



# Student Services Department Programs and Supports

Summer Leadership

July 21, 2021

## Title IX

“ 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 education program or activity receiving Federal financial assistance.”

- Federal civil rights law updated in 2020 with focus on sexual harassment
- More than about sports!
- **3 Categories of Sexual Harassment:**
  - **Quid pro quo** (adult to student)
  - **Hostile environment** (severe, pervasive and objectively offensive behavior that prevents equal access to system's programs /activities)
  - **Sexual assault, domestic violence, dating violence, stalking**
- Formal Complaint Process

# School Requirements – Title IX



- **Annual Training**

- Employees
- Students
- Parents (*make information available*)

- **Poster**

- Display in visible places
- Updated with school-specific TIX Coordinator information

- **Handbook Statement**

- Include statement on non-discrimination and Title IX

- **Personnel**

- Designated School Title IX Coordinator
- Will maintain all files related to Title IX cases

- **Website**

- **Reporting Requirements:**

Report to the System's Title IX Coordinator, as well as any additional designated individuals (school site administrators and school Title IX Coordinator), any known claims of potential sexual harassment.



# Title IX Training Information



- ❑ **July 27, 2021** – Training for School-level Title IX Coordinators
- ❑ **August 31, 2021**- Deadline for presenting face-to-face Title IX training for all local school staff (*Employees hired after the August 31st deadline must be trained, also*); *Verification will be requested from each school site.*
- ❑ **September 30, 2021 (or deadline designated by Professional Learning)** - Deadline for employees to complete the GCN Course



- **Pause** before you assign discipline in cases involving sexual harassment
  - Complainant must be made aware of right to file formal complaint
  - Respondent (accused person) must be given due process; innocent until investigation
  - Supportive measures must be put in place for both parties;
    - Respondent can be subject to emergency removal if required to ensure safety
  - Informal resolution may be an option if both parties agree
  - If formal investigation, system-level investigators and decision-makers will be involved. Lengthy process; notify School TIXC and System TIXC in cases of sexual harassment

