



# Know Your Title IX Rights!!!

## An Overview Of:

- 1) reporting harassment/discrimination;
- 2) available support for students; and
- 3) what to expect after you report.

# Introduction

- ~ Who are we?
- ~ Why are we here?
- ~ What will be presented?
- ~ Why does this matter?



## *What is Title IX?*

- Federal Civil Rights Law, passed in 1972
- Applicable to all education programs and activities receiving federal funding
- Law that BVSD is obligated to follow
- Protects students from sex-based harassment and discrimination at school
- *All students - no matter identity, orientation, gender*

# *What does that mean for me as a FHS student?*

- You have the right to be free from sex-based harassment/discrimination at school

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- Your school has to take action to enforce that right

# Title IX, sex-based discrimination and athletics

Title IX requires institutions to provide equal athletic opportunities for all students, regardless of sex, and to effectively accommodate students' athletic interests and abilities.

# Obligations under Title IX for athletics

1. Funding must be proportionate.
2. Equal opportunities to participate



- The number of male / female athletes must be substantially proportionate to their respective enrollments
- The school must have a history and practice of expanding participation opportunities based on developing interests and abilities of the underrepresented sex (i.e. girls' wrestling, boys' volleyball)
- The school must be fully and effectively accommodating the interests and abilities of the underrepresented sex.

## 3. Equal Benefits.

*E.g.*, Quality of equipment, practice times/spaces, modes of transportation, facilities, medical services

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# Identifying Sex-Based Harassment

# Types of Sex-based Harassment

## 1) Physical Harassment

- Touching
- Hugging
- Groping
- Pulling on clothes
- De-pantsing
- Rubbing up against someone

## 2) Verbal Harassment

- Sexual names, gender slur
- Sexual noises or sounds
- Comments about one's body
- Rumors/comments about sexual activity
- Rumors/comments about sexual orientation
- Pressuring others to perform or feel compelled to perform sexual acts

## 3) Visual Harassment

- Obscene graffiti
- Suggestive notes or email
- Sexual gestures
- Sexual pictures
- "Sexting"
- Staring someone up and down



# Real examples of sex-based harassment are . . .

- Social media and cyber harassment
- Sexualized noises and drawings
- Gender-slurs
- Creating sex-based rumors about other students
- Pressure to go on a date or engage in a sexual activity
- Threats directed towards other students
- Sexual violence and unwanted touching - grabbing, pinching or constant brushing against the body of another, hitting genitalia, slapping butts
- Failing to honor someone's expressed boundaries
- Conduct that creates an unsafe, uncomfortable sexualized environment for your community (including teachers!)

**Sex-based harassment also includes**  
**discrimination experienced by LGBTQ+**  
**students**

- Targeted homophobia and transphobia
- Intentionally using dead names
- Intentionally misgendering
- Failing to honor someone's expressed boundaries
  
- The use of demeaning, dehumanizing, objectifying sexual rhetoric

# Support for LGBTQ+ Students




- Be respectful of privacy, students do not have to disclose personal information of their own gender
- Respect pronouns, students have the right to be identified by their stated gender identity
- Students have the right to use whatever bathroom that they identify with
- Students have the right to their own self expression through the means of clothes, hair, activities, and other mannerisms



# CONSENT

The act of voluntarily and verbally agreeing to another's proposals or desires.



# CONSENT



**F**reely Given  
**R**eversible  
**I**nformed  
**E**nthusiastic  
**S**pecific

 Planned Parenthood®

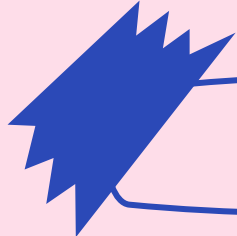
## Consent and Clarity

- what does informed consent mean?
  - is silence consent?
- if we don't ask, do we have consent?

Why do we have this law?

*Consider:* How does sex-based harassment and discrimination impact us at school?

# Impact v. Intent

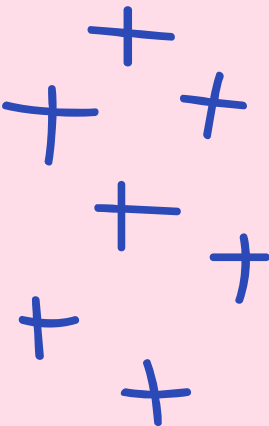
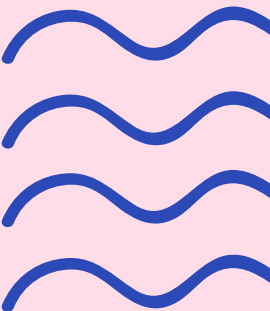


**Sense of belonging**

**Ability to show up**

**Ability to participate**

**Sense of safety**





# How do I report?



Tell an adult  
at school



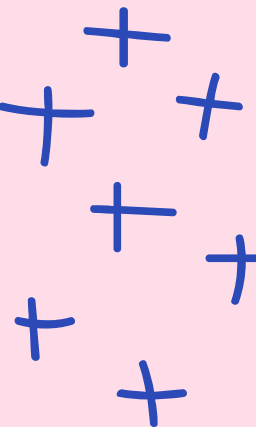
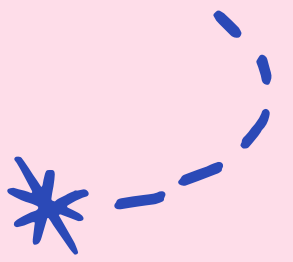
Safe2Tell  
(Anonymous)



BVSD  
AC-E2



TitleIX@  
bvsd.org



# What happens after I report?



**Report**



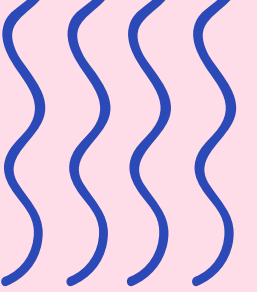
**Support**



**Investigation**



**Resolution**



# No matter . . . Always supportive measures

Non-disciplinary supports are offered to impacted students, regardless of whether the incident happened **on or off campus**

What do they do?

- Protect the safety of all parties, the educational environment, prevent additional incidents/reports of sexual harassment and/or retaliation.
- Provide services to a student that was denied a benefit
- May limit interactions between involved students
- May provide monitors or additional adult supervision in areas where harassment occurs

# School Specific Support

- No contact directives
- Changing class schedules
- Routing maps
- Providing mental health support/counseling
- Identifying trusted adults
- Extension of academic deadlines
- Flexibility on homework assignments/tests
- Excused absences

*Supports change as your needs and your experience change*

*\*\*Supportive Measures Menu\*\**

# Investigation

Interviews

Review of evidence

Determination

- *Timing?*
- *Due Process?*
- *Discipline before an outcome?*

**Communication about the outcome of  
the investigation?**

*I feel like nothing was done!!!!*

# Resolution

Sanctions (like, discipline)

Restorative justice?

Continued supportive measures

# Takeaways

- Your Title IX right = attend school without being sexually harassed/discriminated against;
- Report by telling/emailing a trusted adult in school, emailing the Title IX Coordinator, filling out a form (safe2tell - Anonymous or AC-E2);
- **SUPPORT!!!!**
- Investigation → Resolution



# Thank you for listening!

Interested in doing more?

- Apply for the Title IX Council this Spring!



**2023-2024 Title IX Advisory Council  
Application -...**

docs.google.com

Important info:

- Email: [TitleIX@bvsd.org](mailto:TitleIX@bvsd.org)

Your sense of belonging at  
school matters!

We care and are here to  
support you!!!!