



## DISPUTES & INVESTIGATIONS

# TITLE IX COMPLIANCE AND INVESTIGATIONS

*“Compliance with Title IX is a **shared responsibility** of an entire institution, from top-level administration to individual staff members.”*

*- Title IX, Education Amendments of 1972*

Alvarez & Marsal’s (A&M’s) Disputes & Investigations practice specializes in assisting public and private organizations – such as colleges and universities, government entities, religious organizations, companies, etc. – in developing compliance programs and conducting independent investigations that address Title IX issues such as abuse, harassment, discrimination and/or misuse of authority or allegations of fraud.

Specifically, A&M can provide:

- Independent and comprehensive reviews, analyses and assessments of current compliance programs;
- Recommendations on additional compliance policies and procedures, including programs that incorporate best practices utilized across the U.S.;
- Implementation services to address A&M’s compliance policy recommendations;
- Training on the new policies;
- Independent investigations into allegations of abuse, harassment, discrimination and/or misuse of authority or allegations of fraud; and
- Expert reports and testimony.

Sensitive and contentious legal and regulatory situations require the right technology to uncover and manage evidence and intelligence. Our team specializes in complex digital forensic investigations, with deep expertise in areas such as:

- **Digital Investigations:** We trace the digital footprints of internal and external threats to help you ascertain next steps and appropriate measures.
- **Electronic Discovery and Disclosure Management:** We help ensure defensible preservation of Discovery/Disclosure obligations.
- **Applied Data Analytics:** We organize, rationalize and contextualize your data to facilitate insightful decision-making.
- **Information Governance:** We assist in developing a strategy to enable compliance with the complex regulatory landscape while minimizing the costs and risks of excessive data storage.

Our team of seasoned professionals have extensive experience in reviewing, analyzing and implementing compliance programs to respond to abuse, harassment, discrimination, misuse of authority or allegations of fraud. We also provide comprehensive and independent investigations into allegations brought by various third parties.

## OUR EXPERIENCE

### COMPLIANCE

- Assisted corporations, universities and government agencies in developing and enhancing corporate ethics and compliance programs to help mitigate the risk of potential violations
- Developed policies, procedures, tools and templates that underpin an effective compliance program
- Provided or assisted companies or government agencies with training on key issues related to anti-corruption, ethics and corporate compliance to raise awareness and support the adoption of ethical working practices
- Reviewed accounting and finance procedures to identify weaknesses in control systems, and provided guidance on implementing controls to eliminate weaknesses

### SPECIAL INVESTIGATIONS

- Led more than 20 Title IX investigations for a major public university in 2018, and prepared new policies and procedures regarding their reporting and investigatory practices
- Conducted high-level sexual assault/sexual harassment investigation on behalf of an arm of the United Nations
- Led training of Title IX investigators at a major public university in 2017
- Investigated, prosecuted or supervised prosecution of hundreds of sexual assault cases involving young victims
- Performed a comprehensive, objective review of a government agency's Staff Personnel Rules and Regulations Handbook 2018, with specific emphasis on the Sexual Harassment and Discrimination policy provisions
- Conducted global forensic investigations involving allegations of bribes and kickbacks, embezzlement, asset misappropriation, money laundering and complex fraud schemes
- Led numerous investigations for the Federal Bureau of Investigation related to fraud, embezzlement and public corruption

## KEY CONTACTS



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## ABOUT ALVAREZ & MARSAL

Companies, investors and government entities around the world turn to Alvarez & Marsal (A&M) when conventional approaches are not enough to drive change and achieve results. Privately held since its founding in 1983, A&M is a leading global professional services firm that provides advisory, business performance improvement and turnaround management services.

With over 4,000 people across four continents, we deliver tangible results for corporates, boards, private equity firms, law firms and government agencies facing complex challenges. Our senior leaders, and their teams, help organizations transform operations, catapult growth and accelerate results through decisive action. Comprised of experienced operators, world-class consultants, former regulators and industry authorities, A&M leverages its restructuring heritage to turn change into a strategic business asset, manage risk and unlock value at every stage of growth.

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