

CERTIFICATE OF COMPLETION

This is to certify that

Brian Grady

Has successfully completed

2020 Title IX Investigator Certificate Course

Learning Objectives:

- Describe the role of a Title IX Investigator as it relates to the formal grievance process.
- Understand investigation procedural requirements under Title IX.
- Identify steps to designing a thorough investigation plan.
- Develop a trauma-informed interviewing style, including crafting sound questions.
- Prepare a comprehensive and informative investigation report.

Issued: 2025-10-01



Cara Kuhn
CARA KUHN
Training Coordinator
Title IX Solutions, LLC



Certificate ID: 8fj58s90u8

CERTIFICATE OF COMPLETION

This is to certify that

Carlye Thompson

Has successfully completed

2020 Title IX Appellate Decision-Maker Certificate Course

Learning Objectives:

- Describe the key provisions of Title IX, including its scope, forms of prohibited discrimination, and the steps in the Title IX Grievance Process.
- Identify the key elements of the appellate process, including who can appeal, where and how an appeal is filed, and the grounds for appeal.
- Explain the specific grounds for appeal—procedural irregularity, new evidence, and conflict of interest or bias—and how they may impact the outcome of a Title IX case.
- Analyze an appellate request to determine whether it meets the necessary criteria and if it could have affected the outcome of the original determination.
- Compose a well-reasoned appellate decision that clearly outlines the rationale, adheres to procedural guidelines, and maintains impartiality in decision-making.

Issued: 2025-09-29



Cara Kuhn
CARA KUHN
Training Coordinator
Title IX Solutions, LLC



Certificate ID: xrcsvkgdej

CERTIFICATE OF COMPLETION

This is to certify that

Debra Arnold

Has successfully completed

2020 Title IX Decision-Maker Certificate Course

Learning Objectives:

- Examine a comprehensive investigation report and file
- Identify the roles and responsibilities of each Party in the adjudication process
- Evaluate evidence and questions for credibility and relevancy
- Conduct a compliant, due process-centered adjudication process
- Synthesize information to evaluate potential policy violations and draft a written determination

Issued: 2025-09-29



Cara Kuhn
CARA KUHN
Training Coordinator
Title IX Solutions, LLC



Certificate ID: 5zesqodmlh

CERTIFICATE OF COMPLETION

This is to certify that

Debra Arnold

Has successfully completed

2020 Title IX Investigator Certificate Course

Learning Objectives:

- Describe the role of a Title IX Investigator as it relates to the formal grievance process.
- Understand investigation procedural requirements under Title IX.
- Identify steps to designing a thorough investigation plan.
- Develop a trauma-informed interviewing style, including crafting sound questions.
- Prepare a comprehensive and informative investigation report.

Issued: 2025-09-20



Cara Kuhn
CARA KUHN
Training Coordinator
Title IX Solutions, LLC



Certificate ID: j9akrjttor

CERTIFICATE OF COMPLETION

This is to certify that

Derk Riechers

Has successfully completed

2020 Title IX Appellate Decision-Maker Certificate Course

Learning Objectives:

- Describe the key provisions of Title IX, including its scope, forms of prohibited discrimination, and the steps in the Title IX Grievance Process.
- Identify the key elements of the appellate process, including who can appeal, where and how an appeal is filed, and the grounds for appeal.
- Explain the specific grounds for appeal—procedural irregularity, new evidence, and conflict of interest or bias—and how they may impact the outcome of a Title IX case.
- Analyze an appellate request to determine whether it meets the necessary criteria and if it could have affected the outcome of the original determination.
- Compose a well-reasoned appellate decision that clearly outlines the rationale, adheres to procedural guidelines, and maintains impartiality in decision-making.

Issued: 2025-09-09



Cara Kuhn
CARA KUHN
Training Coordinator
Title IX Solutions, LLC



Certificate ID: qui5rtbck0

CERTIFICATE OF COMPLETION

This is to certify that

Jasmine Owens

Has successfully completed

2020 Title IX Advisor Certificate Course

Learning Objectives:

- Gain an understanding of the definition of sexual harassment under Title IX.
- Develop an understanding of the Title IX process for investigations, hearing and informal resolution processes.
- Identify the advisor's role during each stage in the Title IX Grievance Process.
- Learn strategies for effectively supporting Complainants and Respondents in a trauma-informed way.

Issued: 2025-10-01



Cara Kuhn
CARA KUHN
Training Coordinator
Title IX Solutions, LLC



Certificate ID: ragmagdnu6

CERTIFICATE OF COMPLETION

This is to certify that

Jessica Snider

Has successfully completed

2020 Title IX Advisor Certificate Course

Learning Objectives:

- Gain an understanding of the definition of sexual harassment under Title IX.
- Develop an understanding of the Title IX process for investigations, hearing and informal resolution processes.
- Identify the advisor's role during each stage in the Title IX Grievance Process.
- Learn strategies for effectively supporting Complainants and Respondents in a trauma-informed way.

Issued: 2025-09-19



CARA KUHN

Training Coordinator
Title IX Solutions, LLC



Certificate ID: o4xirqit3r

CERTIFICATE OF COMPLETION

This is to certify that

Kristine Furtaw

Has successfully completed

2020 Title IX Decision-Maker Certificate Course

Learning Objectives:

- Examine a comprehensive investigation report and file
- Identify the roles and responsibilities of each Party in the adjudication process
- Evaluate evidence and questions for credibility and relevancy
- Conduct a compliant, due process-centered adjudication process
- Synthesize information to evaluate potential policy violations and draft a written determination

Issued: 2025-09-14



Cara Kuhn
CARA KUHN
Training Coordinator
Title IX Solutions, LLC



Certificate ID: 92tkfdzjnw

CERTIFICATE OF COMPLETION

This is to certify that

Robie Mills

Has successfully completed

2020 Title IX Informal Resolution Facilitator Certificate Course

Learning Objectives:

- Describe the role of a Title IX Informal Resolution Facilitator as it relates to the formal grievance process.
- Understand informal resolution facilitation procedural requirements under Title IX.
- Identify methods and approaches in facilitating informal resolution options.
- Develop a trauma-informed framework for working with Parties in Title IX informal resolution.
- Organize a Title IX informal resolution facilitation plan from initial meeting to final outcomes.

Issued: 2025-10-24



Cara Kuhn
CARA KUHN
Training Coordinator
Title IX Solutions, LLC



Certificate ID: fnmefcmwdl