

GENDER-BASED VIOLENCE AND HARASSMENT REPORTING TRAINING

Title IX Review for NHCS Staff and
Student Athletes
Student Support Services
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Dr. Rick Holliday, Deputy Superintendent



August 2017

WHAT IS TITLE IX?

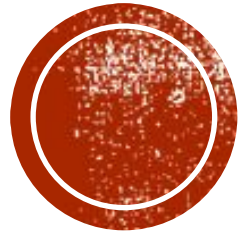
Title IX of the Education Amendments Act of 1972 is a federal law that states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."



WHO DOES TITLE IX APPLY TO?

Title IX applies to **all educational institutions**, both public and private, that receive federal funds. Almost all private colleges and universities must abide by Title IX regulations because they receive federal funding through federal financial aid programs used by their students.





HOW IS TITLE IX APPLIED TO ATHLETICS?

Athletics programs are considered educational programs and activities.

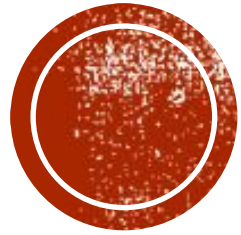
THERE ARE THREE BASIC PARTS OF TITLE IX AS IT APPLIES TO ATHLETICS:

Scholarships: Title IX requires that female and male student-athletes receive athletics scholarship dollars proportional to their participation; and

Participation: Title IX requires that women and men be provided equitable opportunities to participate in sports. Title IX does not require institutions to offer identical sports but an equal opportunity to play;

Other benefits: Title IX requires the equal treatment of female and male student-athletes in the provisions of: (a) equipment and supplies; (b) scheduling of games and practice times; (c) travel and daily allowance/per diem; (d) access to tutoring; (e) coaching, (f) locker rooms, practice and competitive facilities; (g) medical and training facilities and services; (h) housing and dining facilities and services; (i) publicity and promotions; (j) support services and (k) recruitment of student-athletes





KNOW YOUR IX

9 Things To Know About Title IX

WHAT? WHO? HOW?

1. Title IX is a landmark federal civil right that prohibits sex discrimination in education.

2. Title IX does not apply to female students only.

3. Schools must have an established procedure for handling complaints of sexual discrimination, harassment, or violence.



HOW? WHERE? SAFETY?

4. Schools must have an established procedure for handling complaints of sexual discrimination, harassment, or violence.

5. Schools should ensure that a victim doesn't have to share spaces such as dorms, classes and campus jobs, with his or her assailant.

6. Schools may not retaliate against someone filing a complaint and must keep a complainant-victim safe from other retaliatory harassment or behavior.



NEXT STEPS

7. Schools can issue a no-contact directive under Title IX to prevent the accused student from approaching or interacting with you.

8. In cases of sexual violence, schools are prohibited from encouraging or allowing mediation (rather than a formal hearing) of the complaint.

9. Schools cannot discourage you from continuing your education.

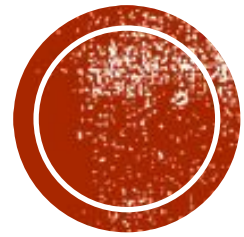


89 SECONDS REVIEW – KNOW YOUR IX



<https://youtu.be/IFAs9fegJsI>





GENDER-BASED VIOLENCE & HARASSMENT

Under Title IX, discrimination on the basis of sex can include sexual harassment or sexual violence such as rape, sexual assault, sexual battery, sexual coercion, or dating violence.

WHAT IS SEXUAL HARASSMENT?

Definition

- Conduct that:
- Is sexual in nature;
- Is unwelcome; and
- Denies or limits a student's ability to participate in or benefit from a school's education program

How to report

- Notify any school administrator, coach, school counselor, social worker or teacher.
- Complete a Bullying, Harassment form that can be found at:

http://www.nhcs.net/links_students.htm



NHCS STUDENTS

- Please review your copy of the **Know Your IX**, that you will receive.
- If you do not know how to report sexual harassment or bullying, ask your coach, Athletic Director or any administrator, school counselor, social worker or ISS Coordinator.
- You must sign the form that will be provided to you which indicates that you understand how to report any incident of sexual harassment that you experience or observe.



PLEASE SIGN BOTH COPIES OF FORM.

KNOW YOUR IX

Nine things you should know about your Title IX rights and your school's Title IX responsibilities

Title IX is a landmark federal civil rights law that prohibits sex discrimination in education.

Title IX is not just about sports; it also addresses sexual harassment, gender-based discrimination, and sexual violence.

Title IX does not apply to female students only.

Male and gender non-conforming students are protected from any sex-based discrimination, harassment, or violence.

Schools must take immediate action to ensure a complainant-victim can continue their education free of ongoing sex discrimination, sexual harassment, or sexual violence.

Schools must have an established procedure for handling complaints of sex discrimination, sexual harassment, and sexual violence.

Schools can issue a no contact directive under Title IX to prevent the accused student from approaching or interacting with you.

Schools may not retaliate against someone filing a complaint and must keep a complainant-victim safe from other retaliatory harassment or behavior.

Schools must be proactive in ensuring that your campus is free of sex discrimination.

Schools cannot discourage survivors from continuing their educations. Survivors have a right to remain on campus and have every educational program available to them.

In cases of sexual violence, schools are prohibited from encouraging or allowing mediation of the complaint.

However, they may still offer such an alternative process for less severe complaints.

Schools should not make survivors pay the costs of certain accommodations that they require in order to continue their educations after experiencing violence.

Schools should provide free counseling, tutoring, changes to campus housing, and other accommodations to survivors who need them.

If your school isn't respecting your rights, you have options. Learn more and get involved at

knowyourIX.org



NHCS Student Athletes Title IX Review and Gender-Based Violence and Harassment Reporting Training

Student Name _____ (Please Print) ID _____

Campus _____ Sport _____

- I have received a copy of Know Your IX.
- I have attended the presentation on Gender-Based Violence and Harassment reporting.
- I know how to report Bullying, Harassment and Discrimination according to the Bullying reporting policy of NHCS.

Student Signature _____

Coach Signature _____

Student Copy



08/2017



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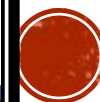
Student Signature _____

Coach Signature _____

Campus Copy



08/2017



ADDITIONAL RESOURCES

If you were sexually assaulted, abused, and/or harassed as a high school student, you have options. On this site, you can find information on high school student survivors' legal rights, schools' legal obligations, and resources and tools for accessing support.

<https://www.knowyourix.org/high-school-resource/title-ix/>

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