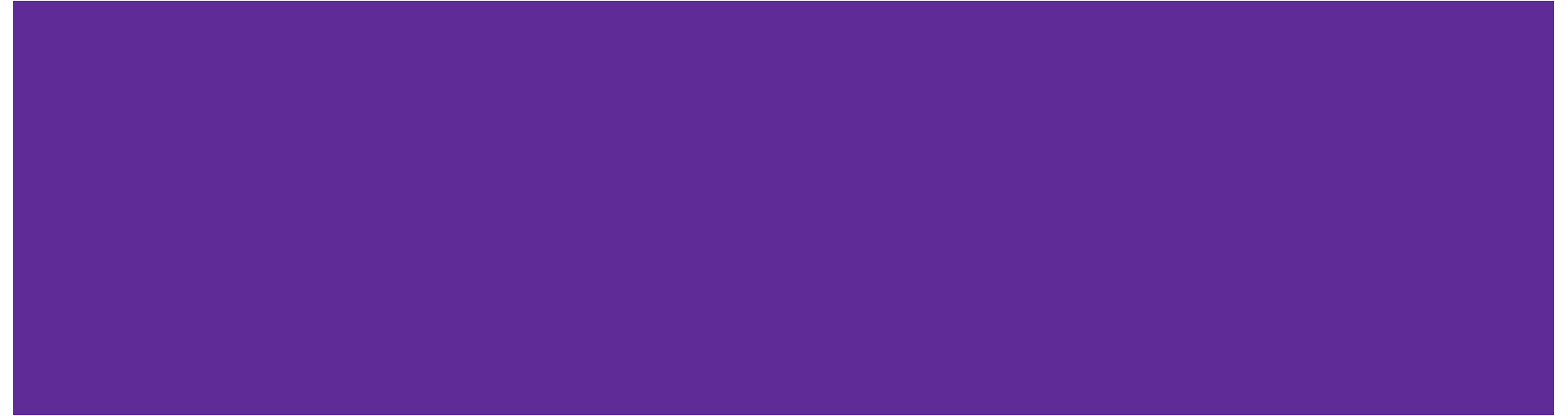


Title IX Updates

Information for the Administration of the Dallas SD



What is Title IX?

-Federal law that applies to K-12 schools in regard to Sexual Harassment and Discrimination.

-Title IX of the Education Amendments of 1972 is a federal civil rights law which prohibits discrimination on the basis of sex in all federally funded educational institutions.

-Applies to all K-12 and post-secondary educational institutions that receive any sort of federal funding or assistance.

Formally, Title IX states...

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. (28.U.S.C.A. §1681)

*Exceptions: Military and private religious schools.



The Standard of Liability

A school entity with actual knowledge of sexual harassment in an education program or activity of the school entity against a person in the United States must respond promptly in a manner that is not deliberately indifferent.

Key Goals of the Process

- 1) Promptly respond to individuals who are alleged to be victims of sexual harassment.
- 2) Offer supportive measures
- 3) Follow a fair grievance process to resolve the allegations
- 4) Provide remedies to the victim

Roles in the Process

Title IX Coordinator - Director of Operations

Investigator - Principal, Supervisor, Contracted Legal Counsel

Informal Facilitator - Fluid - Dependent on circumstances.

First-level Decision Maker - Fluid - Dependent on circumstances

Appeal/Decision Maker - Superintendent

****All roles are situational based and not permanently assigned. The Title IX Coordinator will assign the roles upon receiving the information/complaint.***

Training Mandate

-The Title IX Coordinator and all potential investigators, decision makers, and facilitators must receive training on:

- The definition of sexual harassment.

- The scope of the school's educational program or activities.

- How to conduct an investigation.

- The decision maker(s) must be trained on necessary technology, relevance, and severe impartiality.

Sexual Harassment:

“It is unlawful to harass a person because of that person’s sex. Harassment can include “sexual harassment” or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature...

Sexual Harassment

Continued

Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general.

Sexual Harassment

Continued

Both the victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex. Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision.

Sexual Harassment

Continued

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.”

-U.S. Equal Employment Opportunity
Commission

Example Scope of School Activities Covered

- Classes
- School Related Trainings/PD
- After School Events
 - Clubs
 - Athletics
 - Training
 - Practice
 - Field Trips
 - Dances
 - Concerts
- School Grounds
- Online via School Platforms



Further Assigned Training

Vector Safe Schools Platform

Title IX Compliance Overview (43 minutes)

*Completion Deadline - 1/30/23

*Please print, initial, and forward certificate to Mr. Sholtis upon completion.

Review DSD Policies 103 and 104

DSD Policy 103 Discrimination/Title IX Sexual Harassment Affecting Students

DSD Policy 104 Discrimination/Title IX Sexual Harassment Affecting Students Staff

Questions or discussion points?