

# Principals' Meeting

Thursday, October 3, 2024

Human Resources



# TITLE IX

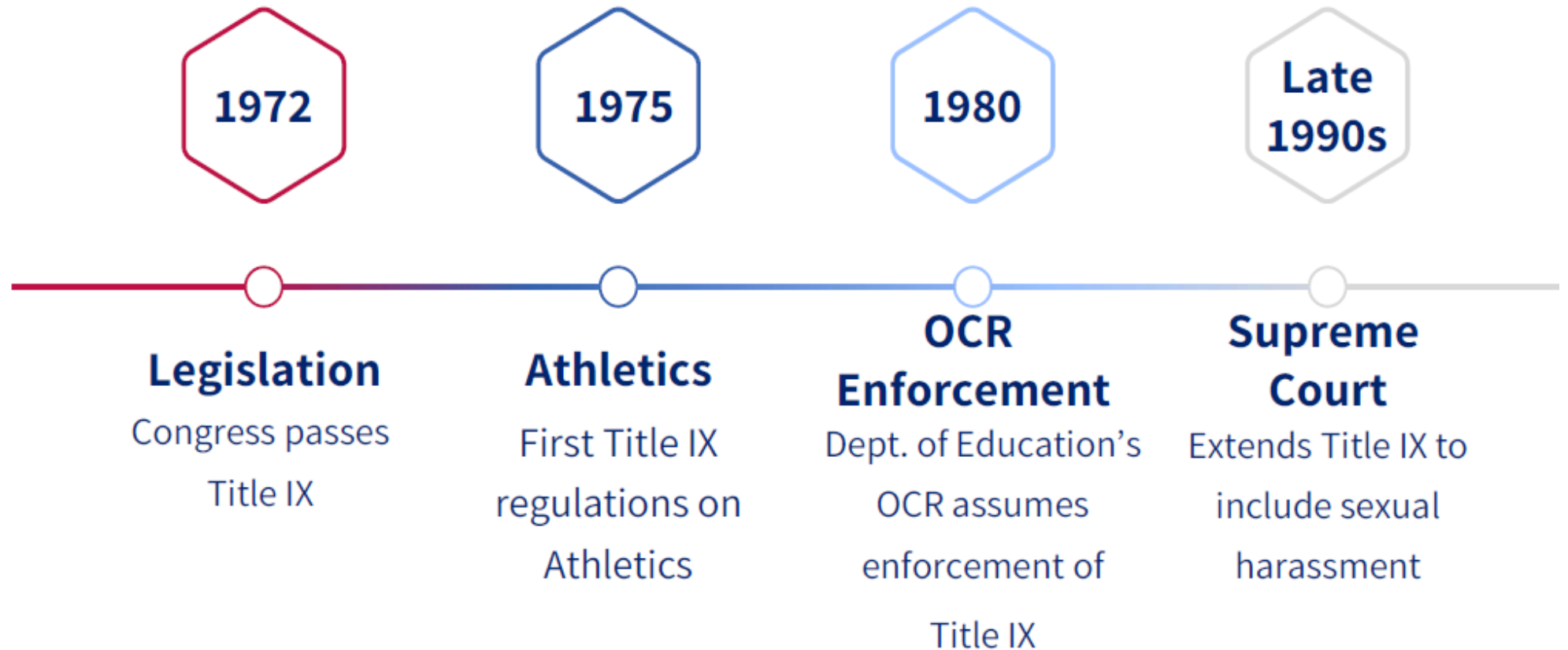


# WHAT IS TITLE IX?

- 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?



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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.

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.

# 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.**

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Determine if reporting to DCF is also necessary.

**If you have actual knowledge of or suspect child abuse issue, file a DCF report.**

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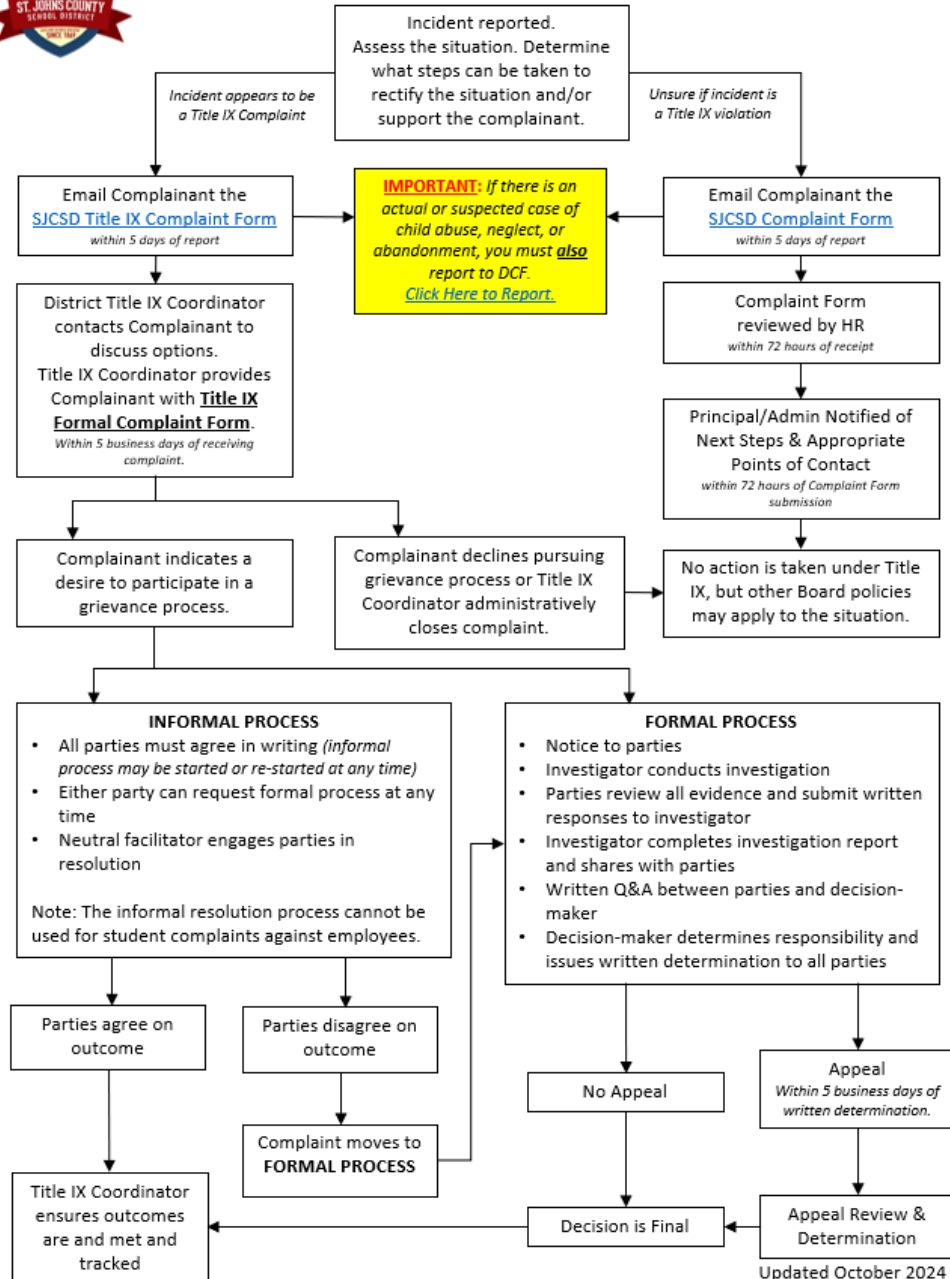
The HR, Equity, and Title IX teams will review form entries on a weekly basis. If you determine that the complaint requires immediate guidance or assistance, contact Cynthia Preston or Wayne King.





## SJCSD COMPLAINT RESOLUTION PROCESS

Pursuant to SJCSD School Board Policy 2.16 and Federal Title IX regulations



## 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	<input type="checkbox"/> 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. <a href="#">Click Here</a> to see examples of supportive measures.
2	<p>If complaint addresses discrimination, harassment, bullying, or equity but is not clearly Title IX -</p> <input type="checkbox"/> Share the <a href="#">SJCSD Complaint Form</a> with the complainant via email.
3	<p>If complaint meets one of the three definitions a Title IX Complaint -</p> <input type="checkbox"/> Share the <a href="#">SJCSD Title IX Complaint Form</a> with the complainant via email.
4	<input type="checkbox"/> Inform the complainant that if they would like to file a complaint, they must complete the form within 60 days of the alleged incident.
5	<input type="checkbox"/> Advise the complainant to immediately report to DCF if the complaint includes an actual or suspected case of <u>child abuse, neglect, or abandonment</u> .
6	<input type="checkbox"/> File a report with DCF yourself, as you now have knowledge of actual or suspected case of child abuse, neglect, or abandonment. <a href="#">REPORT HERE</a> pursuant to Florida Statute §39.201
7	<input type="checkbox"/> Complete either the <a href="#">SJCSD Title IX Complaint Form</a> or <a href="#">SJCSD Complaint Form</a> yourself within <b>5 days</b> of receiving the complaint or having knowledge of misconduct. This can be completed with the complainant at the time of complaint, if agreed upon.
8	<input type="checkbox"/> Inform the complainant you have documented the concern with Human Resources.
9	<input type="checkbox"/> Share the approximate timeline set by school board policy and federal regulations: <ul style="list-style-type: none"> <li>Five (5) days for district review by EEO Officer</li> <li>30 – 60 days for investigation and determination</li> </ul> <input type="checkbox"/> 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

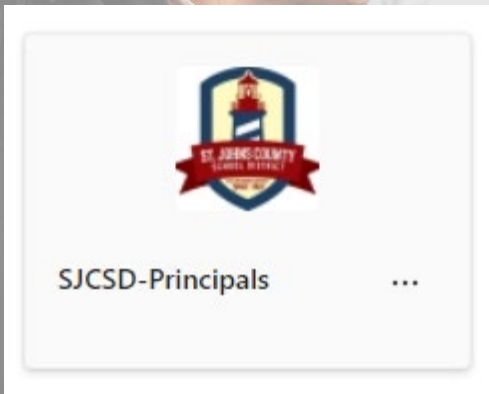
**#1 - PRINCIPAL**


**#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



 **General** Posts Files ▾ Plc Notebook

**+ New** ▾  Upload ▾  Share  Copy link  Sync 

Documents > General > **Title IX** 

	Name ▾
	Trainings & PowerPoints
	CHECKLIST - SJCS-D Complaint Resolution Checklist.pdf
	FLOWCHART - SJCS-D Complaint Resolution Process .pdf
	SJCS-D Complaint Forms Guidance.pdf
	SJCS-D Supportive Measures Guidance.pdf



# **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