



Association of
Title IX Administrators

April 24, 2025

Time with IX:

Assessing Patterns in Investigations and Decision-Making

WELCOME!

- Please log in to your ATIXA Event Lobby to access the training slides, supplemental materials, and to log your attendance.
- The ATIXA Event Lobby can be accessed by scanning the QR code or by visiting **www.atixa.org/atixa-event-lobby**.
- You will be asked to enter your registration email to access the Event Lobby.
- Links for any applicable training evaluations and learning assessments are also provided in the ATIXA Event Lobby.
- If you have not registered for this training, an event will not show on your Lobby. Please email **events@atixa.org** or engage the ATIXA website chat app to inquire ASAP.





Strategic Risk
Management Solutions



Any advice or opinion provided during this training, either privately or to the entire group, is **never** to be construed as legal advice or an assurance of compliance. Always consult with your legal counsel to ensure you are receiving advice that considers existing case law in your jurisdiction, any applicable state or local laws, and evolving federal guidance.

Content Advisory

The content and discussion in this course will necessarily engage with sex- and gender-based harassment, discrimination, violence, and associated sensitive topics that can evoke strong emotional responses.

ATIXA faculty members may offer examples that emulate the language and vocabulary that Title IX practitioners may encounter in their roles including slang, profanity, and other graphic or offensive language. It is not used gratuitously, and no offense is intended.

Today's Presenters



Alisha Carter Harris, M.S.,
Senior Consultant



Lauren Starnes, J.D.,
Consultant

ATIXA's Pattern Definition

- Allegations or other evidence that one person has engaged in **two or more** substantially similar incidents or behaviors toward one or more targets.
- The similarity can be in the:
 - Type of act
 - Commonality of chosen victims
 - Location
 - Consistency of premeditation
 - Signature or *modus operandi* (method of operation)

Pattern Evidence in Investigations

- Civil rights-based investigations occur in three different frameworks: incident, **pattern**, or climate/culture.
- Pattern investigations are those that investigate more than one similar behavior by one individual.
- Pattern evidence: repeat elements or details that are sufficiently similar, represent a method or *modus operandi*, and/or when considered in aggregate, evidence an overarching scheme.
- In investigations, pattern evidence is used to aid in credibility assessments.

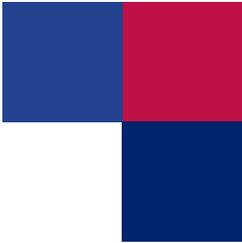
Pattern Evidence in Decision-making

- Decision-makers rely on the pattern evidence gathered during an investigation to determine whether the pattern evidence makes the current reported misconduct more likely to have occurred.
- Tips for using pattern evidence in decisions:
 - Independently review of each allegation
 - Be mindful of collusion between Complainants
 - Decisions should stand on their own for each Complainant
- Where a pattern is confirmed, the pattern will likely serve as an aggravating factor in sanctioning

Questions?

Alisha Carter Harris: alisha.carterharris@tngconsulting.com

Lauren Starnes: lauren.starnes@tngconsulting.com



**ALL ATIXA PROPRIETARY TRAINING MATERIALS ARE COVERED BY
THE FOLLOWING LIMITED LICENSE AND COPYRIGHT.**

By purchasing, receiving, and/or using ATIXA materials, you agree to accept this limited license and become a licensee of proprietary and copyrighted ATIXA-owned materials. The licensee accepts all terms and conditions of this license and agrees to abide by all provisions. No other rights are provided, and all other rights are reserved. These materials are proprietary and are licensed to the licensee only, for their use. This license permits the licensee to use the materials personally and/or internally to the licensee's organization for training purposes only.

If these materials are used to train Title IX personnel, they are subject to 34 C.F.R. Part 106. If you have lawfully obtained ATIXA materials by registering for ATIXA training, you are licensed to use the materials provided for that training.

34 C.F.R. 106.45(b)(10) (2020 Regulations) requires all training materials to be publicly posted on a Recipient's website. Licensees subject to the 2020 Title IX Regulations may download and post a PDF version of training materials for their completed training to their organizational website to comply with federal regulations. ATIXA will provide licensees with a link to their materials. That link, or links to the materials on that page only, may be posted to the licensee's website for purposes of permitting public access to the materials for review/inspection only.

You are not authorized to copy or adapt these materials without ATIXA's explicit written permission. No one may remove this license language from any version of ATIXA materials. Should any non-licensee post these materials to a public website, ATIXA will send a letter instructing the licensee to immediately remove the content from the public website upon penalty of copyright violation. These materials may not be used for any commercial purpose except by ATIXA.