

Title IX Tidbits

A collection of art supplies including pencils, paintbrushes, and ink pots on a dark blue background. The supplies are arranged in a cluster, with some pencils sharpened and others blunt. There are also some paintbrushes and ink pots in red and blue. The background is a dark blue with some lighter blue wavy lines on the left side.

Recognizing Sexual Harassment

**Galveston ISD All Employee Training
Module 1
Fall 2023**

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Title IX Tidbits: Recognizing Sexual Harassment

AGENDA

- Galveston ISD's Commitment to Nondiscrimination, Including to Non-Discrimination Based on Sex
- Key Definitions
- What is Sexual Harassment
- Examples of Sexual Harassment



Galveston ISD Non-Discrimination Commitment

- Galveston ISD prohibits discrimination, including harassment, against any student or employee on the basis of race, color, ethnicity, religion, sex, gender, national origin, age, disability, sexual orientation, genetic information, gender identity, gender expression, or any other basis prohibited by law.
- Galveston ISD also prohibits retaliation.

What Is Discrimination

... GENERALLY ...

Discrimination is when someone is treated differently based on a protected characteristic, and can include harassment.

What Is Harassment

... GENERALLY ...

Harassment is a type of discrimination, and includes physical, verbal, or nonverbal conduct based on a protected status and that adversely affects the target's ability to access their employment, education, or other Galveston ISD benefit or service. Harassment can be oral, written, verbal, nonverbal, physical, visual, etc.

What Is Retaliation

... GENERALLY ...

Retaliation is adverse treatment against someone for reporting discrimination, including harassment, or for serving as a witness or otherwise participates in an investigation of such a report or complaint. Retaliation is when someone intimidates, threatens, coerces, discriminates, harasses, or otherwise hurts someone or does something harmful to someone because they have exercised their rights to be free of discrimination.

What Is Sexual Harassment

... GENERALLY ...

Sexual harassment is unwelcome conduct based on sex, sexual orientation, gender, gender identity, or gender expression. Sexual harassment under Galveston ISD policy encompasses a wide range of sex-based conduct.

What Is Sexual Harassment

... REMEMBER ...

Sexual assault, while also a crime, can be sexual harassment under Title IX.



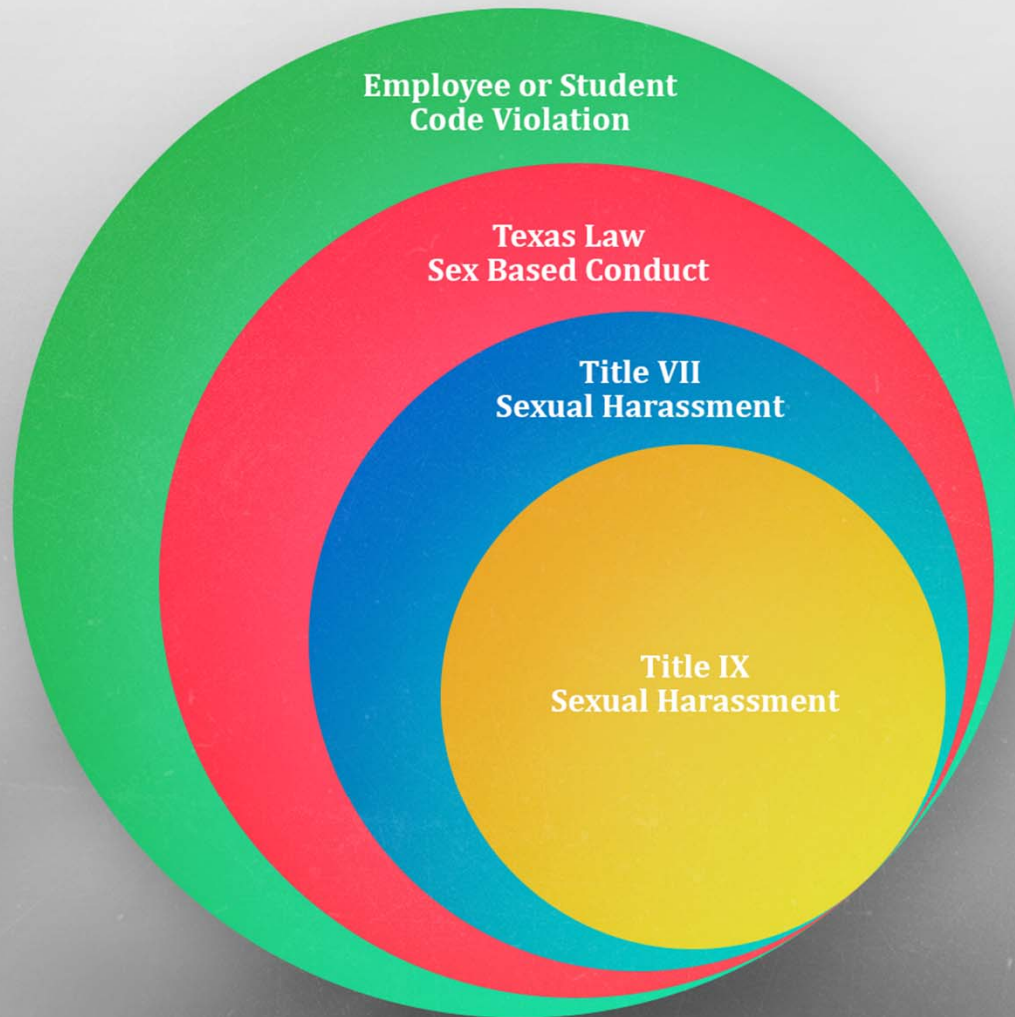
Where Can Sexual Harassment Occur?

It can occur anywhere
(here are some examples)

- Classrooms
- Hallways
- Locker Rooms
- Playgrounds
- Electronic Devices
- School-Sponsored Events
- Anywhere where there is a connection to or impact on school or students

Laws Prohibiting Sexual Harassment

- Title IX (sexual harassment against students)
- Title VII (sexual harassment against employees)
- State Laws and District Policy



What Is Sexual Harassment

... GENERALLY ...

- Any person can be sexually harassed.
- Any person can be the sexual harasser.
- Sexual harassment can be based on sex, sexual orientation, gender, gender identity, or gender expression
- A sexual harasser can have any sex, gender, or gender identity.



What Is Sexual Harassment

- Unwelcome Sexual Advances
- Requests for Sexual Favors
- Physical, Verbal, or Nonverbal Conduct



What Is Sexual Harassment

- Forcing to Kiss
- Flashing/Mooning
- Exposing Oneself
- Physical Aggression of a Sexual Nature
- Bra Snapping
- Touching, Grabbing, Pinching
- Brushing Up or Blocking



What Is Sexual Harassment

If based on sex:

- Physical Aggression
- Theft/Damage to Property
- Threats or Intimidation
- Jokes
- Name Calling
- Slurs
- Rumors

What Is Sexual Harassment



- Cyber-Harassment
- Electronic/Graffiti/Other Communications
- Rating Students
- Sharing Sexual Photographs or Images



Examples of Concerning Conduct ... OF A STUDENT BY AN EMPLOYEE ...

- Sexual Advances
- Romantic Relationship
- Sexual Touching, Games, Jokes
- Threats or Coercion/Quid Pro Quo

What Is Sexual Harassment

... OF A STUDENT BY AN EMPLOYEE ...

Romantic or other inappropriate social relationships between students and District employees are prohibited. Any sexual relationship between a student and a District employee is always prohibited, even if “consensual.”

A student can never consent to sexual conduct with an employee no matter the age.

What Is Sexual Harassment

... GENDER BASED HARASSMENT ...



- Unwelcome Conduct
- Based on Gender, Perceived Gender, or Failure to Comply with Gender Norms

A stylized illustration on the left side of the slide. It features a light blue face with a dark blue mustache and a smiling mouth. A dark blue hand is shown with fingers slightly curled, appearing to touch or gesture near the face. The background is split into light blue and dark blue sections.

What is Sexual Harassment

... DATING VIOLENCE...

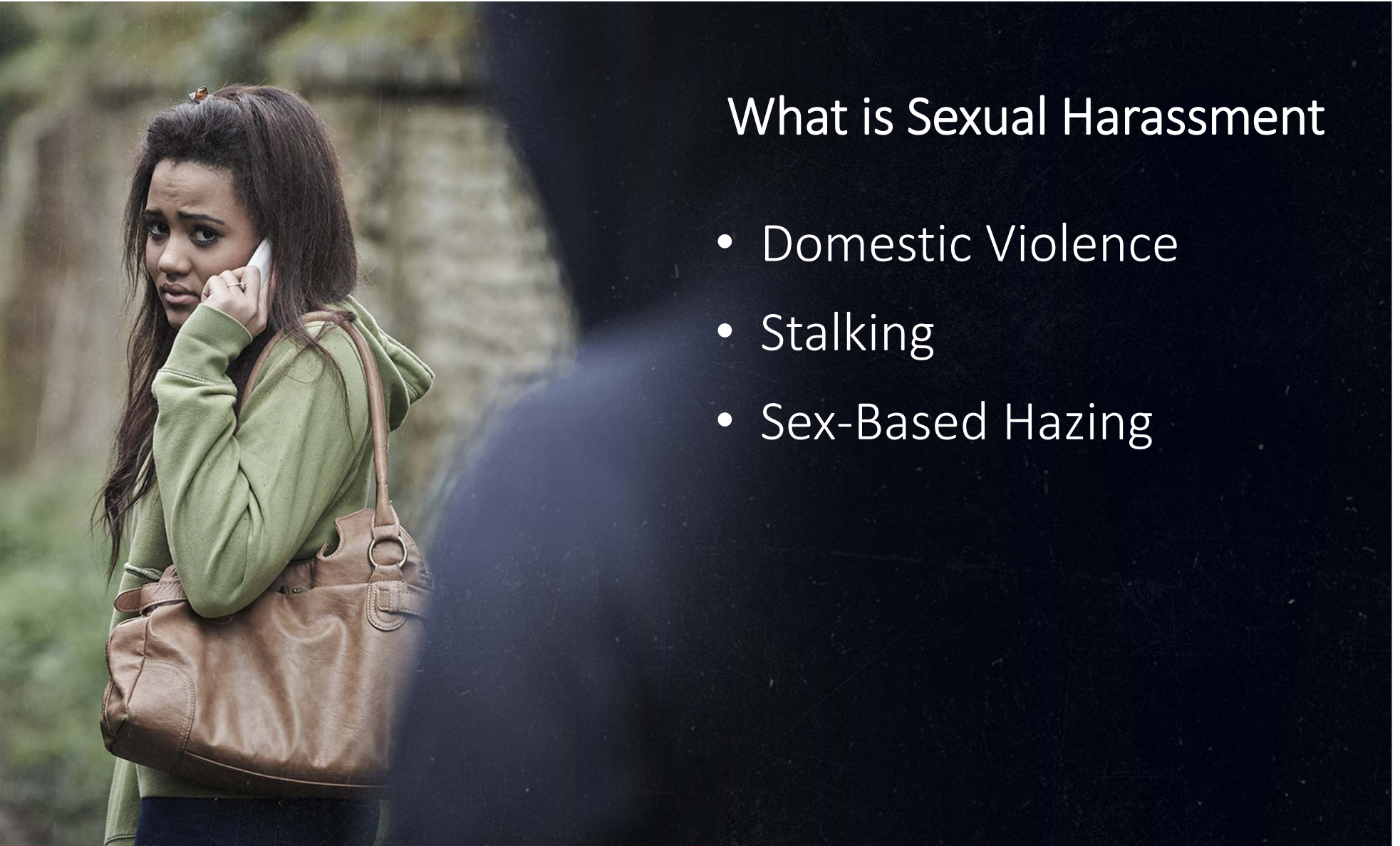
- Current or Past Relationship
- Physical, Sexual, Verbal or Emotional Abuse

A stylized illustration on the left side of the slide. It features a light blue face with a dark blue mustache and a smiling mouth. A dark blue hand is shown with fingers slightly curled, appearing to be near the face. The background of the slide is dark blue, and the text is in white and red.

Examples of Concerning Conduct

... DATING VIOLENCE...

- Assault
- Name Calling/ Put Downs
- Threats
- Property Destruction
- Isolation
- Stalking



What is Sexual Harassment

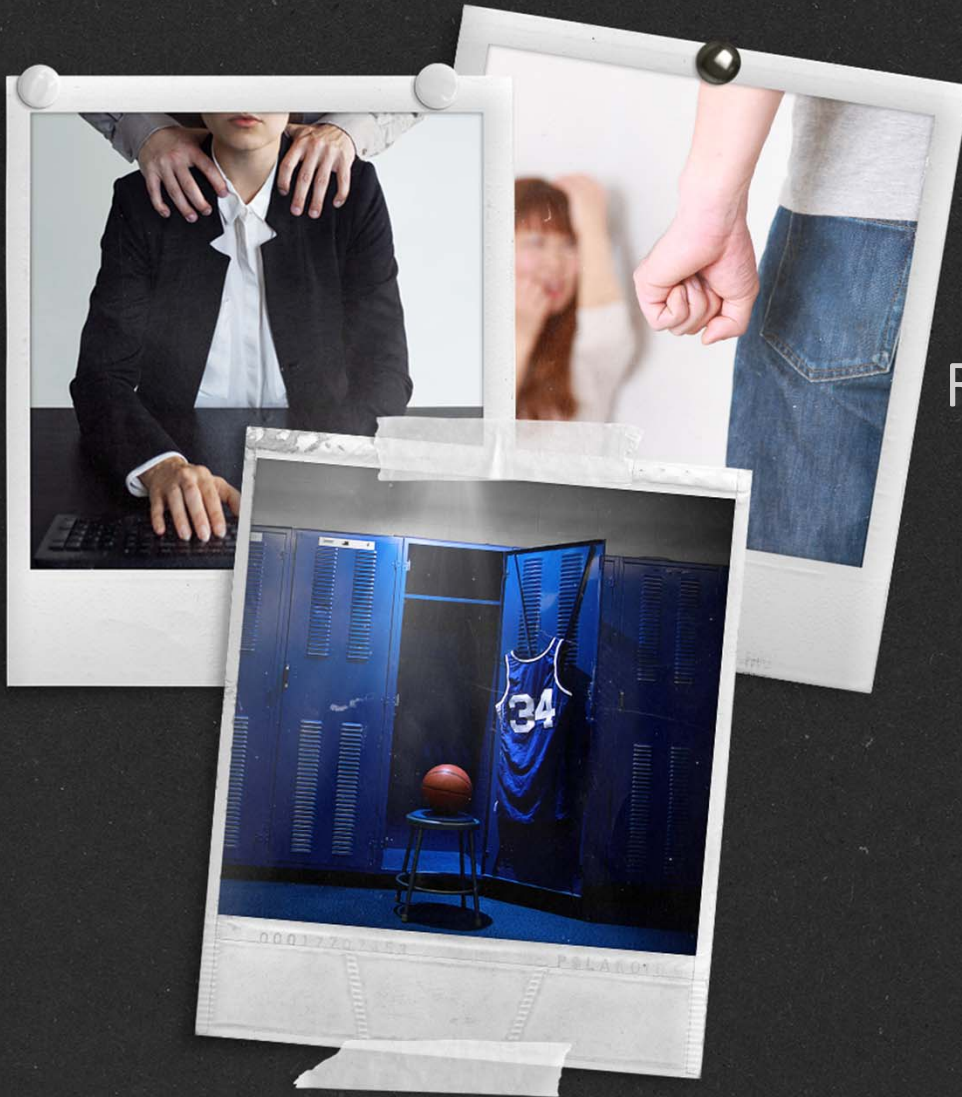
- Domestic Violence
- Stalking
- Sex-Based Hazing

Examples of Concerning Conduct

THESE ARE JUST EXAMPLES

REPORT ALL SEX-BASED CONDUCT
TO TITLE IX COORDINATOR

DO NOT INVESTIGATE — TITLE IX
COORDINATOR WILL DETERMINE
WHETHER AN INVESTIGATION WILL
OCCUR AND REFER THE MATTER TO THE
CORRECT DEPARTMENT OR OFFICE



For More Information

<https://www.gisd.org/explore-gisd/title-ix-resource-page>



PARENTSQUARE

SKYWARD

SKYWARD EMPLOYEE



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FOR OUR FAMILIES

FOR OUR COMMUNITY

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Coordinators

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ESSER III

TITLE IX RESOURCE PAGE



Galveston ISD Title IX Coordinator:

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TITLE IX TRAINING VIDEO

Questions? Comments?

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