

Title IX prohibits discrimination based on sex in any education program or activity that receives federal financial assistance. Title IX applies to Madison Elementary School District because it receives federal funding for its students. Below are some frequently asked questions about Title IX and how it might apply to you and your student.

What kind of discrimination does Title IX cover? Title IX forbids sex-based discrimination in the educational setting, including discrimination based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

How does sex-based discrimination occur in the school setting? Sex-based discrimination can occur in many forms. Some common examples include:

- Gender-based bullying or slurs.
- Sexually suggestive jests, innuendos, whistles, or catcalls.
- Inappropriate contact or touching.
- Locker room horseplay.
- Different treatment for male/female athletic programs.
- Unwelcome sexual behavior, requests, or advances.
- Sexual abuse, assault, coercion, or battery.
- Stalking.

What can you do if your child experiences sex-based discrimination? If your child experiences discrimination based on sex that you believe Title IX prohibits, you or your child can request a Title IX investigation. To make a complaint you or your child can tell any District employee of the potential sex-based discrimination, either orally or in writing. Once you or your child make a complaint, the Title IX Coordinator will contact you to provide you with additional information about the Title IX process and next steps. Your child will also be able to receive supportive measures to ensure that your child is able to return to participating in school programming immediately.

Who can file a Title IX complaint? Anyone that experiences discrimination based on sex in an educational program or activity may file a Title IX complaint. This includes students, parents of students, teachers, administrators, others participating in the educational community, and community members that observe inequities in the educational program.

What happens during a Title IX investigation? Once you or your child submit a complaint, the District is obligated to promptly and efficiently investigate your allegations. An investigator is assigned to the case. The investigator interviews your child, the accused, and any identified witnesses. The investigator prepares an investigation report and submits it to a decision-maker. The decision-maker reviews the investigation report and decides whether

the alleged conduct violates or does not violate Title IX. No discipline is imposed until the conclusion of a Title IX investigation.

How long does a Title IX investigation take? Generally, a Title IX investigation will take at least sixty days. Sometimes, due to delays and complex issues, a Title IX investigation may take much longer.

Can the District address sex-based discrimination without a Title IX investigation? Yes. You child may choose to engage in an informal resolution process with the other party. During this process, the parties will meet to discuss the issue and agree to terms to resolve the issue. An informal resolution may include an apology letter, a no-contact agreement, participation in educational conversations, or other solutions to ensure both parties have equal access to the educational environment. Participation in informal resolution is voluntary.

My student is accused of sex-based discrimination, what are his/her rights? If your student is accused of sex-based discrimination, your student is presumed innocent until a determination is made at the conclusion of the process. Your student will be interviewed by the investigator, have the right to inspect any evidence shared, present their own evidence and witnesses. Additionally, your student has the right to receive supportive measures during the process to ensure that your student continues to receive equal access to the educational program during the investigation.

How does Title IX impact student discipline? If a complaint is brought against another student, the District will first investigate the complaint under Title IX. It will not issue any discipline until the Title IX complaint is fully investigated.

If you have additional questions or would like more information about Title IX , please contact [Title IX Coordinator/District Contact].