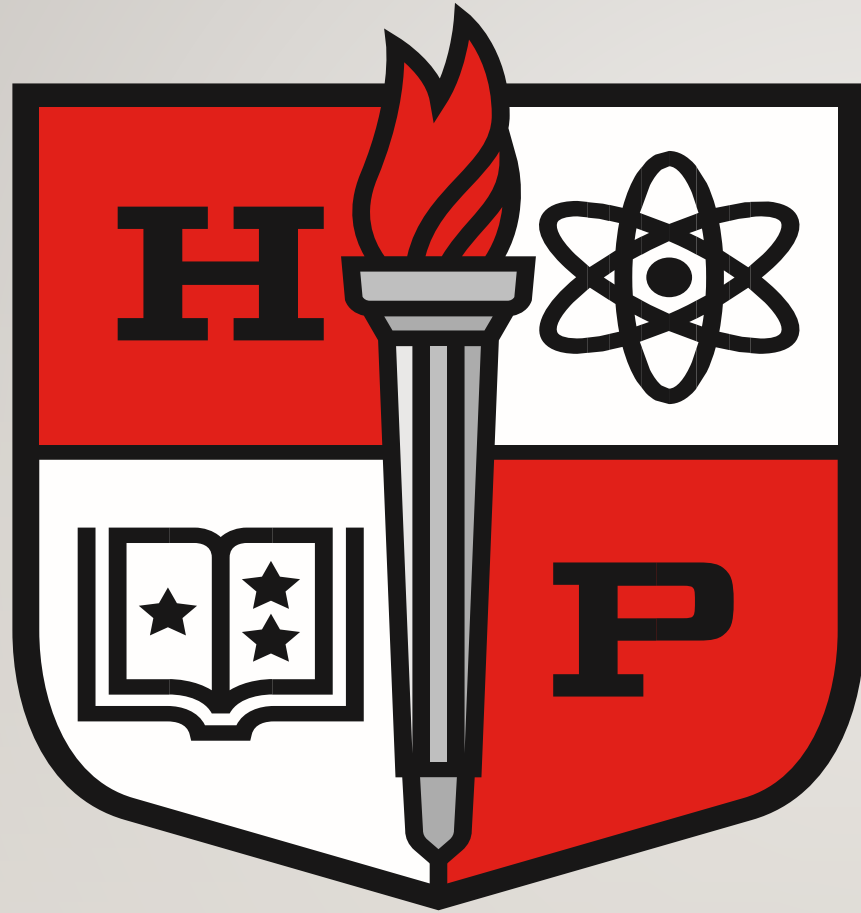


Florence County School District Two



Title IX

Staff Presentation

August 24, 2020



New Title IX Regulations were issued on May 6, 2020. All school districts were required to comply with these new regulations by August 14, 2020. Florence School District Two has taken the following steps to ensure compliance:

- 1. Presented Board Policy changes for First Reading on July 27, 2020 (Second Reading will be on August 24, 2020)**
- 2. Designated and trained District Title IX Coordinator**
- 3. Appointed and trained Title IX Team Members to include: investigators, informal resolution facilitators, decision maker, and appeal officer**
- 4. Updated website and handbooks with Title IX notification and notice of discrimination policy and grievance procedures, including how to file or report sexual harassment and how the district will respond to applicants for admission and employment**



What Is

TITLE IX

CONSENT

HARASSMENT

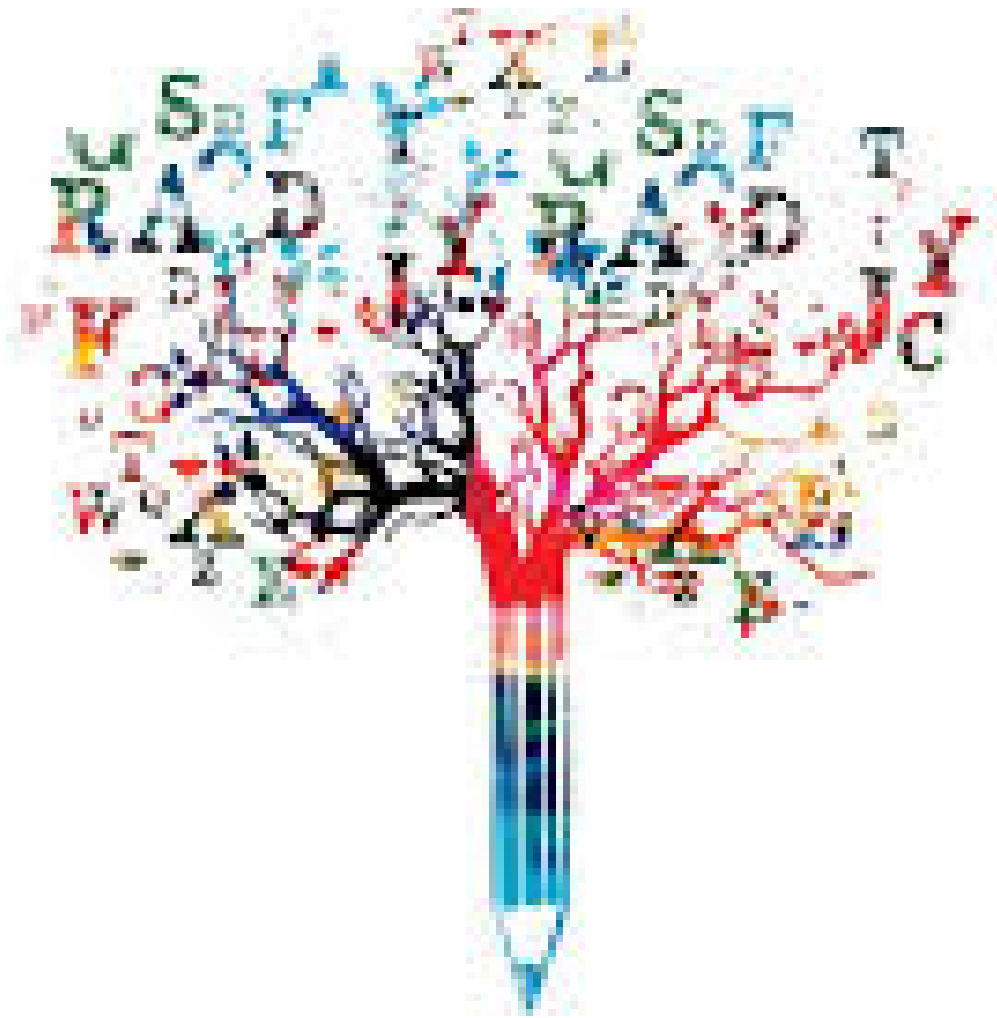
GENDER STUDENTS ASSAULT CIVIL RIGHTS
 EDUCATION TORTICTION NO MEANS NO SEXISM
 SAFETY SURVIVOR #METOO FREEDOM
 VIOLENCE
 NEGLIGENCE STALKING
 LEGISLATION
 DISCRIMINATION TRAUMA
 ADVOCACY REPORTING CAMPUS
 COLLEGE
 SEXUAL MISCONDUCT DIVERSITY REPORTING
 AWARENESS
 RESPECT
 SUPPORT
 JUSTICE
 LITIGATION
 NO MORE SILENCE



Florence School District Two, as required by **Title IX** of the Education amendments of 1972 and its corresponding regulations (“**Title IX**”):

- Does not discriminate on the basis of sex in its education programs or activities.
- Prohibits gender-based harassment, which, may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex even if those acts do not involve conduct of a sexual nature.
- Prohibits discrimination and harassment on the basis of sex or gender in all of its programs and activities by its employees, students, or third parties.





- A school district must respond *promptly* to *actual* knowledge of *sexual harassment* in an *education program or activity of the district* against a person in the United States.
- A school district must follow the required procedure for responding to a *formal complaint* of sexual harassment.



A formal complaint must be filed with the **Title IX** Coordinator alleging sexual harassment against a respondent and requesting that the district investigate the allegation of sexual harassment.



Definition of Sexual Harassment

34 CFR § 106.30(a)

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

- An employee of the district conditioning the provision of an aid, benefit, or service of the district on an individual's participation in unwelcome sexual conduct;
- 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 district's education program or activity; or
- "sexual assault" as defined in 20 USC 1092(f)(6)(A)(v), "dating violence" as defined in 34 USC 12291(a)(10), "domestic violence" as defined in 34 USC 12291(a)(8), or "stalking" as defined in 34 USC 12291(a)(30).

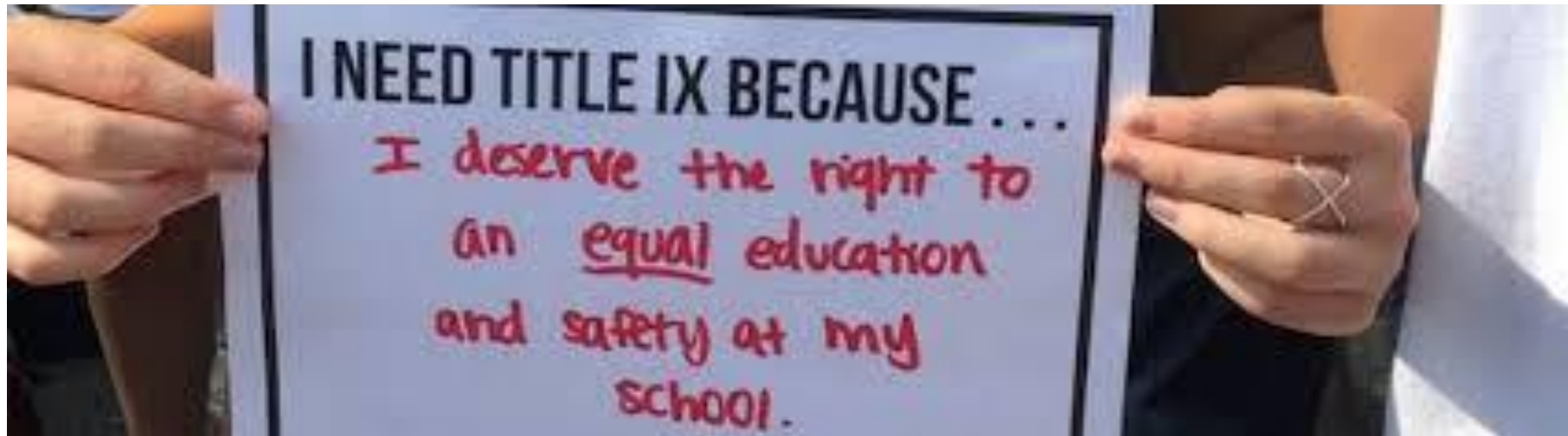
(note: use of email, internet or other technologies may constitute "sexual harassment" as much as use of an in-person, postal mail, handwritten or other communications)



Definition of “education program or activity”

34 CFR § 106.44(a)

Includes any locations, events or circumstances over which the district exercised substantial control over both the alleged harasser (respondent) and the context in which the harassment occurred.



Actual Knowledge

34 CFR § 106.30(a)

Actual knowledge of sexual harassment means notice of sexual harassment or allegations of sexual harassment to the district's **Title IX** Coordinator or *any* district employee.



Reporting Allegations

34 CFR § 106.8(a)

- Any person may report sex discrimination, including sexual harassment, regardless of whether the person is the alleged victim of the reported conduct, *in person, by mail, by telephone, or by email.*
- The report can be made at any time, including during non-business hours, by using the telephone number or email address, or by mail to the office address, listed for the **Title IX** Coordinator.



For any additional information or to file a formal complaint of sex discrimination or of sexual harassment, please contact:

Dr. Belinda Cain, Assistant Superintendent
Florence School District Two
Office of Student Services
2121 South Pamlico Highway
Pamlico, South Carolina 29583
(843) 493.9216
bcain@fsd2.org



Title IX Team Members:

Investigator(s): Legrande Richardson and Sterling Mosby

Informal Resolution Facilitator(s): Kawanna McKenzie, Amy McAllister, Brad Drawdy, and Cristy Altman

Decision Maker(s): Charles Hyman

Appeal Officer(s): Dr. Neal Vincent



To File a Formal Complaint:

(Click the link below)

[Florence School District Two Sexual Harassment and Retaliation Complaint Form.pdf](#)



Know your rights



