

Title IX

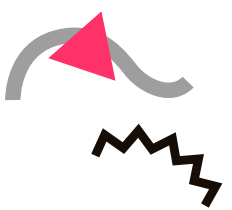
Staff Training

July 2023





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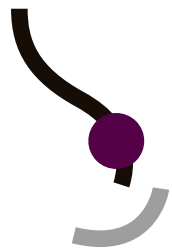
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01

What is Title IX?



Title IX of the Education Amendment of 1972



Title IX provides that “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.”



Check It Out:
CNN





02

Prohibited Behaviors



In accordance with Title IX, ECS expressly prohibits:



**Discrimination or
Harassment based
on sex or gender**



**Reprisal or
Retaliation**





Sexual & Gender-based Harassment

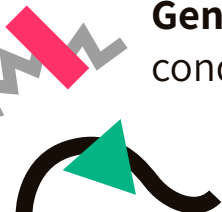


Sexual harassment is unwelcome conduct of a sexual nature.

- unwelcome conduct on the basis of sex
- requests for sexual favors in exchange for benefits (quid pro quo)
- other verbal, nonverbal, or physical conduct of a sexual nature

Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent.

- rape
- sexual assault
- sexual battery
- sexual abuse
- sexual coercion.



Gender-based harassment is unwelcome conduct based on a student's sex, harassing conduct based on a student's failure to conform to sex stereotypes.

ECS expressly prohibits sexual harassment (including sexual violence) and gender-based harassment.



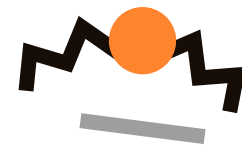


03

Roles



Title IX Team



Coordinator

Provides training and communicates policies and program information to staff, students, and ECS community. Keeps track of records for Title IX cases. First point of Contact:

Carolyn Southard

Hope Hickman (back-up)



Investigator

Gathers evidence to (1) determine if the allegations meet Title IX standards, and (2) provide Decision-Maker with evidence to base written determination of responsibility.

Julie Tudor

Brittni Doyle (back-up)



Decision-Maker

The Judge - person who looks at the evidence and determines whether the alleged conduct occurred, the corrective actions and remedies.

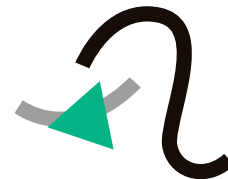
Christi Whiteside



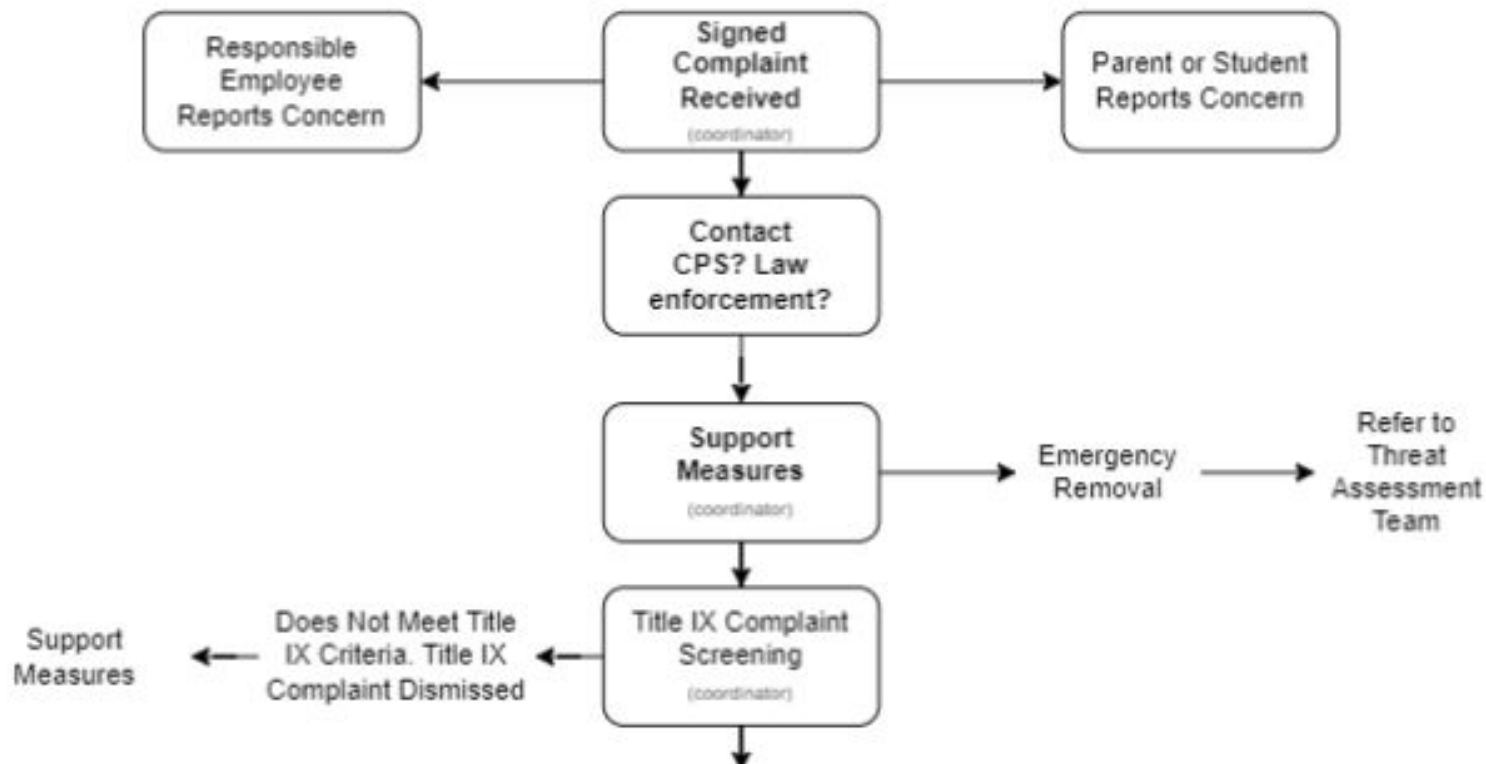
Appeals Board

All determinations can be appealed by both parties to the Appeals Board.

ECS Board



Title IX Procedure Flow Chart





Possible Outcomes



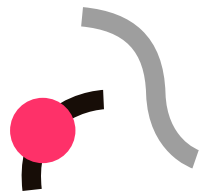
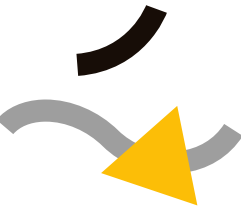
Meets Criteria

Resolution can be informal or formal. Process included in-depth investigation, supportive measures, and consequences.



Does Not Meet Criteria

While some grievances may not be covered under Title IX, they are usually against school behavior policy and will have consequences. There may also be supportive measures put into place.





Title IX Requirements



Sexual Harassment - conduct on the basis of sex that falls under one or more of the following:

1. Quid pro quo - trading for sex
2. Unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's educational program or activity
3. Sexual Assault as defined in the Clery Act, or dating violence, domestic violence, or stalking as defined in the Violence Against Women Act. (more than a touch)



Changes coming...





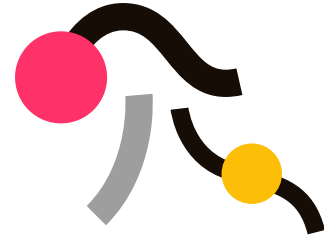
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Your Role



Build a Safe Environment

Be kind, respectful, and inclusive.

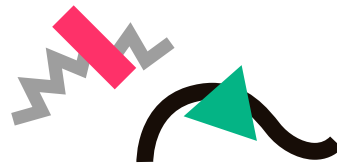


Teach Positive Character Traits

Teach students to value each other by teaching and modeling appropriate behavior.

Enforce Rules and Expectations

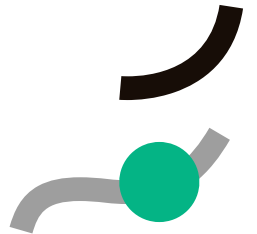
Intervene right away. Don't let things slide. Report suspected instances of harassment.





“A single act of kindness
throws out roots in all
directions, and the roots
spring up and make new
trees.”

—**Amelia Earhart**





Thanks!

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