



# **Title IX, Attendance and MTSS for Elementary School Principals**

**Student Services Department**

**August 30, 2023**



#### OUR VISION AND MISSION

## VISION STATEMENT

The Richmond County School System will provide an equitable education for all students to prepare them for life beyond the classroom.

## MISSION STATEMENT

Building a globally competitive school system that educates the whole child through teaching, learning, collaboration, and innovation.

# Student Services Vision and Mission



The Student Services Department provides equitable support services to students and families to remove barriers to learning, promote student achievement, and prepare all students for life beyond the classroom.



Educating the whole child by utilizing data-based interventions, school and community resources and a system of continuous improvement.



# Strategy Map: 2020-2025



# Profile of a Graduate

## Productive Collaborator

- Demonstrates empathy, cooperation, and flexibility.
- Resolves conflicts appropriately.
- Actively participates in team activities to achieve common goals.

## Responsible Citizen

- Demonstrates personal integrity, honesty, and ethical behavior.
- Exhibits pride in producing quality work and fulfilling requirements.
- Shows respect toward people, property and the use of resources.

## Critical Thinker

- Demonstrates openness to new and diverse perspectives.
- Analyzes and interprets situations, patterns, and data.
- Weighs evidence to make complex decisions.

## Continuous Learner

- Demonstrates a growth mindset and ability to persevere.
- Shows motivation, initiative, and effort to achieve academic and career goals.
- Engages in reflection and accepts feedback for individual improvement and self-advocacy.

## Effective Communicator

- Demonstrates ability to engage others in productive interactions.
- Listens attentively and asks questions to clarify understanding.
- Conveys ideas clearly in verbal, written, visual and digital formats.

## Innovative Problem-Solver

- Displays curiosity, inventiveness, and originality.
- Creates products and shares ideas to solve challenging tasks.
- Uses information from a variety of sources to develop unique solutions.





# Title IX Tidbits for Principals

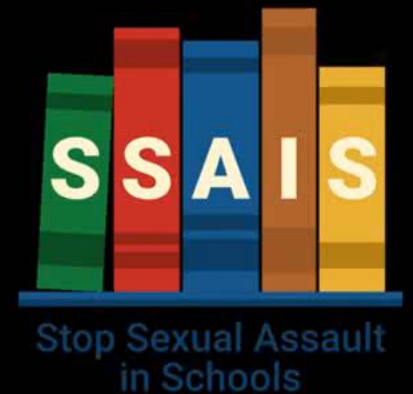
Student Services Department

August 30, 2023

**General Information for Addressing Sexual Harassment Allegations**



Sexual Harassment is Happening  
at ***My*** School?!





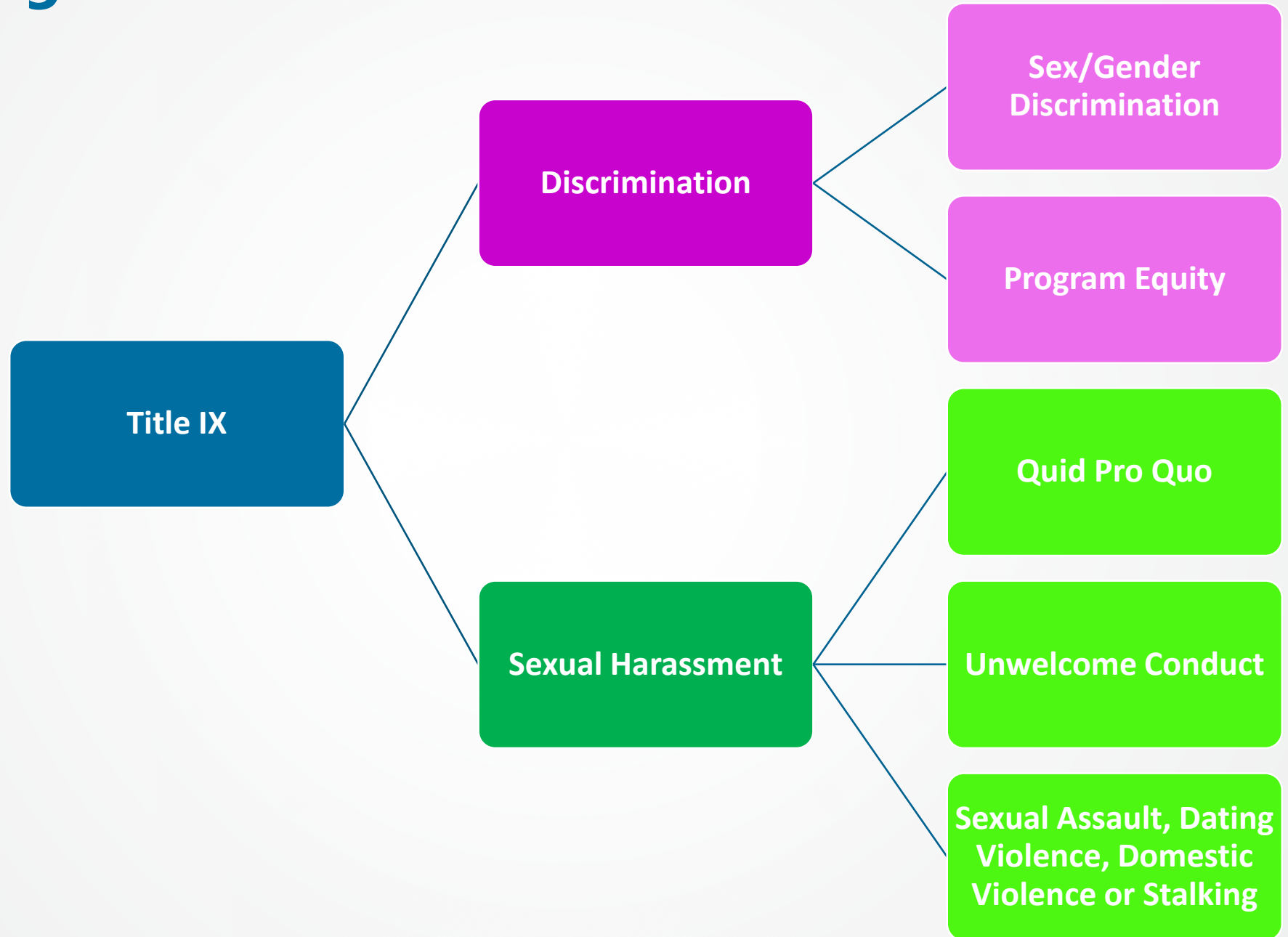
## **Title IX of the Education Amendments Act, 1972** **20 U.S.C. § 1681 & 34 C.F.R. Part 106 (1972)**

Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX specifically states that:

***“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.”***



# Title IX Categories



# Sexual Harassment Definition – 3 Categories

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

**Jurisdiction:**  
*Harassment must have occurred in a school-controlled program or activity **and** in the US.*

## Quid Pro Quo

An employee of the School System conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;

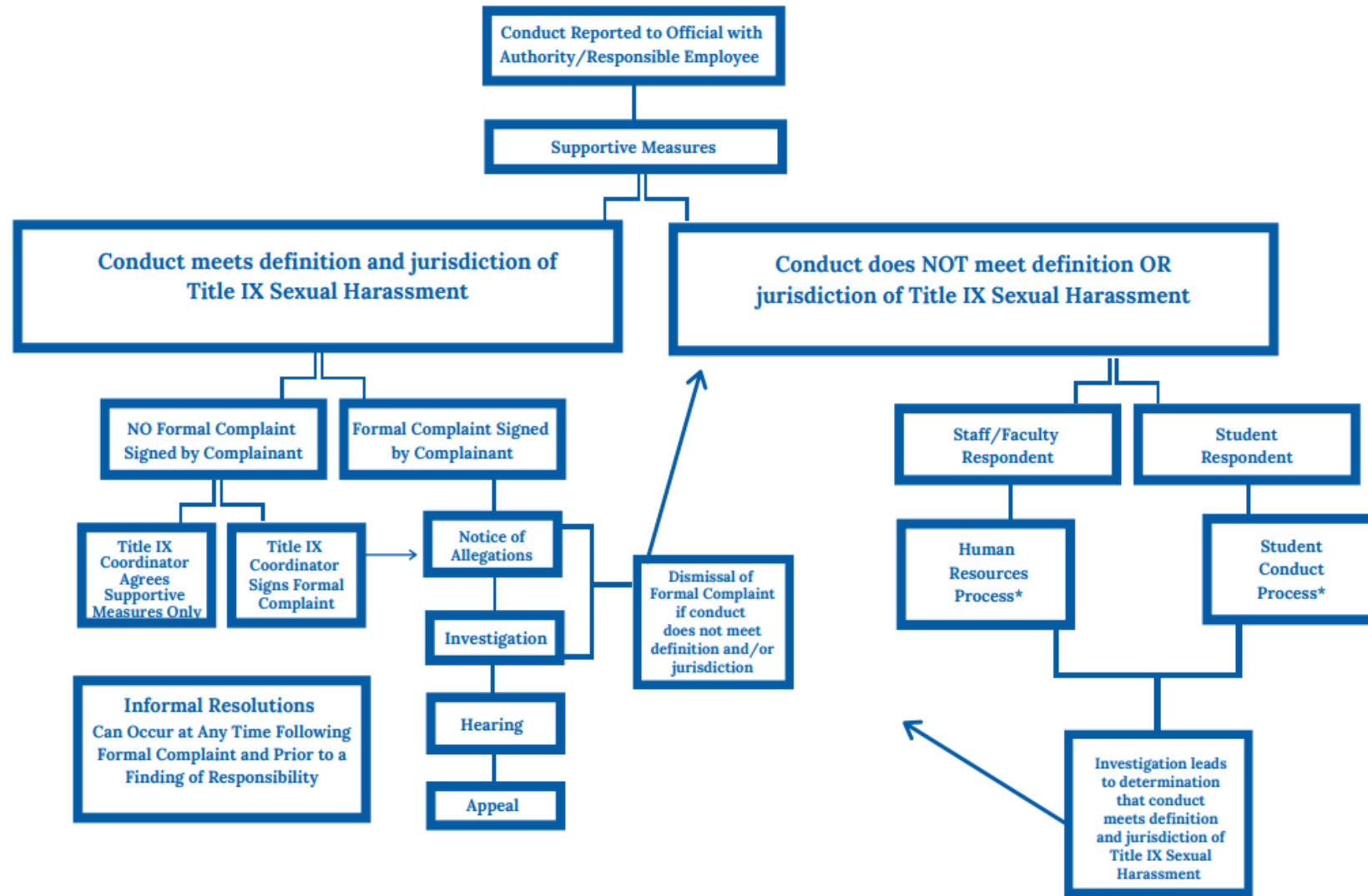
## Unwelcome Conduct

Conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the School System's education programs or activities

## Sexual Assault: The Big 4 (Clery Act)

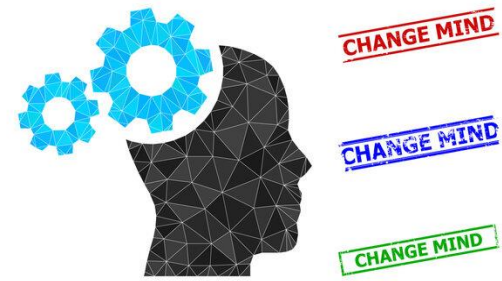
- **“Sexual Assault”** as defined in 20 U.S.C. § 1092(f)(6)(A)(v),
- **“Dating Violence”** as defined in 34 U.S.C. § 12291(a)(10),
- **“Domestic Violence”** as defined in 34 U.S.C. § 12291(a)(8), or
- **“Stalking”** as defined in 34 U.S.C. § 12291(a)(30).

# Title IX Process Flow Chart





# Title IX and Discipline



***Can I provide discipline when I receive an allegation of sexual harassment? NO. Consult immediately with the Cluster Superintendent first, then the School Title IX Contact and System Title IX Coordinator.*** The regulations prohibit immediate disciplinary action when an issue falls under Title IX jurisdiction and could meet the sexual harassment definitions. Accused students cannot be suspended or removed, unless there is a threat assessment warranting emergency removal based on a threat to the physical safety of the complainant. The Cluster Superintendent, System Title IX Coordinator and School Title IX Contact must evaluate the allegation to determine if it meets Title IX requirements.

***When can discipline be applied for a Title IX allegation?*** Discipline can only be applied after the formal complaint and the grievance process has been followed, including a decision of responsibility by a Decision Maker.

***Can an accused student continue to attend school during a Title IX Investigation?*** Yes, unless there are grounds for emergency removal due to fear of physical violence based on a threat assessment.

***Can Title IX Complaints be resolved through Informal Resolution?*** Yes, except in employee-student allegations. Informal Resolution must be agreed upon by both parties and must be facilitated by a trained informal resolution facilitator. Any party can withdraw from this process anytime before resolution and return to the grievance process.

***What are examples of supportive measures?*** no-contact orders, counseling, or changes to class schedule, extended time on assignments

# When a report or allegation of sexual harassment is received....

Do's	Don'ts
Notify the Cluster Superintendent, School Title IX Contact & System Title IX Coordinator	Ignore or downplay reports of sexual harassment
Assess safety	Immediately provide discipline (i.e. suspension)
Contact law enforcement, medical personnel, and parents/guardians	Violate confidentiality by disclosing the parties unless a formal complaint is filed, Title IX is implicated, or unless the complainant agrees.
Complete Mandated Reporting, if applicable	Assume the accused person (respondent) is responsible for the alleged sexual harassment
Provide and document supportive measures	Allow or ignore retaliation
Consider special circumstances: SWD, 504	
Maintain records on campus 7 years	

## Title IX Tidbits and FAQs for Principals

1. **What is Title IX?** It's a law that prohibits sex discrimination in federally-funded education programs. Most schools in the US are subject to Title IX. Federally funded education programs are referred to as "recipients." Currently, schools must abide by the Title IX Regulations released in 2020. Title IX is best known for its role in creating athletics access irrespective of sex, but the federal government published extensive regulations on Title IX that are not about sports at all.
2. **What does Title IX Say?** "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance."
3. **To whom does Title IX apply?** Title IX protects all students and employees.
4. **In what settings do the Title IX regulations apply?** Title IX requirements apply to all K-12 educational programs and activities that receive federal financial assistance, whether they occur on-campus or off-campus in the United States. Title IX jurisdiction does not cover actions outside of the U.S. Electronic activities in educational programs and activities are also included.
5. **What's Sex Discrimination?** It means exclusion from or denial of access to an education program because of your sex. That exclusion could take the form of outright denial because of sex (*differential treatment discrimination*) or (2) denial or exclusion based on sexual harassment, sexualized bullying, sexual violence, intimate partner violence, stalking, hazing, or any number of other abusive behaviors that are sexual in nature or directed at you because of your sex. Title IX also protects against discrimination because of pregnancy, adoption, abortion, parenting, or childbirth, all of which are related to sex.
6. **What is the focus of the 2020 regulations?** The 2020 Title IX regulations focus on sexual harassment as a type of discrimination. They put in place a detailed grievance process to be used for allegations of sexual harassment. These regulations do not include issues such as pay equity, program participation, pregnancy, etc. There is an intentional focus on ensuring Due Process for respondents (alleged perpetrator) and complainants (victim).
7. **What is the definition of Sexual Harassment for Title IX purposes?** Sexual harassment includes conduct on the basis of sex that satisfies one or more of the following:
  - a) **Quid Pro Quo** — A school employee conditioning an aid, benefit or service to a student or employee on participation in unwelcome sexual conduct;
  - b) **Unwelcome conduct** — Determined "by a reasonable person to be so severe, pervasive, and objectively offensive" as to deny a person equal access to the institution's education program or activity; or
  - c) **Sexual assault** — Sexual assault, dating violence, domestic violence, or stalking as defined in the **Clery Act** and the Violence Against Women Act.
7. **What are your responsibilities?**
  - a) Every school is required to designate a Title IX Contact
  - b) Make sure Title IX rights notices are visible with the name and contact information of the School Title IX Contact. Posters should be displayed in the building and each school should have information on their website. School websites should also link to the District Title IX site.
  - c) Ensure all employees are informed of their responsibility to promptly report any allegation of sexual harassment.
  - d) Respond when an allegation of sexual harassment is received.
    - o Ensure that Title IX Contact provides and documents **Supportive Measures**.

- o Ensure that the discrimination ends.
- o Ensure that the school acts to reasonably prevent it from recurring.
- o Restore access to the education program or activity for the complainant.
- o Follow the outlined procedures for Title IX allegations.

9. **What can happen if Title IX Rights are violated?** Complaints can be filed with the Office of Civil Rights, which may choose to investigate the matter. Individuals can also file lawsuits and possibly be awarded damages.
10. **Can I provide discipline when I receive an allegation of sexual harassment?** **NO. Consult immediately with the Cluster Superintendent, then the School Title IX Contact and District Coordinator.** The regulations prohibit disciplinary action when an issue falls under Title IX jurisdiction and could meet the sexual harassment definitions. Accused students cannot be suspended or removed, unless there is a threat assessment warranting emergency removal based on a threat to the physical safety of the complainant. The Cluster Superintendent, District Title IX Coordinator and School Title IX Contact must evaluate the allegation to determine if it meets Title IX requirements.
11. **When can discipline be applied for a Title IX allegation?** Discipline can only be applied after the formal complaint and the grievance process has been followed, including a decision of responsibility by a Decision Maker.
12. **Can an accused student continue to attend school during a Title IX investigation?** Yes, unless there are grounds for emergency removal due to fear of physical violence based on a threat assessment.
13. **Can Title IX Complaints be resolved through Informal Resolution?** Yes, except in employee-student allegations. Informal Resolution must be agreed upon by both parties and must be facilitated by a trained informal resolution facilitator. Any party can withdraw from this process any time before resolution and return to the grievance process.
14. **What are examples of supportive measures?** no-contact orders, counseling, or changes to class schedule, extended time on assignments.

**When a report or allegation of sexual harassment is received (*actual notice*):**

Do's	Don'ts
Notify the Title IX Contact & Coordinator (School and District) when an allegation of sexual harassment is received	Ignore or downplay reports of sexual harassment
Assess safety	Immediately provide discipline (i.e. suspension)
Contact law enforcement, medical personnel, and parents/guardians	Violate confidentiality by disclosing the complainant unless a formal complaint is filed, Title IX is implicated, or unless the complainant agrees.
Complete Mandated Reporting	Assume the accused person (respondent) is responsible for the alleged sexual harassment
Provide and document supportive measures	Ignore retaliation
Consider special circumstances: SWD, 504	
Maintain records on campus 7 years	

**For Assistance:** System Title IX Coordinator - Dr. Aronica Gloster - [gloster@boe.richmond.k12.ga.us](mailto:gloster@boe.richmond.k12.ga.us) - 706)826-1310 x 5501