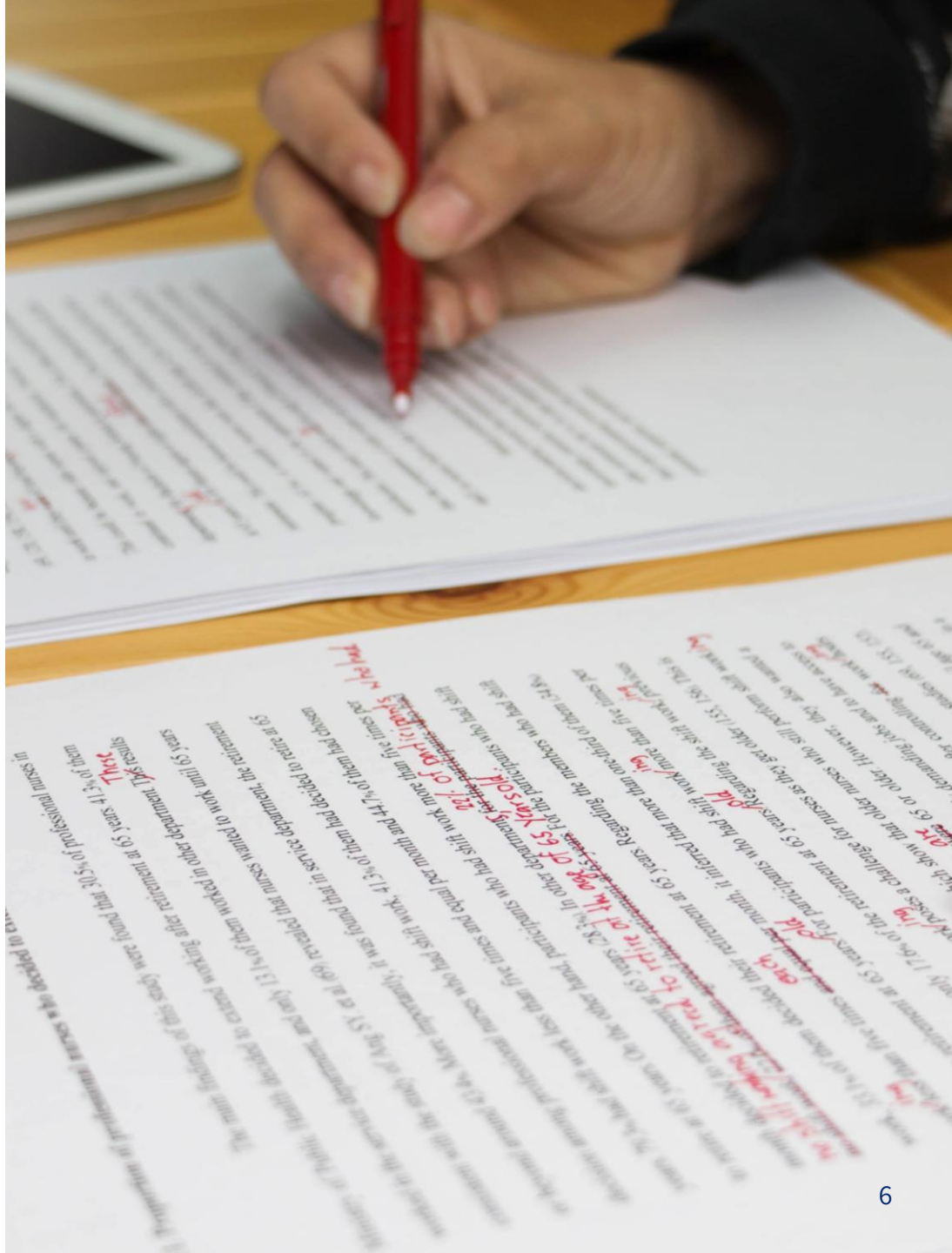
- Appropriate Firewalls
- Interactions Outside of Work
- Social Media



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Finalizing the Investigation Report

- Report Reviews
- Insufficient Investigations
- Pre-Hearing Meetings
  - Who attends?
  - Who receives notice of rulings?
- NOIA Accuracy
- Report Should Inform, Not Decide
- Credibility and Other Analyses



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Hearings and Decision-Making

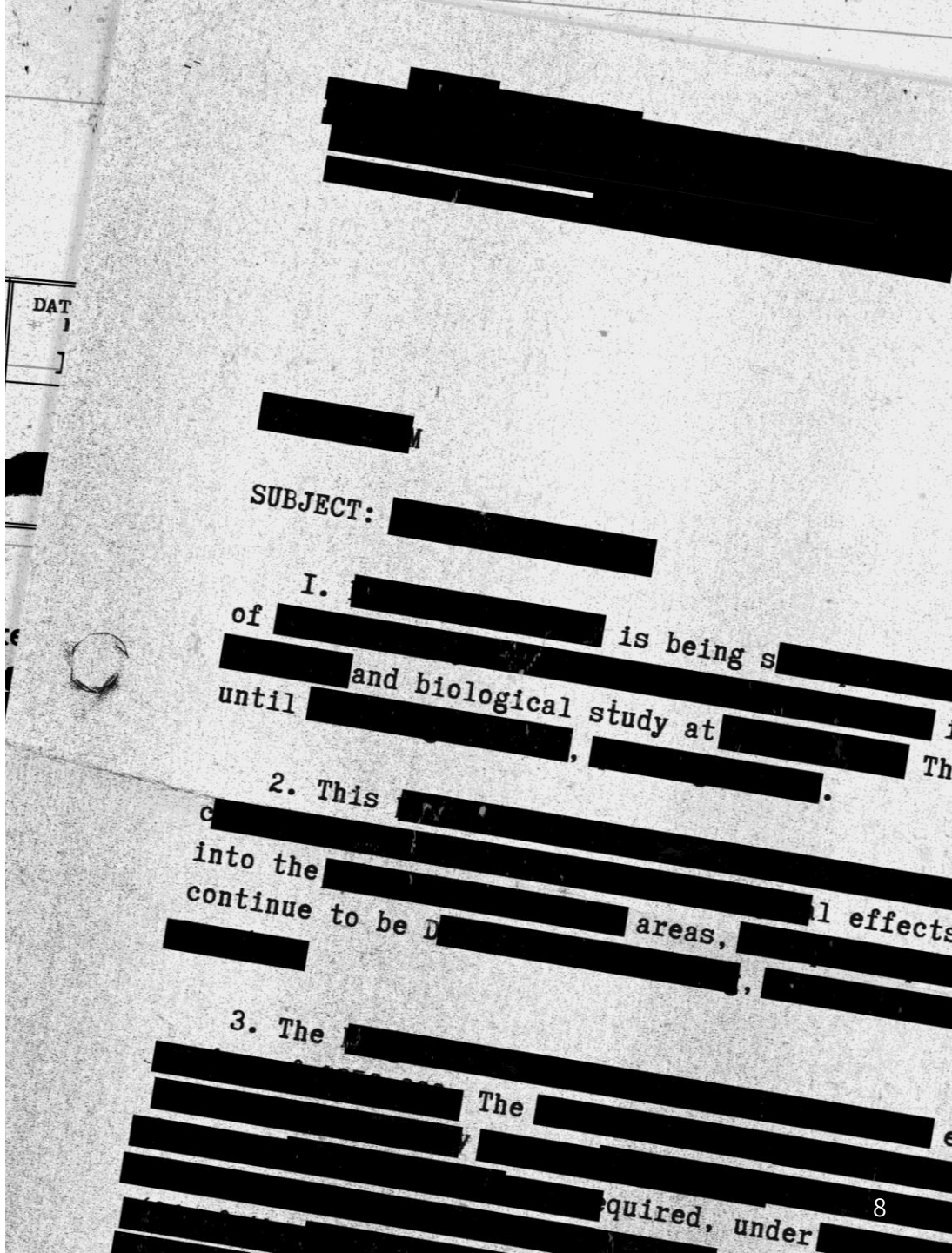
- Investigator Role
  - Complaint and Investigation Overview
  - Witness Participation
  - Evidence Collection
- Relevant Questions for Investigators
- Allegations Against Investigator
- Late Evidence Submissions
- Decision-Making Without a Hearing



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Relevant Evidence

- Relevant? Directly Related? Prohibited?
- Redactions
- Models of Proof
- Offense Overlap
- Gap Analysis
- One Interview Assumption
- Key Decision Points and Related Evidence



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Questions?

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  - Exchange ideas through **K-12 CommunityServ** and streamline your work: **TIXKit for K-12**
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