

IDAHO K-12 TITLE IX PROFESSIONAL LEARNING COMMUNITY #1

TITLE IX: NEW RESPONSIBILITIES, NEW RESOURCES

Annie Hightower, Hightower Consulting, LLC

September 2021

Annie Hightower: Hightowerconsultingllc@gmail.com



What is 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."

NEW TITLE IX RULES ON SEXUAL HARASSMENT EFFECTIVE 8/14/20

You want to know what it's like **revamping your SH procedures during a pandemic?**

Imagine you're drowning. Then someone hands you **the new rules on Title IX SH**

- **All schools in 2020**

- ▶ **Have the force and effect of law**
- ▶ **Changes coming with current administration**



MAJOR REQUIREMENTS

1. **Policy of non-discrimination and notice of policy**
2. **Title IX Coordinator – identify and inform**
3. **Title IX sexual harassment grievance procedures reflecting new rules – adopt and publish**
4. **Title IX team – designate and train**
5. **All K12 employees – mandatory reporters**



RESOURCE: GRIEVANCE POLICY/PROCEDURE

idsba.org/school-district-model-policies/



WORDNOW SWN Welcome to myBois... Idaho Repository -... National Sex Offen... Report Exec Public Information... Ada County Sheriff... SWN Pandora Radio



[Policy Services Member Login](#)



[ABOUT](#) [EVENTS](#) [MEMBER SERVICES](#) [BLOG](#)

search



SCHOOL DISTRICT MODEL POLICIES

The Idaho School Boards Association advocates for Idaho students and public education with leadership and service for local school boards.

Annie Hightower: Hightowerconsultingllc@gmail.com

Championing Education Since 1942



EXAMPLE: TIXC CONTACT INFO ON WEBSITE

- HOME
- OUR DISTRICT
- OUR SCHOOLS
- DEPARTMENTS
- BOND 2021
- PARENTS/STUDENTS
- SCHOOL BOARD
- STAFF RESOURCES
- FEDERAL PROGRAMS
- SEARCH
- CLASSLINK
- TITLE IX - SEXUAL DISCRIMINATION**
- IDAHO REPORT CARD
- CALENDAR



EMMETT INDEPENDENT SCHOOL DISTRICT
Emmett Ensures Educational Excellence

[Translate Language](#) | [User Options](#)

[District Home](#) [Our Schools](#)

- Huskie Help Desk
- Infinite Campus – Parent/Student
- Infinite Campus – Staff
- School Calendars
- School Menus/Food Service
- Simbli Board Minutes/Policies

Have you seen our latest [newsletter?](#)
www.hightower_hightowerconsultingllc@gmail.com



EXAMPLE: TIXC CONTACT INFO ON WEBSITE

What is Title IX?

Title IX is a federal civil rights law passed as part of the Education Amendments of 1972. This law protects people from discrimination based on sex, including sexual harassment and sexual assault, in education programs or activities that receive Federal financial assistance. Title IX 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 education program or activity receiving Federal financial assistance."

What is Sexual Harassment?

- Quid pro quo by an employee;
- Unwelcome conduct that is so severe, pervasive and objectively offensive that it effectively denies a person equal access to a school's education program or activity; and/or
- Sexual assault as defined by the Clery Act, and dating violence, domestic violence and stalking as defined by the Violence Against Women's Act.

[Read Emmett School District's Title IX Policy](#)
Annie Hightower, hightowerconsultingllc@gmail.com

[Title IX Sexual Harassment Grievance Process](#)

Isa DeArmas, Title IX Coordinator



208-365-6301

idearmas@isd221.net

To File A Complaint

[Contact the Title IX Coordinator](#)

400 S. Pine Street Suite 1
Emmett Idaho, 83617
208-365-6301

EXAMPLE: TIXC CONTACT INFO IN HANDBOOK

District Information

Title IX Officer

Pursuant to Idaho Code 92-318, notice is hereby given that the Title IX Officer for the Coeur d'Alene School District is: Kelly Ostrum, Human Resource Director, 1400 N Northwood Center Court, CdA, ID 83814. 208-664-8241

Inquiries, complaints and information regarding Title IX should be directed to the Title IX Officer at the address above.

RESOURCE: TITLE IX UNIVERSITY



K-12
TITLE IX
UNIVERSITY

**K-12 Title IX
Investigator/
Decision-Maker Training
Level 1**

© Institutional Compliance Solutions 2020 All Rights Reserved

10 lessons from 4-15 minutes each

Annie Hightower: Hightowerconsultingllc@gmail.com

RESOURCE: TITLE IX UNIVERSITY

- ▶ **NEW Training Offerings**
 - ▶ Title IX Information Resolutions (6 lessons)
 - ▶ Title IX Appellate Decision-Makers (5 lessons)
 - ▶ Title IX Athletics (7 lessons)

RESOURCE: EMPLOYEE NOTICE TEMPLATE (TIXKIT)

Official with Authority (OWA) Initial Notice Template K-12 Version

Title IX of the Education Amendments of 1972 is a federal sex/gender equity law which governs how educational institutions receiving federal funds must respond to allegations of sex and gender-based discrimination, harassment, and violence and/or retaliation.

The U.S. Department of Education's Office for Civil Rights issued new Title IX compliance regulations on May 8, 2020 which specifically dictate how schools must respond to incidents of sexual harassment, sexual assault, dating and domestic violence, and stalking.

In accordance with the new regulations, [School/District] has revised its [Policy] policy, available at: [weblink].

The regulations state: "[N]otice to the recipient's Title IX Coordinator or to 'any official of the recipient who has authority to institute corrective measures on behalf of the recipient' (referred to herein as 'officials with authority') conveys actual knowledge to the recipient and triggers the recipient's response obligations."

Official with Authority (OWA) means [a/an] [School/District] employee explicitly vested with the responsibility to implement corrective measures for sex or gender-based discrimination, harassment, or violence and/or retaliatory conduct.

Notice means that an employee, student, or third-party informs the Title IX Coordinator or other Official with Authority of the alleged occurrence of sex or gender-based discrimination, harassment, violence, and/or retaliatory conduct.

[School/District] has determined that you are an Official with Authority. This means if you receive notice of any of the following behaviors, you are required to promptly report [(within two (2) business days)] all known information regarding the alleged misconduct to the Title IX Coordinator, and may be needed to help coordinate the school's response:

[Insert Applicable Policy Definitions or a list of conduct that must be reported]

RESOURCE: OTHER RESOURCES

- ▶ Professional Learning Communities
- ▶ Regional In-Person (??) Trainings

RESOURCE: ATIXA

TIXKIT for K-12 and 20 Minutes to Trained Videos

<https://www.atixa.org/resources/atixa-title-ix-toolkit-tixkit/>

Username: idahotixkit@sde.idaho.gov

Password: IdahoT!X21

QUESTIONS?

hightowerconsultingllc@gmail.com

(208) 389-8050