

# Student Orientation

## Title IX and You

# Student Mentorship & Supports Coordinator

## Student Title IX Compliance

**Gerald Scott**  
**Metro Technology Centers**  
**Spring Lake Campus**  
**[gerald.scott@metrotech.edu](mailto:gerald.scott@metrotech.edu)**  
**(405) 595-4418**

# What is Title IX?

Title IX is a federal law that states:

*“ 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.”*

# What Does This Really Mean?

Students, regardless of sex or gender are afforded the same equal opportunity for an education.

# Know Your IX—9 Things You Need to Know

Number One –

Title IX is a federal civil rights law that prohibits sex discrimination in education.

# Examples of sex discrimination

- Title IX Prohibits sex discrimination
- Sexual harassment
- Sexual violence
- Gender-based bullying
- Derogatory sexist remarks
- Vulgar remarks jokes or discussions about sex
- Unwelcome conduct

# Examples of sexual harassment

- Telling sexual jokes
- Asking questions about someone's sex life
- Making sexual comments
- Unwelcome sexual advances
- Sending explicit messages via technology
- Offensive language
- Making crude sexual remarks
- Sexual gestures and staring
- Sexual rumors

# Severe, Pervasive, objectively offensive

- Sexual harassment behavior constitutes behavior severe, pervasive & objectively offensive, that it rises to the level of requiring institutional action under Title IX
- **Severe**- causing great pain, worry, difficulty.
- **Pervasive** – unwelcome to the extent, the behavior is commonly known
- **Objectively offensive conduct** – determined by a reasonable person as severe, and pervasive.

# NUMBER TWO

- The final regulations: Protects all students and employees from all sex discrimination prohibited under Title IX.
- Sex discrimination involves treating someone unfavorably because of that person's sex, including the person's sexual orientation and gender identity.

(Ex. Firing someone because of their sexual orientation or transgender violates Title VII.)

# NUMBER THREE

- One's school must have clear, well-publicized procedures for responding to complaints of sexual harassment and violence.

According to May 2020 Final Rule, the “new definition” for sexual harassment includes: unwelcome conduct based on sex, that is severe, pervasive, and objectively offensive.

- It also includes “hostile environment harassment,” which is unwelcome conduct, subjectively and objectively offensive, severe, or pervasive.

# NUMBER FOUR

- Your school must be proactive in ensuring school safety.
- In other words, under 2020 regulations, to “respond promptly to Title IX sexual harassment, is to respond in a manner that is not deliberately indifferent.”
- Deliberate indifference, is a legal term. It suggests, failure to protect or choosing to ignore or minimize complaints of sexual misconduct.

# NUMBER FIVE

- Your school or school district must designate at least one employee as a “Title IX Coordinator.”

# NUMBER SIX

- Regardless of the outcome of any investigation, your school may not retaliate against you, for filing a complaint.
- Retaliation – can include adverse actions ( e.g. such as threats, intimidation, harassment, and coercion.)
- The 2020 Amendments prohibit retaliation.

# NUMBER SEVEN

- Your school must respond to violence that occurs “**off campus,**” including (e.g. on school buses, at extracurricular activities, and online.)

# NUMBER EIGHT

- Your school should provide age– appropriate training to students on Title IX, sexual violence, consent, and your school’s reporting and investigation process.
- The 2020 Title IX Final Rule requires schools to investigate all complaints of sexual harassment and sex discrimination.
- The rule aims to promote accountability and effective action, that prevents sex discrimination and sexual harassment from happening.

# NUMBER NINE

- Your school must provide you the accommodations you need to stay in school-free of charge.
- We call this “**supportive measures.**”

## Supportive measures:

- 1. Leave of absence
- 2. Counseling referral
- 3. Campus Escort
- 4. Change Schedule

# Complaints & Jurisdiction

- Title IX related concerns, complaints, fall in the category of sexual harassment, sexual assault, domestic violence, and/or stalking.
- “Jurisdiction” applies **ONLY** to incidents of sexual harassment, that occur within an educational program or activity.

# Report versus Formal Complaint

- A “report” is simply the initial complaint, re: allegations, which can be filed by anyone.
- A “formal complaint” is a printed document or electronic submission filed by a Complainant (in person, by email, by mail) that alleges sexual harassment.
- A formal complaint is a request that a school/district investigate an allegation.

# How Do I File A

## Complaint?

- OCR outlines the complaint process. You can fill out a grievance form or complaint and submit it to your Title IX Coordinator.
- Grievance forms can be submitted in person, mail, by scan, or electronic mail.

# Any Questions?

- If you have any questions, feel free to stop by my office in District Center Room E-28. Inside Financial Aid.

## **Title IX Designee, Gerald Scott**

- phone (405) 595-4418
- email [gerald.scott@metrotech.edu](mailto:gerald.scott@metrotech.edu)