

Phoenix-Talent Schools Title IX Plan

What is Title IX?

Title IX is a federal law that says schools must treat all students and staff fairly. It protects you from:

- Sexual harassment
- Sexual violence
- Discrimination because of your **sex, gender identity, sexual orientation, or pregnancy**

This law makes sure **everyone** can learn and work safely.

Why This Plan Matters

At Phoenix-Talent Schools, we believe:

- Everyone can learn
- Everyone deserves to be safe and respected
- Everyone should have a fair chance to succeed

This plan explains what to do if you or someone you know needs help.

Your Rights Under Title IX

If you report a problem or are part of an investigation, you have the right to:

- Get help understanding the process
- Have a support person with you
- Be treated with privacy and respect
- Ask for safety changes at school
- Report problems that happened online or outside school if it affects you at school
- Be protected from bullying or retaliation
- Choose how much you want to participate
- Get updates on what's happening
- Appeal the decision if you don't agree with it

Title IX Process – Step by Step

We will handle reports fairly and quickly.

1. Making a Report

- Tell any adult at school.
- You can also contact **Kelly Soter** directly at [✉ titleix@phoenix.k12.or.us](mailto:titleix@phoenix.k12.or.us) or  (541) 535-7502.

2. Getting Help Right Away

- We will offer support even before starting an investigation.
- Supports can include: class changes, counseling help, or no-contact orders.

3. Filing a Formal Complaint

- The problem is written down, by you or by the Title IX Coordinator.

4. Investigation Starts

- A trained, neutral person interviews people and gathers information.

5. Decision Made

- We use a fair standard: **"Is it more likely than not that it happened?"**
Both sides will be told the decision in writing.

6. What Happens Next?

- If needed, we apply consequences and continue support.
- Either side can **appeal** the decision.

7. Informal Resolution (Optional)

- If both people agree, a simpler resolution (without full investigation) is possible.
- *Note: This is not allowed between staff and students.*

Help and Support

You can get support from:

- School counselors and mental health staff
- Title IX Coordinator (Kelly Soter)
- **Jackson County SART (Sexual Assault Response Team)** —  (541) 840-0904 (text or call)
- **Community Works HelpLine** (24/7) —  (541) 779-4357 or  1-855-216-2111

SART and Community Works are private.

Talking to them **does not start a school investigation** unless you choose it.

Education and Prevention

At Phoenix-Talent Schools, you will learn:

- How to set personal boundaries
- How to understand consent

- How to be a good friend and help others
- How to stay safe online

Oregon law requires that all students have lessons about **abuse prevention** every year. We also teach staff and coaches how to help students stay safe.

Student & Family FAQ

Q: Can I report without calling the police?

A: You can, but sometimes, the school must tell the police under state law.

Q: Can I report without my parents knowing?

A: If you are 15 or older, you can choose. But records might still be seen by parents.

Q: Will I get in trouble for breaking school rules (like drinking)?

A: No. You will not be punished for sharing information during a Title IX report.

Q: What if I don't know who hurt me?

A: We can still help you feel safe and look into it.

Q: Can I talk to someone private?

A: Yes! Jackson County SART and Community Works are confidential.

Where to Find More Information

You can find:

- Title IX complaint forms
- Board policies
- Resources for help

All online at our Title IX webpage:

 [Phoenix-Talent Title IX Resources](#)

This website has everything you need to make a report or get more help.

Notice of Nondiscrimination

Phoenix-Talent Schools does not discriminate on the basis of **sex, race, color, creed, religion, national origin, age, disability, marital status, sexual orientation, gender identity or expression, veteran or military status**, or any other status protected by law in any of its programs or activities. We also provide equal access to the designated youth organizations under the **Boy Scouts of America Equal Access Act**. For questions about this policy or to file a complaint, contact:

Kelly Soter, Title IX Coordinator

 401 W. 4th Street, Phoenix, OR 97535

 (541) 535-7502

 titleix@phoenix.k12.or.us