

JOB INFORMATION

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| Job Code | EB41C |
| Job Description Title | Investigator III, Title IX & Civil Rights |
| Pay Grade | HR12 |
| Range Minimum | \$66,900 |
| 33rd % | \$84,733 |
| Range Midpoint | \$93,700 |
| 67th % | \$102,567 |
| Range Maximum | \$120,400 |
| Exemption Status | Exempt |
| Approved Date: | 8/28/2024 3:08:55 PM |

JOB FAMILY AND FUNCTION

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| Job Family: | Human Resources |
| Job Function: | Equal Employment |

JOB SUMMARY

Investigates complaints made pursuant to the University's nondiscrimination policies, including sexual misconduct and protected status discrimination or harassment.

RESPONSIBILITIES

- Drafts a series of notices and reports required throughout the investigatory process including Notices of Investigation, Preliminary Report, and Final Investigative Report. Ensures information is presented accurately and in an impartial and objective manner. Attends hearings as a witness as needed. When acting as the lead investigator, rather than a sole investigator, oversees the preparation of the notices and reports in conjunction with the assigned co-investigator.
- Serves as the lead investigator by developing an investigation strategy and by coordinating the investigation with an assigned co-investigator (if applicable). Serves as the sole investigator, based on case load capacity and needs of the office. Gathers evidence for assigned cases and interviews all parties involved in the complaint. Ensures only lawful and relevant questions are asked of the parties and witnesses. Ensures detailed notes are maintained and keeps physical evidence organized for use in documentation and official reports of the case.
- Leads the development of training sessions for employees and students on University policies regarding sexual and gender-based misconduct and discrimination, harassment, and retaliation related to race, age, color, religion, disability, national origin, and/or veteran status. Revises these training sessions based on updates and developments in applicable law. Trains University students and employees on their rights and obligations associated with University policies. Prepares and develops training sessions and program materials for University policies on Title IX and processes for Title IX investigators, advisors, appeal panel members, decision makers, and others involved in the University's Title IX process as required by law. Trains Title IX & Civil Rights Investigators I and II on best practices for conducting and documenting investigations.
- Maintains knowledge of regulations and guidelines set forth by the following: Title IX of the Education Amendments of 1972, Titles VI and VII of the Civil Rights Act of 1964, the Americans with Disabilities Act of 1990 (and the amendments thereto), Genetic Information Nondiscrimination Act (GINA) of 2008, the Rehabilitation Act of 1973, the Jean Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990 (Clery Act), other federal and Alabama Civil Rights law, and University policies pertaining to civil rights protections and remedies.
- Ensures proper case management and tracking of assigned matters in the electronic management system; works with Case Coordinator to ensure case tracking and data management are accurate and timely.
- Represents the Office of Title IX and AA/EEO by attending various events on and off campus to include Graduate Assistant Orientation, Housing Resident Orientation, New Faculty Orientation, and the Resource Fair and by providing information regarding the University's policies on Title IX, discrimination, harassment, and

RESPONSIBILITIES

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| other civil rights. Develops presentation materials and presents them to parents and students about Title IX at Camp War Eagle. Attends regular meetings of the Sexual Violence Prevention & Response Task Force, is a member of at least one Task Force committee, and serves as a Task Force Committee chair. |
| <ul style="list-style-type: none"> Conducts threat assessments using a University-approved rubric. Works with the University Threat Assessment Team and other units across campus on education, training, and compliance best practices regarding threat assessment and reporting. Works with Campus Safety & Security on Clery Act reporting and compliance for preparation of Annual Security Report. |
| <ul style="list-style-type: none"> Assists with other duties as assigned. |

SUPERVISORY RESPONSIBILITIES

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| Supervisory Responsibility | May be responsible for training, assisting or assigning tasks to others. May provide input to performance reviews of other employees. |
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MINIMUM QUALIFICATIONS

To be eligible, an individual must meet all minimum requirements which are representative of the knowledge, skills, and abilities typically expected to be successful in the role. For education and experience, minimum requirements are listed on the top row below. If substitutions are available, they will be listed on subsequent rows and may only be utilized when the candidate does not meet the minimum requirements.

MINIMUM EDUCATION & EXPERIENCE

| Education Level | Focus of Education | | Years of Experience | Focus of Experience | |
|-----------------|---|-----|---------------------|---|----|
| Master's Degree | Education, Human Resources, Public Policy, Public Administration, or related field. | and | 6 years of | Higher education, conduct management, whether for students or employees; interpreting policy language; working with and maintaining confidential records and information; and writing detailed reports. | Or |
| Juris Doctorate | | and | 4 years of | Higher education, conduct management, whether for students or employees; interpreting policy language; working with and maintaining confidential records and information; and writing detailed reports. | |

MINIMUM KNOWLEDGE, SKILLS, & ABILITIES

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| Knowledge of Title IX of the Education Amendments of 1972 and Titles VI and VII of the Civil Rights Act of 1964, as amended. | |
| Knowledge of University policies pertaining to civil rights protections. | |
| Knowledge of current federal guidance regarding Title VI, Title VII, Title IX, and the Americans with Disabilities Act, as amended. | |
| Excellent verbal and written communication skills. | |
| Strong interpersonal skills and the ability to work with diverse constituents, including students, faculty, staff, and university administration. | |
| Strong organizational skills and the ability to prioritize tasks and to manage multiple deadlines. | |
| Ability to manage highly sensitive and confidential information. | |
| Ability to demonstrate initiative and exercise consistent good judgment. | |

MINIMUM LICENSES & CERTIFICATIONS

| Licenses/Certifications | Licenses/Certification Details | Time Frame | Required/Desired |
|-------------------------|--------------------------------|------------|------------------|
| None Required. | | | |

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| Licenses/Certifications | Licenses/Certification Details | Time Frame | Required/Desired | |
|-------------------------|--|------------|------------------|--|
| Bar Admission | AL State Bar or Other State Bar | | Desired | |
| Other | Behavioral Intervention Team Standards & Best Practices Certification (NABITA) | | Desired | |

PHYSICAL DEMANDS & WORKING CONDITIONS

Physical Demands Category:

PHYSICAL DEMANDS

| Physical Demand | Never | Rarely | Occasionally | Frequently | Constantly | Weight |
|-------------------------------|-------|--------|--------------|------------|------------|--------|
| Standing | | | X | | | |
| Walking | | | X | | | |
| Sitting | | | | | X | |
| Lifting | | X | | | | 25 lbs |
| Climbing | | | X | | | |
| Stooping/ Kneeling/ Crouching | | | X | | | |
| Reaching | | | X | | | |
| Talking | | | | | X | |
| Hearing | | | | | X | |
| Repetitive Motions | | | X | | | |
| Eye/Hand/Foot Coordination | | | X | | | |

WORKING ENVIRONMENT

| Working Condition | Never | Rarely | Occasionally | Frequently | Constantly |
|------------------------|-------|--------|--------------|------------|------------|
| Extreme cold | | X | | | |
| Extreme heat | | X | | | |
| Humidity | | X | | | |
| Wet | | X | | | |
| Noise | | X | | | |
| Hazards | | X | | | |
| Temperature Change | | X | | | |
| Atmospheric Conditions | | X | | | |
| Vibration | | X | | | |

Vision Requirements:
 Ability to see information in print and/or electronically.