

# Title IX: What Do I Need to Know?

Training for  
K-12 School Employees



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## WHAT IS TITLE IX?

- Federal law passed in 1972
- New regulations drafted in 2020
- What does it require?
  - Prohibits school districts from discriminating against students and employees on the basis of their sex.
  - Requires school districts to properly respond to complaints of sex discrimination, sexual harassment, and sexual misconduct.



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## WHAT IS TITLE IX?

- What does it require for *me* as a school employee?
  - ***Any school employee who learns of sex discrimination, sexual harassment, or sexual misconduct must immediately notify the appropriate school officials.***
  - Includes conduct between:
    - Student (student-to-student)
    - Employees (employee-to-employee)
    - Students and Employees (employee-to-student)

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## WHAT IS TITLE IX?

- **DEFINITION: Sex Discrimination**
  - Any action taken against a person (student or employee) that denies or limits the person's ability to participate in or benefit from the school district's educational program or activities based on the person's sex.

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## WHAT IS TITLE IX?

- **DEFINITION: Sexual Harassment**
  - Quid Pro Quo Harassment - A school employee explicitly or implicitly conditions an educational benefit or service on a person's participation in unwelcome sexual conduct.

OR

- Hostile Environment Harassment - A person engages in unwelcome conduct that a reasonable person would consider to be so severe, pervasive, and objectively offensive that it effectively denies another person's equal access to the education program or activity.

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## WHAT IS TITLE IX?

- **DEFINITION: Sexual Misconduct**
  - Act of sexual violence, such as:
    - Sexual Assault
    - Domestic Violence
    - Dating Violence
    - Stalking

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## WHAT SHOULD I DO?

- If you learn of sex discrimination, sexual harassment, or sexual violence, you must:
  - **CONTACT YOUR TITLE IX COORDINATOR!**



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## WHAT SHOULD I DO?

- If you learn of sex discrimination, sexual harassment, or sexual violence, you can**NOT**:
  - Do nothing
  - Ignore/minimize the claims.
  - Tell the complainant their concerns will remain confidential
  - Investigate the claims.
  - Attempt resolution of the concerns.
  - Issue discipline for the accused student.

### DANGEROUS WORDS

You should **AVOID** using the following words, which will do more harm than good:

*"Just ignore it."*

*"Can't you just accept a compliment?"*

*"You must have made them think it was OK."*

*"Lighten up."*

*"They wouldn't do that."*

*"Sounds like nothing wrong happened."*

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## WHAT SHOULD I DO?

- **EXAMPLE:** You are a 6<sup>th</sup> grade Science teacher. One of your students, Sam, comes to you and says Jordan has been teasing them for weeks, making comments about their body and saying sexually inappropriate things to them. Sam is crying and says they are not comfortable sitting next to Jordan anymore.

- What do you do?

**CONTACT YOUR TITLE IX COORDINATOR!**

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## QUESTIONS?

**CONTACT YOUR TITLE IX COORDINATOR**

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**REVIEW YOUR BOARD POLICIES ON TITLE IX**

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