CCPS Staff Title IX
Sexual Harassment Training
August 2023
Objective

**What:** Review the policies, regulations, and guidelines/practices related to addressing reports of sexual harassment in CCPS

**How:** Presentation

**Why:** Annual sexual harassment training is a requirement under Federal law
What is Title IX?

- Title IX is a Federal law
- Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex, including sexual harassment, in education programs and activities
- This law applies to all institutions receiving federal funds, including CCPS
- In May 2020, the U.S. Department of Education issued regulations to implement Title IX which set forth requirements for the investigation and resolution of complaints of sexual harassment in education programs and activities
What is sexual harassment?

**Sexual harassment** means conduct on the basis of sex that satisfies one or more of the following:

- **Quid Pro Quo**: An employee of the Board of Education conditioning the provision of an aid, benefit, or service of the Board of Education on an individual’s participation in unwelcome sexual conduct;

- **Hostile School Environment**: 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 Board of Education’s education program or activity; or

- **Sexual Violence**: Sexual assault, dating violence, domestic violence, or stalking
Definitions

- **Complainant** - An individual who is alleged to be the victim of conduct that could constitute sexual harassment
- **Respondent** - An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment
- **Preponderance of the evidence** - Evidence which is of greater weight or more convincing than the evidence to the contrary; evidence which shows that something is more likely than not to be true or to have occurred
- **Retaliation** - The act or process of threatening or otherwise penalizing a person for reporting an alleged violation of policy or for participating in an investigation of an alleged violation
Sexual Harassment Could Occur

- Between students
- Between staff
- Between staff and students
School System Responsibilities

• CCPS must respond to **actual knowledge** of sexual harassment in any “**education program or activity**” in a manner that is “**not deliberately indifferent**”

• “**Education program or activity**” includes locations, events, or circumstances over which CCPS exercises **substantial control over both the respondent and the context in which the sexual harassment occurred**. Includes:
  – Academic, educational, extracurricular, athletic, and other programs or activities of schools, regardless of the location
  – Online activity that occurs on computer and internet networks, digital platforms, and computer hardware and software owned or operated by CCPS, or used in the operations of CCPS
Reporting

• All CCPS employees are expected to **promptly** report sexual harassment if:

  1. They receive a report of alleged sexual harassment from a student, parent/guardian, or staff member

  2. Observe an incident of sexual harassment

• A report may be made by:
  – Contacting the CCPS Title IX Coordinator, Principal, or Immediate Supervisor
  – Completing a Bullying, Intimidation, Discrimination, or Hazing report for student related matters using the electronic reporting system
  – Using the Discipline Reporting System for employees with access

• The Title IX Coordinator, Principal, or Immediate Supervisor can support a student, parent/guardian, or employee at any time
Complaints

• A complainant may use the CCPS Title IX Sexual Harassment Formal Complaint Form to make a formal sexual harassment complaint under Title IX or

• A student, parent/guardian, or staff member may use the Bullying, Intimidation, Discrimination, or Hazing Reporting System to report sexual harassment of a student

• Employees with access may also utilize the Discipline Reporting System
## Who are the Title IX Coordinators in CCPS?

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<tbody>
<tr>
<td>Students Only</td>
<td>Staff</td>
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<td>Dr. Arlene Moore</td>
<td>Ernesto Diaz</td>
<td>Michael Duffy</td>
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<tr>
<td>Equity &amp; Community Relations Officer</td>
<td>Director of Human Resources</td>
<td>Supervisor of Athletics</td>
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<td>125 North Court Street</td>
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<tr>
<td>Westminster, MD 21157</td>
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<tr>
<td>(410) 386-1680</td>
<td>(410) 751-3078</td>
<td>(410) 751-3059</td>
</tr>
<tr>
<td><a href="mailto:anmoore@carrollk12.org">anmoore@carrollk12.org</a></td>
<td><a href="mailto:e_diaz@carrollk12.org">e_diaz@carrollk12.org</a></td>
<td><a href="mailto:mlduffy@carrollk12.org">mlduffy@carrollk12.org</a></td>
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What process is followed?

• The Title IX Coordinator and school administrators will follow the process identified in the CCPS Title IX Guidelines and Practices document.

• Reports of sexual harassment may be made under Title IX or Board Policy JICK: Student Bullying, Harassment, Intimidation, or Hazing.

• Sexual harassment of a student may also constitute child abuse. Such cases must be handled in accordance with Board Policy JLF: Child Abuse, Child Neglect, and Sexual Misconduct.
Where can I go for additional information?

Your Principal or Immediate Supervisor

or

Dr. Arlene Moore
Equity & Community Relations Officer
(410) 386-1680
anmoore@carrollk12.org