

TITLE IX



WHAT IS TITLE IX?

- Title IX is a gender equity law
- Enacted as a follow-up to the passage of the Civil Rights Act of 1964
- Title IX seeks to remedy the inequities sexual harassment and sex discrimination create

"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 educational program or activity receiving Federal financial assistance."

WHAT IS TITLE IX?

1972

1975

1980

Late 1990s

Legislation

Congress passes
Title IX

Athletics

First Title IX regulations on Athletics

OCR Enforcement

Dept. of Education's
OCR assumes
enforcement of

Title IX

Supreme Court

include sexual harassment



WHAT IS TITLE IX?

1.

An employee of the District conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct ("Quid Pro Quo")

2.

Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity

3.

"Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

REAL WORLD SITUATIONS

A custodian in the building frequently comments on female employee's appearances and clothing. He asks female employees questions about sexual preferences and partners, using explicit language. Female employees report not feeling comfortable being alone with this custodian. In one instance, he blocks the classroom door of a female employee and says she cannot leave unless she gives him her phone number.

- Assess the are steps y
 - Assess the complaint or concern and determine if there are steps you can take to address the situation or support the complainant.
- Share the Microsoft Forms link for Complaints via email.

 If you have actual knowledge of or suspect a Title IX issue, complete the Title IX Complaint Form yourself, in addition to sending to the complainant.
- Determine if reporting to DCF is also necessary.

 If you have actual knowledge of or suspect child abuse issue, file a DCF report.
- The HR, Equity, and Title IX teams will review form entries on a weekly basis. If you determine that the complaint requires immediate guidance or assistance, contact Cynthia Preston or Wayne King.

REAL WORLD SITUATIONS

A parent contacts a school counselor for information on how to enroll her child in virtual school and withdraw from the current school. When the school counselor inquires about the request, the parent shares that her child is no longer comfortable attending a certain class. She claims that in this class, the teacher frequently makes inappropriate comments about female students' bodies and clothing.

- 1.
- Assess the complaint or concern and determine if there are steps you can take to address the situation or support the complainant.
- 2.
- Share the Microsoft Forms link for Complaints via email.

 If you have actual knowledge of or suspect a Title IX issue, complete the Title IX Complaint Form yourself, in addition to sending to the complainant.
- 3.
- Determine if reporting to DCF is also necessary.

 If you have actual knowledge of or suspect child abuse issue, file a DCF report.
- 4.
- The HR, Equity, and Title IX teams will review form entries on a weekly basis. If you determine that the complaint requires immediate guidance or assistance, contact Cynthia Preston or Wayne King.

SJCSD COMPLAINT RESOLUTION PROCESS Pursuant to SJCSD School Board Policy 2.16 and Federal Title IX regulations Incident reported. Assess the situation. Determine what steps can be taken to rectify the situation and/or Unsure if incident is Incident appears to be a Title IX violation a Title IX Complaint support the complainant. IMPORTANT: If there is an Email Complainant the Email Complainant the actual or suspected case of SJCSD Title IX Complaint Form SJCSD Complaint Form child abuse, neglect, or within 5 days of report within 5 days of report abandonment, you must also report to DCF. Click Here to Report District Title IX Coordinator Complaint Form reviewed by HR contacts Complainant to within 72 hours of receipt discuss options. Title IX Coordinator provides Complainant with Title IX Principal/Admin Notified of Formal Complaint Form. Next Steps & Appropriate Within 5 business days of receiving complaint. Points of Contact within 72 hours of Complaint Form submission Complainant declines pursuing Complainant indicates a No action is taken under Title desire to participate in a grievance process or Title IX IX, but other Board policies Coordinator administratively grievance process. may apply to the situation. closes complaint. INFORMAL PROCESS FORMAL PROCESS · All parties must agree in writing (informal Notice to parties process may be started or re-started at any time) Investigator conducts investigation Either party can request formal process at any Parties review all evidence and submit written responses to investigator Neutral facilitator engages parties in Investigator completes investigation report and shares with parties Written Q&A between parties and decision-Note: The informal resolution process cannot be used for student complaints against employees. Decision-maker determines responsibility and issues written determination to all parties Parties agree on Parties disagree on outcome outcome Appeal No Appeal Within 5 business days of written determination. Complaint moves to FORMAL PROCESS Title IX Coordinator Appeal Review & ensures outcomes Decision is Final are and met and Determination tracked Updated October 2024



SJCSD COMPLAINT RESOLUTION CHECKLIST

Pursuant to SJCSD School Board Policy and Federal Title IX regulations

When to use this checklist:

When receiving a complaint or upon having knowledge of discrimination, harassment, bullying, retaliation, equity concerns, sexual harassment, or denial of equal access with regard to any SJCSD employee or student.

1	☐ Assess the complaint. Determine if there are steps you can take as the department or school leader to address the situation or support the complainant. Click Here to see examples of supportive measures.
2	If complaint addresses discrimination, harassment, bullying, or equity but is not clearly Title IX - Share the SJCSD Complaint Form with the complainant via email. If complaint meets one of the three definitions a Title IX Complaint - Share the SJCSD Title IX Complaint Form with the complainant via email.
3	☐ Inform the complainant that if they would like to file a complaint, they must complete the form within 60 days of the alleged incident.
4	☐ Advise the complainant to immediately report to DCF if the complaint includes an actual or suspected case of child abuse, neglect, or abandonment. ☐ File a report with DCF yourself, as you now have knowledge of actual or suspected case of child abuse, neglect, or abandonment. REPORT HERE pursuant to Florida Statute §39.201
5	☐ Complete either the <u>SJCSD Title IX Complaint Form</u> or <u>SJCSD Complaint Form</u> yourself within <u>5 days</u> of receiving the complaint or having knowledge of misconduct. This can be completed with the complainant at the time of complaint, if agreed upon.
6	□ Inform the complainant you have documented the concern with Human Resources. □ Share the approximate timeline set by school board policy and federal regulations: • Five (5) days for district review by EEO Officer • 30 – 60 days for investigation and determination □ Ask the complainant if there are any supportive measures that would help improve the situation.

Complaint submission forms will be reviewed within three business days. If you determine that the complaint requires immediate guidance or assistance, please contact the Title IX Coordinator or Associate Superintendent of Human Resources.

Associated School Board Rules:

- 2.16 Prohibiting Discrimination, Including Sexual and Other Forms of Harassment
- 2.17 Reporting Child Abuse
- 3.21 Prohibiting Bullying and Harassment
- 6.102 Nondiscrimination in Employment
- 6.51 Complaints Against Employees
- 6.53 Professional Misconduct Reporting

Updated September 2024

TITLE IX SCHOOL POCS

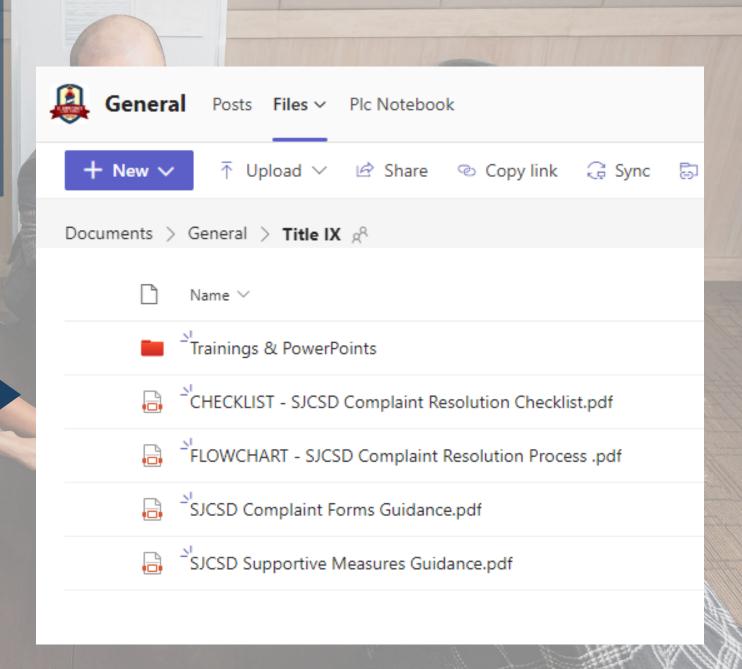
#1 - PRINCIPAL #2- AP OR DESIGNEE

UPCOMING TRAININGS:

- APs Oct. 10th
- Deans Oct. 23rd
- MHCs & Social Workers Nov. 12th
- Athletic Directors Nov. 21st

TITLE IX TEAMS FOLDER







SJCSD TITLE IX TEAM

CYNTHIA PRESTON
WAYNE KING
PARKER RAIMANN
RYAN PLAYER

DAVID SIMPKINS
JESSICA ALLEE
GENE BENNETT
ANNIE RAYNOR

Primary Contact for Principals: Cynthia Preston, Wayne King, Annie Raynor