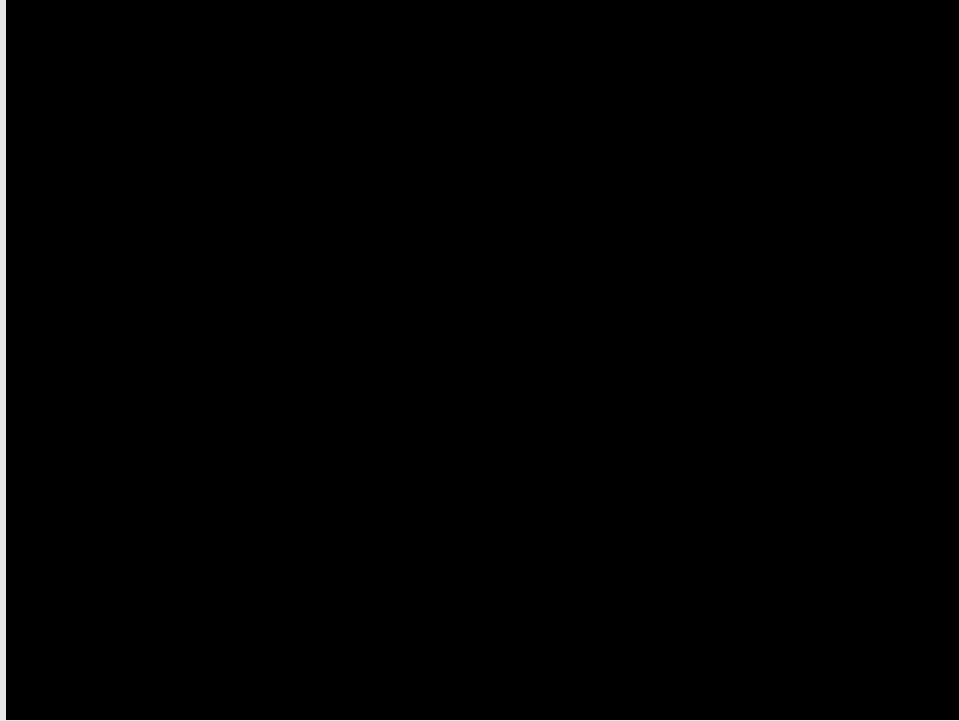




# Title IX

FUHSD SEL Advisory #3

# VIDEO:



**Let's Review Through Scenarios...**

# **Scenario 1**

Isabel and Jackson recently broke up.

Jackson tells his friends about some private photos that Isabel sent while they were dating.

# Discussion

- Is this sexual harassment?
- What are Isabel's options?
- Are there consequences to Jackson's actions?

# Answers

- Is this sexual harassment?
  - No, in this scenario, it is not sexual harassment because the photos weren't shared or distributed and this isn't a rumor that he is spreading.
  - However, Jackson should have respected Isabel's privacy. If he shares this information more widely, it could escalate to harassment.
- What are Isabel's options?
  - Isabel ask Jackson to stop sharing details about their relationship. She can also ask Jackson to delete the pictures from his phone.
  - If Isabel feels like she needs more help, she can talk to a school-based therapist.
- Are there consequences to Jackson's actions?
  - At this point there would be no school-related consequences for his actions.

## **Scenario 2**

Terri identifies as transgender. This year, she decided to transition socially by changing her name and pronouns. A group of students think it's funny to yell her birth name when they see her walk by. Terri has told them multiple times, "I go by Terri now." Each time the group laughs as they say they forgot.

# Discussion

- Is this sexual harassment?
- What are Terri's options?
- Are there consequences to this group of students' actions?



# Answers

- Is this sexual harassment?
  - Yes. In this scenario, the students are actively choosing to ignore Terri's gender identity even after she corrected them. The fact that the group of students is doing it in a loud, public manner *and* are laughing about it suggests that it might also be a form of gender-based bullying.
- What are Terri's options?
  - Terri can talk to a trusted adult to report the students' behavior.
  - If the students are in her classes, Terri can ask her teacher for support in getting all students to use her correct name and pronouns in class.
- Are there consequences to the students' actions?
  - Yes. Pending investigation, there could be school-related consequences including disciplinary action for gender-based bullying.

# Scenario 3

Erika is a popular girl who is well-known around the school. She heard that Trevor has a crush on her. Trevor has few friends and often sits alone. Everytime Erika sees him, she looks at him and asks her friends, “smash or pass?” Her friends act grossed out and laugh before yelling “pass!” Trevor turns bright red and hurries away. He has started avoiding the hallways so that he doesn't run into them.

# Discussion

- Is this sexual harassment?
- What are Trevor's options?
- Are there consequences to Erika's actions?

# Answers

- Is this sexual harassment?
  - Yes, this is sexual harassment because the jokes that Erika is making are objectifying and sexual in nature. Trevor feels humiliated and unsafe at school.
- What are Trevor's options?
  - He can report to a teacher or adult on campus or to the Title IX Coordinator.
  - He can also speak to a school-based therapist if he feels he needs more support.
- Are there consequences to Erika's actions?
  - Erika and her friends' behavior contributes to an unsafe school environment and could result in school-based consequences including disciplinary action, pending an investigation.