

# Title IX Tidbits

A top-down view of various art supplies on a dark blue, textured surface. The items include several colored pencils (red, yellow, blue, orange), paintbrushes with wooden handles and metal ferrules, and two open ink pots (one red, one blue). There are also some loose paint splatters and a small blue paperclip.

## Reporting Title IX Sexual Harassment

**Galveston ISD All Employee Training  
Module 2  
Fall 2023**

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# Title IX Tidbits: Reporting Sexual Harassment

## AGENDA

When it comes to Title IX sexual harassment:

- Who Can and Must Report?
- To Whom, How, and When to Report?
- What Happens to My Report?
- What if My Report is Wrong?
- Consequences for Not Reporting?



# Who Can Report?

Any person can report sex discrimination, including sexual harassment, whether the person reporting is the person alleged to have experienced the conduct that could constitute sex discrimination or harassment.

## Who MUST Report?

Any District employee who knows or suspects that a student or group of students has or may have experienced sexual harassment shall immediately notify the Title IX Coordinator and the employee's supervisor.

# To Whom to Report?

You are not required to report the misconduct to the person alleged to have committed the misconduct.

## **ALWAYS**

1. Your Supervisor
2. Galveston ISD's Title IX Coordinator

## **CONSIDER**

3. Law Enforcement
4. Child Protective Services (CPS)

# To Whom to Report?

**Dyann Polzin**  
**Title IX Coordinator**  
**409-766-5155**  
**[dyannpolzin@gisd.org](mailto:dyannpolzin@gisd.org)**



## How to Report

In person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.



# When to Report

Reports of known or suspected misconduct should be immediately reported after the employee has knowledge or information about the alleged act.

No later than 24 hours after receiving the report.

A delay in reporting can negatively impact the District's ability to respond promptly, thoroughly, and adequately to a report by limiting availability of witnesses or evidence.





## When to Report

A report can be made at any time (including during nonbusiness hours) using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator.

# What Happens to My Report?

- The Title IX Coordinator will review and, if necessary, ensure investigation and resolution of the complaint.
- You will not become a party to the complaint because you made a report.
- You may not be privy to information about the outcome if you are not directly affected by the reported conduct.

# What Happens to My Report?

- State law requires that the identity of the person making a report of suspected child abuse or neglect be kept confidential.
- To the greatest extent possible, the District will respect the privacy of all involved, but disclosure may be necessary to conduct a thorough investigation and comply with applicable law.



# What if My Report is Wrong?

- You are protected by law and District policy from retaliation for a good faith report, even for a report for which there is a finding of insufficient evidence.
- A person who in good faith reports or assists in the investigation of a report of child abuse or neglect is immune from civil or criminal liability.

# Consequences of Not Reporting?

- You may be placing the alleged victim at risk of continued misconduct.
- You are violating the law and may be subject to legal penalties, including criminal sanctions for failure to report abuse and neglect.
- You are violating Board policy and may be subject to disciplinary action, including possible termination of your employment.
- Your certification from the State Board for Educator Certification may be suspended, revoked, or cancelled.

# For More Information

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



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## TITLE IX RESOURCE PAGE



Galveston ISD Title IX Coordinator:

Dyann Polzin, Deputy Superintendent of Human Resources, 409-766-5155, [dyannpolzin@gisd.org](mailto:dyannpolzin@gisd.org)

TITLE IX TRAINING VIDEO



# Questions? Comments?

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