



Title IX
Employee Policy Compliance Training

My job is to help enforce the Title IX Policy

Ms. May

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Title IX Coordinator

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Title IX

“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.”

Passed in 1972 as a part of Educational Amendments to the 1964 Civil Rights Act

Protects students, employees, applicants, etc.

Applies to academic and non-academic activities, such as sports and extra-curricular programs

Prohibits harassment and discrimination on the basis of sex and gender, including sexual harassment and sexual violence.

Why is this training important?

August 2020
Title IX
Requirements
for K-12 Schools

K-12 schools MUST have a policy prohibiting sex harassment and a process for addressing complaints.

K-12 schools must investigate or act upon a formal complaint of sex harassment but absent a formal complaint, it must offer support services to complainant/victim.

Requires specific structure for handling sexual harassment claims brought by students and employees.

Allows for formal and informal resolutions of sex harassment claims to be facilitated by the school.

Outlines process requirements for sex harassment investigations.

Requires schools to staff their Title IX programs adequately and to train all employees.

Title IX
Activities for
2023-2024
school year

Receiving

Complaints/issues involving sexual harassment and discrimination

Training

the school community regarding the policy as well as laws prohibiting discrimination, harassment and retaliation.

Working

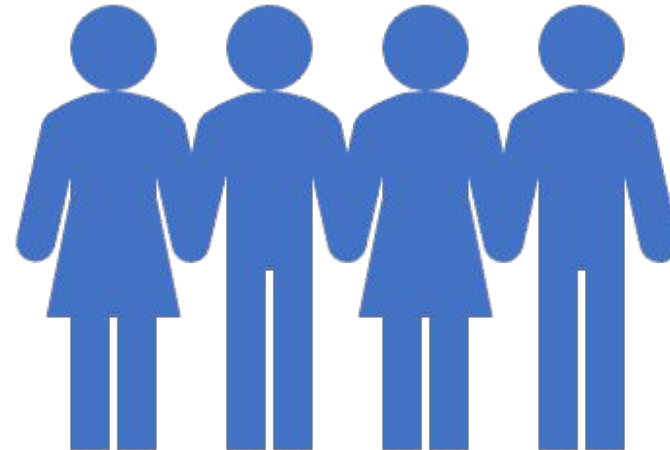
Working with Aurora Academy staff to improve processes and protocols

Planning

Planning training and proactive measures

Aurora Academy's Title IX/Sex Harassment Policy

- Available on Aurora Academy's Website at: <https://www.aacademy.org/>
- In the policy, Aurora Academy prohibits sexual harassment.
- Aurora Academy also prohibits discrimination and harassment based on:
 - Gender
 - Sexual orientation & Gender identity
 - Race
 - National origin
 - Religion
 - Age
 - Disability/ Need for special education services



Reporting is critical!

- As Title IX Coordinator, I must be informed of any sexual harassment complaint that is brought to your attention.
- Even minor infractions must be reported.
- Not all reports will need to be fully investigated but we have obligations under the regulations that must be followed for each and every incident that is brought to a school's attention.
- This applies to all employees, not only teachers and administrators.

What happens when a report is made?

Aurora Academy will investigate. Most of the time, the investigation will be quick and informal. In some instances, a formal investigation will be necessary. For more information, see the investigation process handout.

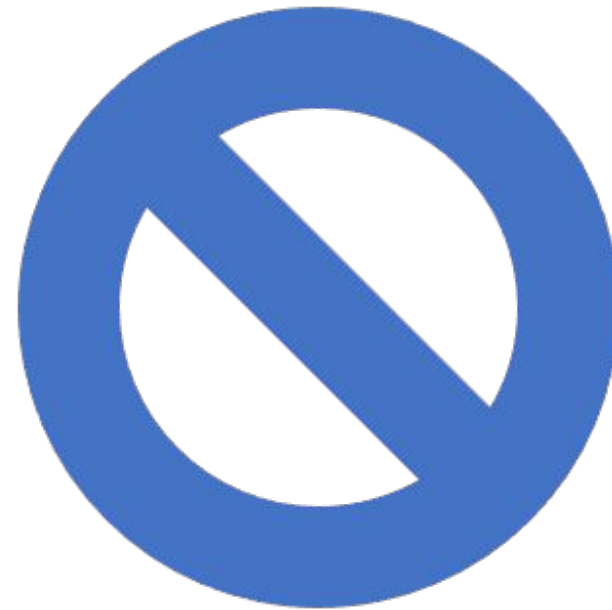
Aurora Academy will keep the situation as confidential as we can, but sometimes we need to talk to witnesses.

Aurora Academy will take ACTION to stop the harassment.

Aurora Academy will ensure that there is no retaliation against ANYONE who reports discrimination and harassment, or who participates in our investigation.

The policy prohibits retaliation against someone engaging in activities protected by state & federal law:

- Anyone who makes a complaint
- Anyone who participates in an investigation



Questions? Comments?

Before I share some additional information with you, does anyone have questions / comments / concerns that you'd like to raise in this meeting?

You are **always** welcome to speak with me individually, but I also want to give you an opportunity to raise any issues here with your colleagues.

Expectations for Interactions with Students and Families

- Model behavior that reflects professionalism.
- Avoid joking or conversations of a personal nature that could be misconstrued.
- If you have a concern, reach out to your supervisor, a principal, or me for assistance.
- We are aware of how written communications can be misconstrued – be as clear as possible in written communications.
- Consider having a conversation and then following up in writing.
- **DO NOT TRY TO MANAGE A COMPLAINT ON YOUR OWN.**

Discrimination and Harassment

- **Discrimination** is treating someone differently, or less favorably, based on a protected status.
- **Harassment** is a form of discrimination and can be based on all of the protected statuses.
 - The conduct must be sufficiently serious to deny or limit one's ability to participate in or benefit from the educational program.
 - The Department of Education's standards require that the conduct be evaluated from the perspective of a reasonable person in the alleged victim's position, considering all the circumstances, including the alleged victim's age.

Sexual harassment is a form of discrimination.

- **Sexual harassment** is unwelcome conduct of a sexual nature.
- It includes:
 - unwelcome sexual advances
 - requests for sexual favors
 - Verbal conduct of a sexual nature (jokes, statements, etc.)
 - Nonverbal conduct of a sexual nature (gestures, hand signals, etc.)
 - Physical conduct of a sexual nature (touching, kissing, hugging, etc.)

Colorado's Mandatory Reporting Requirements

- C.R.S. section 19-3-304 sets forth statutory requirements for reporting child abuse or neglect.
- Applies to public school officials and employees.
- To whom do you report?
 - Local law enforcement
 - County Department of Human Services
 - Colorado Child Abuse & Neglect Hotline (1-844-CO-4-KIDS)

Prohibition Against Retaliation

Once a student, parent, teacher, staff member, coach, or other individual complains formally or informally to a school about sexual harassment or participates in an investigation or proceeding, the school is prohibited from **retaliating** (including intimidating, threatening, coercing, or in any way discriminating against the individual) because of the individual's complaint or participation.

Examples of Potential Retaliation

Students calling one another “snitches” or “tattle tales”

Excluding someone from an activity or event because they filed a report

Refusing to work or engage with someone after they filed a report

Taking adverse action against someone **because of** their complaint

We need you
to report
retaliation
too!

We want everyone to feel safe and comfortable at school.

It is your right not to be discriminated against, harassed, or retaliated against at school by anyone.

It is your responsibility not to discriminate, harass or retaliate against anyone.

We need everyone's help to enforce our policy.

Helpful Links

The Title IX Law:

<https://www.justice.gov/crt/title-ix-education-amendments-1972>

US Department of Education Site:

<https://sites.ed.gov/titleix/>

Colorado Department of Education
Resources:

https://www.cde.state.co.us/cde_english/titleix



Questions? Comments?

- Don't hesitate to email me or find me on campus.
- Thank you for your attention to this important issue.
- Have a great year!