

IDAHO K-12 TITLE IX PROFESSIONAL LEARNING COMMUNITY #1

TITLE IX: RESPONSIBILITIES AND RESOURCES

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October 11, 2022



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

- ▶ **Have the force and effect of law**
- ▶ **Changes coming ...**
 - ▶ **BUT still current regs!**



MAJOR REQUIREMENTS

1. **Policy of non-discrimination (and notice)**
2. **Title IX Coordinator – identify and inform**
3. **Title IX sexual harassment grievance procedures reflecting current regulations – adopt and publish**
4. **Title IX team – designate and train (publish training)**
5. **All K12 employees – mandatory reporters**
6. **Website!**




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.

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Championing Education Since 1942



EXAMPLE: TIXC CONTACT INFO ON WEBSITE



EMMETT INDEPENDENT SCHOOL DISTRICT

Emmett Ensures Educational Excellence

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[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?](#)

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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

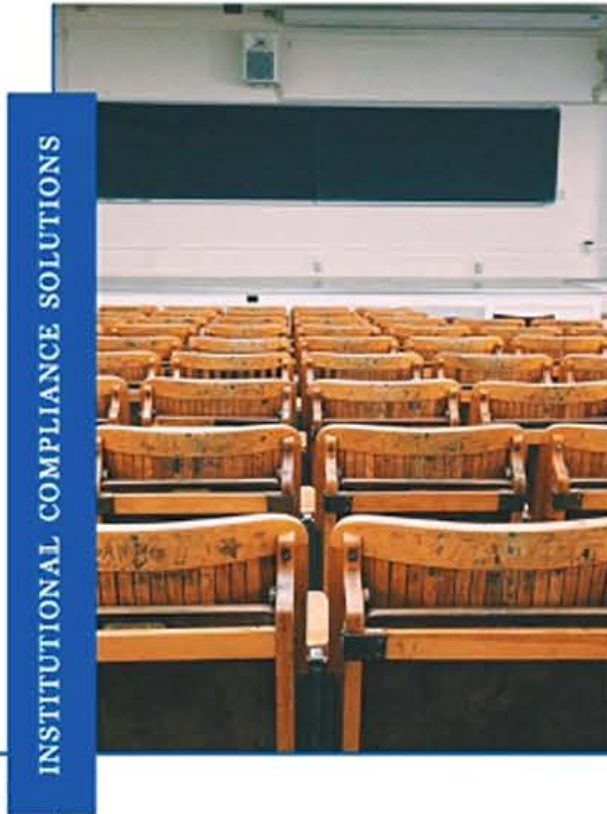
District Information

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 Investigator/ Decision-Maker Training Level 1

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RESOURCE: TITLE IX UNIVERSITY

▶ Training Includes:

- ▶ Title IX Basics for K-12 (optional)
- ▶ Title IX Investigator and Decision Maker Certification Course
- ▶ Title IX Coordinator Certification Course
- ▶ Title IX Decision Maker Appeals
- ▶ Title IX Informal Resolution
- ▶ Title IX Athletics

▶ <https://pdlearn.nnu.edu/modules/shop/index.html?action=section&OfferingID=1966155>

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: ATIXA

TIXKIT for K-12 and 20 Minutes to Trained Videos

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

RESOURCE: OTHER RESOURCES

- ▶ Professional Learning Communities
 - ▶ ATIXA will join us for 6!
- ▶ One on one individualized technical assistance

IMPORTANCE OF GRIEVANCE PROCEDURES

TITLE IX FORMAL GRIEVANCE PROCESS – MUST PROVIDE FOR “PROMOTE AND EQUITABLE RESOLUTIONS OF STUDENT AND EMPLOYEE COMPLAINTS”

TIX Coordinator

Report

- Voluntary
- Mandatory

Supportive Measures

- Referrals
- Safety plans
- No-Contact
- Class/schedule change
- School escort
- Parking mods
- Academic help
- Education
- Etc.

Formal Complaint

- Intent
- Allegations
- Signature*

- Not sexual harassment;
- Not in United States; or
- Not education program/activity

Dismissal*

- HR
- Supervisor
- Principal
- Counselor

Referral

Notice of Allegations

Investigation

- Interviews
- Evidence
- Preliminary Report
- Final Report

Decision Process

- Written Questions
- Decision
- Sanctions
- Outcome Letter

Appeal

- Paper only
- Uphold
- Change sanctions
- Remand

Sanctions & Remedies

- Only applied after appeal concluded
- May be disciplinary

Notice

Informal Resolution

NEXT MEETINGS

- ▶ Second Tuesday of every month at 9 am MT/8 am PT
 - ▶ Zoom link will always be the same

QUESTIONS?

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