# IDAHO K-12 TITLE IX PROFESSIONAL LEARNING COMMUNITY #1

# TITLE IX: NEW RESPONSIBILITIES NEW RESOURCES

Annie Hightower, Hightower Consulting, LLC September 2021

## What is Title IX?



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"No <u>person</u> in the <u>United States</u> shall, on the basis of <u>sex</u>, be excluded from participation in, be denied the benefits of, or be subjected to <u>discrimination</u> under any education program or activity <u>receiving federal financial</u> 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 on Title IX SH

- All schools in 2020

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



#### MAJOR REQUIREMENTS

- Policy of non-discrimination and notice of policy
- 2. Title IX Coordinator identify and inform
- 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









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

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#### EXAMPLE: TIXC CONTACT INFO ON WEBSITE

HOME OUR DISTRICT

OUR SCHOOLS

DEPARTMENTS

BOND 2021

PARENTS/STUDENTS

SCHOOL BOARD

STAFF RESOURCES

FEDERAL PROGRAMS

Q

CLASSLINK

TITLE IX - SEXUAL DISCRIMINATION

**IDAHO REPORT CARD** 

**CALENDAR** 



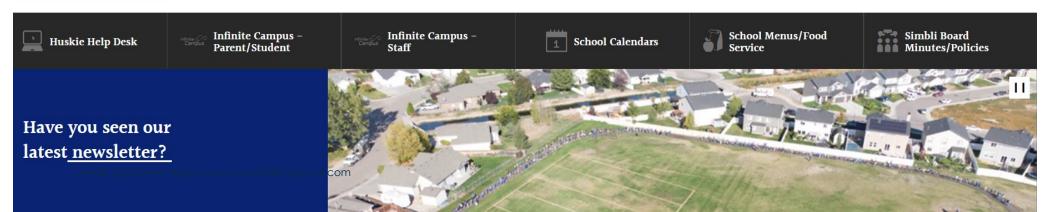
#### EMMETT INDEPENDENT SCHOOL DISTRICT

**Emmett Ensures Educational Excellence** 

Translate Language | User Options

District Home

Our Schools



#### EXAMPLE: TIXC CONTACT INFO ON WEBSITE

#### What is Title IX?

<u>Title IX is a federal civil rights law passed as part of the Education Amendments of 1972.</u> This law protects people from discrimination based on sex, including sexual harrassment and sexual assualt, 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?

- o 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

**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**

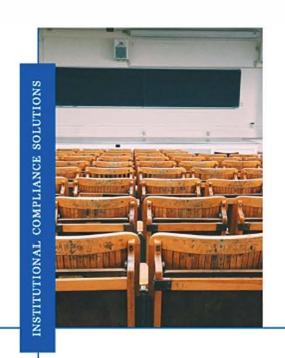
#### Title IX Officer

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.

Annie Hightower: Hightowerconsultinglic@gmail.com/E HIGH SCHOOL HANDBOOK — Last update 6/2020

#### RESOURCE: 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

#### 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 Annie Hightower: Hightower 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-ixtoolkit-tixkit/

Username: idahotixkit@sde.idaho.gov

Password: IdahoT!X21

# **QUESTIONS?**

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