



# Title IX Advisor Training

University of Montevallo

# What is an Advisor in the Title IX Process?

- Parties involved in the Title IX grievance process have the right to an advisor of their choice, who may be an attorney.
- An advisor is the person who helps a party navigate the Title IX process and provide support throughout the process.
- An advisor is the person who cross-examines other parties during the live-hearing.

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# Pre-Investigation

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# Post-Investigation

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# Hearing

Where does the  
Advisor come  
in?

# Role of the Advisor

- Advise party through each step of Title IX grievance process.
- Help parties determine if they want to file a formal complaint.
- Help create a strategy on how to navigate the informal resolution process or investigation process.
- Help parties prepare for questions during interviews.
- Help the parties decide what evidence needs to be shared during an interview.

# Role of the Advisor

- Help navigate the best supportive measures or resources to capitalize on.
- Help parties when reviewing and commenting on investigation report.
- Help parties prepare for hearing (questioning, documents, statements, etc.)
- Conduct cross-examination of other parties during the live-hearing.
- Assist parties in appeal process

# Parameters of an Advisor

- Can join in on all meetings that your party needs to attend.
- Offer support and advice during Title IX-related meetings and proceedings.
- Receive copies of all documents and communication to your party with the consent of the party you are representing.
- Access to investigation report and must be present for cross-examination during the hearing.

# What You Cannot Do as an Advisor

- Violate the confidentiality of your party or process
- Speak on behalf of your party during interviews, meetings, or hearing.
- Submit position statements on behalf of your party.
- Be disruptive during interviews, meetings, or hearing.

# Expectations of an Advisor

- Know the Title IX process and procedures.
- Know the rights of your party.
- Have the best interest of your party.
- Serve as an advisor to the best of your ability.
- Be professional, respectful, organized, and timely.



# What You Should Know

- You may have to advise a Respondent.
- Your party may not agree with your strategy and are not required to listen to you.
- You can be fired by your party.
- Your party does not have to cooperate with you.

# Meetings You Can Expect to Participate In with Your Party

- Intake Meeting
- Informal Resolution (if applicable)
- Investigation Interviews
- Investigation and Evidence Review
- Pre-hearing Meeting
- Live-Hearing to cross-examine other parties

# Questions

- Location: Main Hall, Lower Level
- Phone: 205-665-6020
- Email: [titleix@montevallo.edu](mailto:titleix@montevallo.edu)
- Website: <https://www.montevallo.edu/about-um/administration/human-resources/title-ix-sexual-harassment/>